

SECTION 2.8 PROJECT PAY

Project Pay may be granted by the written authorization of the General Manager, in consultation with the Executive Director of Human Resources, to compensate an employee for additional project-based work of significant complexity and importance to the District. Such work is typically outside the employee's job description and performed on a limited term basis generally no longer than one (1) year. Project Pay is discretionary and may be no more than 10% of the employee's base pay. The Executive Director of Human Resources shall ensure that Project Pay is reviewed periodically and terminated upon completion of the identified project.

SECTION 2.9 OVERTIME

Notwithstanding any other provision of this Policy, non-exempt employees are entitled to be paid overtime in accordance with the FLSA following completion of forty (40) hours of actual work in one week.

Overtime must be authorized in advance in writing by the employee's supervisor or performed in accordance with pre-approved departmental procedures based on identified operational needs.

Overtime is paid at time and one half the non-exempt employee's applicable FLSA rate.