BEFORE THE BOARD OF COUNTY COMMISSIONERS FOR COLUMBIA COUNTY, OREGON

In the Matter of Establishing a Fair Labor Standards Act Section 7(k) Election for Non-Represented Sheriff's Office Law Enforcement Personnel Order No. 11-2016
WHEREAS, Section 7(k) of the Fair Labor Standards Act ("FLSA"), 29 USC 207(k) authorizes the County to pay overtime to law enforcement personnel, as defined in the FLSA, on a "work period" basis, in lieu of the standard overtime provisions in Section 7(a) of the Act; and
WHEREAS, the County previously negotiated modified regular work week schedules with the Columbia County Deputy Sheriffs' Association to allow longer work periods in lieu of the standard 40 hour work schedule (5 days, 8 hours each), without triggering overtime; and
WHEREAS, the Sheriff's Office has now established and appointed law enforcement personnel to FLSA non-exempt, non-represented positions; and
WHEREAS, the Sheriff wishes to assign such non-exempt, non-represented law enforcement personnel to the same modified regular work week schedules as represented law enforcement personnel; and
WHEREAS, it is in the best interest of the County to pay overtime to all non-exempt law enforcement personnel based on the same modified regular work week schedules already in use;
NOW, THEREFORE, IT IS HEREBY ORDERED, as follows:
Columbia County elects FLSA Section 7(k) work periods for the purposes of calculating overtime for any eligible FLSA non-exempt and non-represented law enforcement personnel in the Sheriff's Office.
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2. This Order is retroactive to April 1, 2016.

Dated this ____/3th day of April, 2016.

Approved as to form

Office of County Counsel

BOARD OF COUNTY COMMISSIONERS FOR COLUMBIA COUNTY, OREGON

Anthony Myde, Commissioner

Henry Heimuller, Commissioner

By: 7/07 available