



It is being proposed that Burnet County return to a policy of monetary compensation only for overtime work.

Under our current policy, SO shift employees are accruing comp time in lieu of paid overtime. This proposed change in policy would do away with that comp time and replace it with paid overtime.

Current policy:

3.07 OVERTIME COMPENSATION

Overtime compensation (either in the form of pay or compensatory leave) is due to employees as follows:

7-day work weekafter 40 hours

14-day work period.....after 86 hours

Vacation leave, sick leave, personal leave, emergency leave and designated county holidays will not be counted as actual hours worked toward the calculation of overtime, but will be calculated as straight time.

If a full time employee who is subject to the overtime provisions of FLSA is required to work extra hours during a workweek in which he or she has used banked leave, the leave time should be reduced to prevent overtime. Leave time may be counted towards hours worked for overtime purposes in the event of an emergency (safety or security) as determined by the department head.

Flex time or equal time off in the same work period may result in changes to the time record.

Compensation Options: Non-exempt employees will be compensated for overtime by one of the following methods:

- 1) Overtime pay - Employees will be paid at one and one-half times their regular rate of pay for each hour actually worked in a work week or work period above their respective limits as listed above, (all overtime must be approved by the department head ahead of time) or
- 2) Compensatory time - Compensatory time off in lieu of cash payment for all licensed Peace Officers and Corrections Officers employed by departments that are open and working twenty-four (24) hours per day and will be calculated at the rate of one and one-half hours for each hour actually worked.
- 3) Comp Time Leave. An employee who has accumulated comp time may request to take it, and such comp time leave must be given within a reasonable amount of time so long as it does not unduly disrupt the department's operations. Comp time must be taken in the fiscal year it is earned. Department Heads can dictate employee schedules in order to avoid overtime worked. However, the Department Head is mandated to require employees to fill out time sheets to reflect actual hours worked. At the end of each fiscal year, all accumulated comp time will be paid to the employee and reset for the next fiscal year. NO CARRY OVERS WILL BE GRANTED.

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Proposed Revision

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