

The following amendment replaces Section XVIII. PAY PLAN (adopted February 16, 1998) in total.

**XVIII. PAY PLAN**

A. In accordance with the provisions of the Fair Labor Standards Act, as amended, it shall be the policy of the Town of North Hero to pay one and one half (1 1/2) times the hourly rate of pay to all employees (except elected officials and exempt salaried employees) for work performed in excess of forty (40) hours during a given weekly pay period. Each employee shall fill out his/her weekly time sheet and submit same to his/her Department Head for approval. No employee may work over forty (40) hours in a given week without the authorization of his/her supervisor.

An hourly employee shall be paid for the actual number of hours worked during each pay period. Salaried employees shall be paid an annual rate divided by the number of pay periods per year.

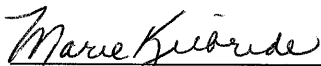
B. The following hours shall be considered as time actually worked for the purpose of determining eligibility for overtime compensation:

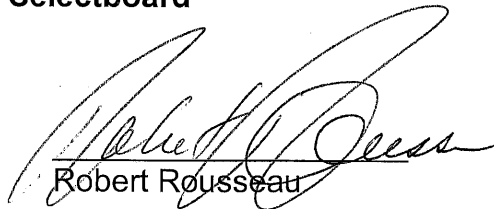
- Hours actually worked,
- Holidays, as outlined in Section XVII (B),
- Personal Days, as outlined in Section XVII (B),
- Court and jury duty.

C. The provisions of these regulations shall prevail except in cases where contrary contractual agreement exists between the employee and the Selectboard.

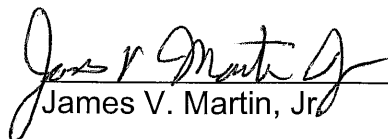
D. (Replaced with Payroll Stipends Policy adopted January 19, 2009.)

**Amended by the North Hero Selectboard  
January 18, 2010**

  
Marie Kilbride, Chair

  
Robert Rousseau

  
Andre Quintin

  
James V. Martin, Jr.

  
Eileen Mitchell