Council Member __ made a motion to approve the following resolution. A vote of ___.

RESOLUTION TO AMEND THE TOWN OF BLACK MOUNTAIN, NORTH CAROLINA PERSONNEL POLICY, ARTICLE IV, SECTION 9 TO ADD A NEW SUBSECTION FOR EMERGENCY OVERTIME COMPENSATION POLICY FOR EXEMPT EMPLOYEES

Resolution #: R-25-54

WHEREAS, the Town of Black Mountain recognizes the importance of maintaining an up-to-date and effective personnel policy to guide its employees and ensure a fair and consistent workplace; and

WHEREAS, it is the desire of the Town Council to amend certain provisions within the existing Personnel Policy Manual to address current needs, improve clarity, or ensure compliance with applicable laws and regulations; and

WHEREAS, the proposed amendments have been reviewed by appropriate staff and departments and are deemed to be in the best interest of the Town and its employees.

NOW, THEREFORE, BE IT RESOLVED by the Town Council of the Town of Black Mountain that the following amendments be made to the Town of Black Mountain Personnel Policy Manual, in Article IV: The Pay Plan, Section 9: Overtime/Compensatory Time, with the addition of new Subsection 9.2: Emergency Overtime Compensation Policy, effective as of the date of this Resolution (additions are underlined in bold and deletions are shown as red struck text):

Section 9.2. Emergency Overtime Compensation Policy.

During officially declared emergencies or disasters, exempt (salaried) employees required to work beyond their standard duties or hours shall receive additional compensation. This compensation may be in the form of overtime pay for hours worked beyond the regular schedule accrued at 1.5x their salaried rate.

Emergency Overtime Period Definition. The emergency overtime period commences upon the official declaration of an emergency or disaster by the President of the United States, Governor of North Carolina, Mayor of Black Mountain or Town Manager of Black Mountain.

This period concludes when the emergency declaration is lifted, and normal operations resume. Employees will be notified of the start and end of this period through official communication channels in order to document their time for payroll purposes.

BE IT FURTHER RESOLVED that all other provisions of the Town of Black Mountain Personnel Policy Manual shall remain in full force and effect.

BE IT FURTHER RESOLVED that the Town Manager (or other designated authority) is hereby authorized to take all necessary actions to implement these amendments, including updating the electronic and physical copies of the Personnel Policy Manual and communicating these changes to employees.

Adopted this 8th day of September, 2025.

_____
C. Michael Sobol
Mayor

Attest:

_____
Wesley M. Barker
Town Clerk