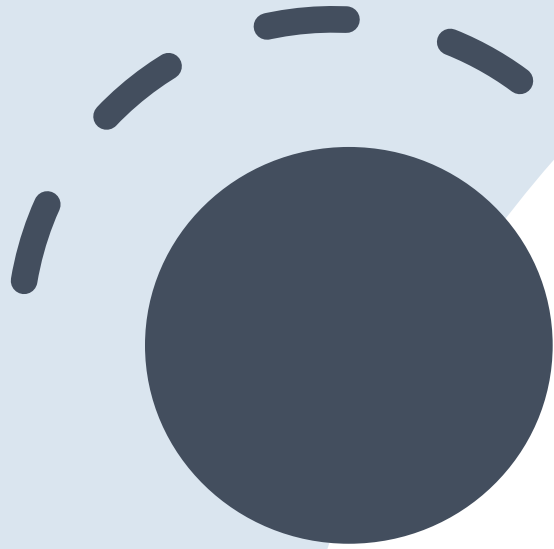




# **Compensatory and Over-time Policy Discussion - Updated**

**HR Policy 108-16**

#22-0751

**Kenneth L. Hermon, Jr.**  
**Chief HR Officer**  
**October 19, 2022**

# What needs to happen

What policy need to be changed?

- Modify HR 108-16 to add temporary language

What is cost of pilot until end of 2022?

- Estimated cost \$400,000

Who will be eligible for pilot?

- All non-exempt Deputies, Detention Officers and Security Specialist that work at the jail facilities and ancillary units (ie. Grady, Alpharetta, ACDC)
- Impacts 400+ jail staff personal



# Management's Concerns

## Removal of a Benefit is problematic

- Creates false employee expectation
- Pilot doesn't solve underlying staffing problem
- Will become a long-term cost

## Exclusion sends wrong message

- Excluding other Sworn/Post Certified Officer
  - Public Defender/Solicitor/DA/Police/911
- Excluding other non-exempt Staff
  - Public Works or DREAM

# Thank you

