

**CITY OF CULLMAN**

**RESOLUTION NO. 2025 – 79**

**WHEREAS**, the City of Cullman wishes restructure the work cycle in accordance with the Fair Labor Standards Act (FLSA) for the City of Cullman Fire Rescue Department; and

**WHEREAS**, this restructuring will serve a conservative, public purpose in reducing the taxpayer burden produced by overtime worked through amending the current work cycle and adding to the executive exempt status of employees; and

**WHEREAS**, this policy will establish guidelines along with a competitive and comparable work schedule that will ensure the City of Cullman the strongest ability to maintain providing the needed public safety resources, recruit and efficiently train new employees to uphold high departmental standards of excellence and retain qualified employees within Cullman Fire Rescue; and

**WHEREAS**, employees who work 48-hour shifts within Cullman Fire Rescue will now work under a 24-day cycle with overtime accruing after 168 hours; and

**WHEREAS**, the adoption of this policy does not imply a contract for employment and does not alter At-Will Employment practices of the City of Cullman.

**NOW, THEREFORE, BE IT HEREBY RESOLVED**, by the City Council of Cullman that the Council, hereby adopts the following attached Cullman Fire Rescue FLSA Work Cycle Policy effective September 24, 2025.

ADOPTED BY THE CITY COUNCIL this the 29<sup>th</sup> day of August, 2025.

\_\_\_\_\_  
President of the City Council

ATTEST:

\_\_\_\_\_  
City Clerk

APPROVED BY THE MAYOR this the 29th day of August, 2025.

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Mayor