



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

**HR Policy 108-16**

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

# HR Policies and Procedures

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## 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

