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# Council Policy

## Emergency Operations Centre Activation Wage Reimbursement

Established: Jan 14, 2019  
Updates: 617 (Jun 26, 2017)

Contact Department: Corporate Services

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### **Purpose**

To establish a policy for the payment of union and exempt staff overtime during EOC (Emergency Operations Centre) activation.

### **Scope**

This policy applies to all City staff assigned to EOC duties during a Provincially tasked emergency event.

### **Policy**

The City of Grand Forks' Employees shall be eligible for regular salary and overtime while working in an Emergency Operations Centre (EOC) event under an approved task number.

### **Procedure**

1. Unionized employees shall be paid their regular salary during the standard working day and are eligible for overtime premiums subject to the provisions of the collective agreement.
2. Management staff shall be paid normal salaries for their regular work day hours and are eligible for overtime premiums at:
  - a. 1.5 times their hourly rate for the first two hours of extensions of a regular workday, and 2 times their hourly rate for additional hours thereafter;
  - b. 1.5 times their hourly rate for all hours worked on a Statutory Holiday, in addition to the regular days pay;
  - c. 2 times the hourly rate for work performed on a scheduled day of rest.
3. No employee shall be allowed to bank overtime hours related to working in an Emergency Operations Centre event.