

1 **A RESOLUTION REAUTHORIZING INCREASED OVERTIME PAY FOR**
2 **CERTAIN EMPLOYEES OF THE FULTON COUNTY SHERIFF’S OFFICE AND**
3 **FOR OTHER PURPOSES.**

4
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

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

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

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

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

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

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Robert L. Pitts, Chairman

ATTEST:

APPROVED AS TO FORM:

Tonya Grier
Clerk to Commission

Y. Soo Jo
County Attorney

[https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/Persnl/Resolutions/2024/Drafts/3.20.24 Resolution - Sheriff Double OT \(3.12.24\).doc](https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/Persnl/Resolutions/2024/Drafts/3.20.24%20Resolution%20-%20Sheriff%20Double%20OT%20(3.12.24).doc)