

**ORDINANCE 2015-14**

**ORDINANCE OF THE TOWNSHIP OF OCEAN, COUNTY OF OCEAN,  
STATE OF NEW JERSEY, AMENDING AND SUPPLEMENTING CHAPTER 57  
(EMPLOYEE REGULATIONS AND BENEFITS) TO ESTABLISH THE  
POLICIES AND PROCEDURES GOVERNING OVERTIME AND  
COMPENSATORY TIME BY TOWNSHIP EMPLOYEES**

**BE IT ORDAINED** by the Township Committee of the Township of Ocean, Ocean County, New Jersey, as follows:

1. Section 57 -21 **Overtime** (Employee Regulations and Benefits) is hereby re-titled, amended, and supplemented as follows:

A. Overtime

- (1) Overtime is time worked in addition to an employee's regularly scheduled hours during a workweek and times of emergency.
- (2) Overtime in the amount of time and one-half shall be paid to all employees eligible therefore for time worked in excess of 40 hours in the standard workweek.
- (3) Administrative Employees with a 35-hour workweek shall be paid as straight time for hours worked above 35 and up to and including 40 in the workweek. Hours worked above 40 shall be paid as time and one-half in accordance with the preceding subsection.
- (4) Overtime is not payable unless authorized by Township Committee member and/or the Township Administrator. Depending on work needs, all employees may be required to work overtime especially during times of emergency. All employees are not permitted to work overtime unless the overtime is budgeted and approved by the Township Committee member and the Township Administrator. All employees working overtime without prior approval will be subject to disciplinary action.
- (5) To the extent reasonably practical, overtime shall be equally distributed among employees in their respective departments capable of performing the additional work.
- (6) Pyramiding of overtime is prohibited.

Under the Federal Fair Labor Standards Act, certain employees in managerial supervisory and administrative, computer or professional positions are exempt from the provisions of the Act. There are also Employees, who may be exempt because their compensation exceeds \$100,000 per year depending upon their job duties.

2. All other provisions of Chapter 57 remain in full force and effect.

3. All ordinances or parts of ordinances which are inconsistent herewith are repealed, but only to the extent of such inconsistency.

4. If any provisions of this ordinance is for any reason invalidated by superseding legislation or judicial decision, that provision shall be severed, and the remaining provisions shall remain in full force and effort.

5. This ordinance shall take effect following its final passage by the Township Committee and 20 days after publication as required by law.

**NOTICE**

**NOTICE IS HEREBY GIVEN** that the foregoing Ordinance was introduced and passed by the Township Committee of the Township of Ocean on first reading at a meeting held on the 13<sup>th</sup> day of August, 2015. The Ordinance will be considered for second and final reading at a meeting of the Township Committee which is scheduled for the 12<sup>th</sup> day of November, 2015, at 6:30 p.m., or as soon thereafter as the matter may be reached, at the Municipal Building located at 50 Railroad Avenue, Waretown, New Jersey, at which time the public is invited to ask questions, raise objections, or provide public comment with regard to the proposed adoption of this Ordinance.

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Diane B. Ambrosio, RMC  
MUNICIPAL CLERK