

**ORDINANCE NO. 2025-003**

**AN ORDINANCE AMENDING TITLE 4, CHAPTER 2  
OF THE BLUFF CITY MUNICIPAL CODE**

**BE IT THEREFORE ORDAINED BY THE BOARD OF MAYOR AND ALDERMAN OF  
THE TOWN OF BLUFF CITY, TENNESSEE:**

1. That Title 4, Chapter 2 of the Bluff City Municipal Code be hereby amended by deleting Section 4-205 of the Bluff City Municipal Code in its entirety and replacing it with the following language:

**4-205 Compensation.** (1) **Wages.** The Board of Mayor and Alderman shall determine wages for all employees.

(2) **Meal Periods.** If an employee works five hours or more per shift, he or she must take a 30-minute meal break unless specifically excused by his/her immediate supervisor. This does not apply to police officers or dispatchers. Meal breaks are not considered as hours worked.

(3) **Work Week/Work Periods.** Pursuant to the Fair Labor Standards Act, an employee work period is a regular recurring period of 168 hours consisting of seven consecutive 24-hour periods. Except as provided in special contracts of employment, public safety employees working under the FLSA 7(3) exemption and employees exempt from FLSA requirements, employees work 40 hours during the work period. The work period begins at 12:00 midnight on Wednesday and ends at 12:00 midnight the Wednesday following. Work schedules may vary in departments as necessary for the smooth operation of the city.

Police officers shall have a 28-day work period in accordance with the 7(k) exemption provided under FLSA. Overtime will be paid to police officers who work more than one hundred seventy-one (171) hours during the twenty-eight (28) day work period. The work period begins at 12:00 midnight on Wednesday and ends at 12:00 midnight twenty-eight (28) days following.

All grant funded overtime (Police) will be paid at a flat rate of \$50 per hour and separate from any other overtime rate.

Employees of the Police Department will not be allowed to use extra time in order to work grant related details. Example sick time, comp time, vacation time, etc.

(4) Overtime. Overtime may be authorized only by prior approval of the town manager or his/her designee, except in cases of emergency. Employees required to work overtime shall be compensated in accordance with the Fair Labor Standards Act.

(5) Emergency call out supplement. Each employee who is called out in addition to their regular work schedule for an emergency shall receive a twenty-dollar (\$20.00) supplement per call out. This will only apply to employees who are compensated by the hour in accordance with the Fair Labor Standards Act.

2. This ordinance shall become effective immediately upon its final passage, the public welfare requiring it.

Lori Stator  
Lori Stator, Mayor

Attested: Sharon Greene  
Sharon Greene, CMFO, Town Recorder

Approved  
as to form: J. Paul Frye  
J. Paul Frye, Town Attorney

Passed on First Reading: 4/1/2025  
Passed on Second Reading: 5/12/2025  
Public Hearing: 5/12/2025