

<b>Scotts Valley Fire Protection District</b>	<b>Policy: 1202</b>
<b>Subject: Work Period Designation</b>	<b>Dated: December 13, 2006</b>

***Policy 1202: Work Period Designation***

This policy provides shift personnel that are not FLSA exempt of the Scotts Valley Fire Protection District with equal opportunity to acquire overtime hours in accordance with the Fair Labor Standards Act (FLSA) requirements.

Work periods will be set at 24-day cycles and all hours in excess of 182 (based on the FLSA regulations for 207(k) employees) will be paid at a rate of one and one-half times the normal hourly rate.

Vacation, sick leave, and workers' compensation leave will not be considered "hours worked" for purposes of calculating FLSA overtime.