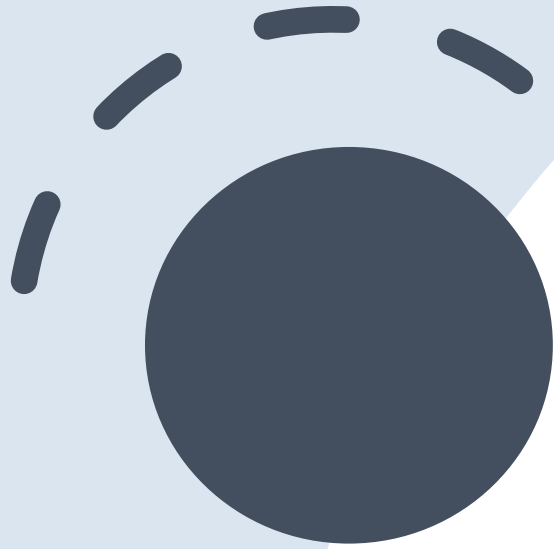




Compensatory and Over-time Policy Discussion

HR Policy 108-16

Kenneth L. Hermon, Jr.
Chief HR Officer
October 5, 2022

HR Policies and Procedures

Major review of all HR Policies and Procedures in 2017

- Lead by Outside Employment Law Counsel, County Attorney and HR
- Policies are in concert with Federal and Local laws

BOC shift from Control to Outcomes

- BOC control the Policy statement
- County Manager, County Attorney and Chief HR Officer control Procedure

What needs to happen

What policy need to be changed?

- Eliminate Accrued Compensation Section in HR 108-16
- Consistently applied to all 2,600 non-exempt employees

What is annual cost to implement?

- Shift would have an estimated Annual Cost of \$3M

What is cost of pilot until end of 2022?

- Estimated cost \$750K
- If limited to only the law enforcement roles, est. \$680K

What is cost to payout all accrued Comp-Time?

- The current value of accrued Comp-Time as of August 2022 is \$8.2M



Thank you

