

**Marion Public Library
Supplemental Personnel Policies
Supplementing SECTION 2, Part 2.1 of City of Marion Personnel Policy**

Overtime Compensation

Overtime compensation for the Library Director and Assistant Director is governed by the City of Marion Personnel Policy 2.1.

Library Coordinators hold FSLA exempt professional positions and their working hours are flexible to accommodate the requirements and practices of these positions, the library's service and programming objectives, and library hours. No compensation shall be paid for overtime for FSLA exempt library Coordinators.

However, compensatory time off on a straight time basis is recognized as consistent with the nature of FSLA exempt professional positions, subject to advance review and approval by the Library Director. Compensatory time may be accumulated by library Coordinators to a maximum of 120 hours.

Full-time paraprofessionals are eligible for compensatory time at a rate of 1.5 hours per 1 hour worked; this must be approved in advance and will be the exception.

Approved 06/11/2012

Revised 03/10/2014