REVISED #24-0164

1 2 3 4	CERTAIN EMPLOYEES OF THE FULTON COUNTY SHERIFF'S OFFICE A FOR OTHER PURPOSES.		
5	WHEREAS, on February 15, 2023, via Resolution 23-0086, the Board of		
6	Commissioners ("BOC") authorized the Fulton County Sheriff to implement increased		
7	overtime rates for certain employees of the Fulton County Sheriff's Office effective		
8	March 1, 2023 through December 19, 2023 to assist the Fulton County Sheriff's Office		
9	with addressing challenges related to employee hiring and retention due, in part, to		
10	higher overtime rates offered by competing jurisdictions; and		
11	WHEREAS, the authorization from Resolution 23-0086 to provide increased		
12	overtime rates expired on December 19, 2023; and		
13	WHEREAS, following the expiration of the BOC's authorization in Resolution 23-		
14	0086, the Fulton County Sheriff continues to face difficulties in hiring and retaining		
15	employees for the Jail Unit; and		
16	WHEREAS, according to the Fulton County Sheriff, reinstating the authority to		
17	offer increased overtime rates would assist with addressing the difficulties in hiring and		
18	retaining employees currently faced by the Fulton County Sheriff's Office, especially the		
19	Jail Unit; and		
20	WHEREAS, Fulton County desires to support retention of the Fulton County		
21	Sheriff's workforce and not risk the loss of valuable employees, especially in the areas		
22	of public safety and law enforcement, due to compensation offerings in other counties;		
23	and		
24	WHEREAS, the BOC recognizes that unfilled public safety and law enforcement		
25	positions pose safety risks, particularly at the Fulton County Jail; and		

WHEREAS, the BOC continues to find it necessary to reauthorize increased overtime pay to address staffing concerns at the Fulton County Jail; and

WHEREAS, Fulton County's Overtime and Compensatory Time Personnel Policy and Procedure (108-16) provides that overtime pay at the rate of one and one-half (1.5) times a non-exempt employee's regular rate may be offered, in lieu of earned compensatory time, for employees of elected officials at the discretion of the applicable elected official, but BOC approval is required to offer non-exempt overtime pay at a higher rate; and

WHEREAS, Fulton County's Overtime and Compensatory Time Personnel Procedure (108-16) provides that exempt employees of elected officials may earn additional pay at the rate of one (1) hour for one (1) hour worked over forty (40) hours in a work week ("exempt overtime") at the discretion of the applicable elected official, but BOC approval is required to offer exempt overtime pay at a higher rate; and

WHEREAS, with the adoption of the 2024 budget, the BOC allocated funds in the Sheriff's budget for overtime and also allocated specific funding in Non-Agency for the Sheriff to pay double overtime pay for certain employees.

NOW, THEREFORE, BE IT RESOLVED, the Sheriff shall be authorized to implement an overtime rate in the amount of two (2) times the employee's regular hourly rate for hours worked over the established applicable work week or work period ("Double Overtime Rate") for non-exempt and exempt employees in positions in the Jail Units (3302 & 3308) who hold a title in the deputy or detention officer classification series.

1	BE IT FURTHER RESOLVED, that this authorization does not extend to any		
2	detention officer or deputy position outside of the Jail Units (3302 & 3308).		
3	BE IT FURTHER RESOLVED, that the authorization for the Double Overtim		
4	Rate as outlined herein is effective retroactively as of, 2024.		
5	BE IT FURTHER RESOLVED, that once the Sheriff implements the Double		
6	Overtime Rate, he shall use funds in his current budget to pay the Double Overtime		
7	Rate and once those funds are exhausted, the specific funding in Non-Agency for the		
8	double overtime pay shall be made in the manner authorized by this Resolution.		
9	BE IT FURTHER RESOLVED, that the authorization provided by this Resolution		
10	shall expire upon exhaustion of the funds set aside in Non-Agency for double overtime		
11	pay.		
12	BE IT FURTHER RESOLVED, that regardless of funding exhaustion, the use of		
13	Non-Agency funds beyond December 31, 2024, the current budget year, is no		
14	authorized by this Resolution.		
15	BE IT FURTHER RESOLVED, that exempt and non-exempt Fulton County		
16	Sheriff employees must properly utilize the County's timekeeping system for accurate		
17	and timely calculation and payment of exempt and non-exempt overtime.		
18	BE IT FINALLY RESOLVED, that this Resolution will take effect upon its		
19	adoption, and that all resolutions and parts of resolutions in conflict with this Resolution		
20	are hereby repealed to the extent of such conflict.		
21	PASSED AND ADOPTED, this day of, 2024.		
22 23	FULTON COUNTY BOARD OF COMMISSIONERS		

1 2 3		Robert L. Pitts, Chairman	
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5	ATTEST:	APPROVED AS TO FORM:	
6			
7			
8	Tonya Grier	Y. Soo Jo	
9	Clerk to Commission	County Attorney	
10			
11			
12 13	https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/Persnl/Resolutions/2024/Drafts/3.20.24 Resolution - S Double OT (3.12.24).doc		