



**COMMITTEE MEETING DATE: FEBRUARY 25, 2025**

## **REQUEST FOR DECISION - TO COUNCIL**

### **SUBJECT**

**RESCIND POLICY PE 023 BANKED OVERTIME**

### **RECOMMENDATION**

THAT the County of Vermilion River rescind Policy PE 023 Banked Overtime.

### **DETAILS**

Background:

Policy PE 023 Banked Overtime was established in January 2000 with the most recent policy being reviewed Oct 6, 2020.

Discussion:

On December 23, 2020, a letter was emailed out to staff titled, "Re: Notice of Banked Overtime – Discontinued" stating the following,

"Please be advised that, effective February 1, 2021, employees who work overtime will no longer bank overtime. Therefore, the current Overtime Agreement in place will be void at end of day, January 31, 2021. As of February 1, 2021, overtime will be paid out as per Alberta Employment Standards Section 21, 22(1) at a rate of 1.5 times the employee's wage rate."

With no time being banked, the need for this policy is no longer there.

Relevant Policy/Legislation Practices: *Alberta Employment Standards Code*

Desired Outcome (s): THAT the County of Vermilion River rescind policy PE 023 Banked Overtime.

Response Options: THAT the County of Vermilion River rescind policy PE 023 Banked Overtime.

### **IMPLICATIONS OF RECOMMENDATION**

Organizational: None



Financial: None

Communication Required: None

Implementation: None

## ATTACHMENTS

PE 023 (5th Revision); Banked Overtime (2020-10-06)

Notice Banked OT Discontinued

PREPARED BY: Andrea Wilkinson, HR Administrator

DATE: Feb 12, 2025