

4.6 Overtime and Compensatory Time

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(i) Overtime is calculated based on hours actually worked. Any forms of paid leave—including but not limited to PTO, sick leave, and comp time—do not count as hours worked for purposes of eligibility for overtime pay. Therefore, if an employee uses any paid leave in a given day (24-hour period) or week, only the hours actually worked in that period will be considered when determining an employee's eligibility for overtime pay.

(j) For dual-trained employees who elect to respond to fire calls, hours actually worked will be rounded up to the nearest 30-minute increment. No minimum time will be applied to fire calls.