



Fulton County

Legislation Text

File #: 23-0086, Version: 1

Department

Human Resources Management

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval of a Resolution authorizing the Fulton County Sheriff to offer above the minimum salaries; ~~authorizing a cost of living adjustment for certain employees of the Fulton County Sheriff;~~ confirming the Fulton County Sheriff's authority to pay overtime pay as earned; directing an amendment to the ~~Overtime Pay and Compensatory Time Personnel Policy (108-16);~~ authorizing increased overtime pay; and for other purposes. **5% base pay rate increase for certain employees of the Fulton County Sheriff, directing an amendment to the Overtime and Compensatory Time Personnel Policy (108-16); authorizing increased overtime pay; and for other purposes.** (HELD ON 2/1/23) (APPROVED AS AMENDED)

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

Civil Service Act of 1982, Fulton County Personnel Policy and Procedure #108-16 and other adopted HR Procedures.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*

Open and Responsible Government

Commission Districts Affected

- All Districts ☒
- District 1 ☐
- District 2 ☐
- District 3 ☐
- District 4 ☐
- District 5 ☐
- District 6 ☐

Is this a purchasing item?

No

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work:

The Board approved funding in the FY2023 Budget for the Fulton County Sheriff to address continued challenges in recruiting and retaining employees via implementation of multiple compensation initiatives. The

specific initiatives detailed in the Resolution are as follows:

- Overtime and Compensatory Time Personnel Policy 108-16 is revised to allow overtime pay and compensatory leave above the minimum rate of 1.5 when so approved by the Board of Commissioners.
- Sheriff may exercise option to pay his employees overtime pay as it is earned instead of accruing compensatory leave.
- Entry salaries increased to \$60,000 for Deputy Sheriffs.
- Entry salaries increased to \$54,000 for Detention Officers.
- Entry salaries increased to \$65,000 for Crime Suppression Investigators.
- Ensure a 5% difference in pay for higher ranked positions to prevent pay compression.
- Provide 5% COLA for Fulton County Sheriff's Office employees, other than those in the Crime Suppression Investigator, Deputy Sheriff and Detention officers series and other than those in time-limited positions.
- Authorize the Sheriff, at his discretion, to pay Crime Suppression Investigator, Deputy Sheriff and Detention officer employees overtime at a rate of two (2) times the employees regular hourly rate through December 19, 2023 unless a different end date is adopted by the Board of Commissioners

Community Impact: There is no community impact.

Department Recommendation: The department recommends approval.

Project Implications: There are no project implications.

Community Issues/Concerns: There are no community issues or concerns.

Department Issues/Concerns: There are no department issues or concerns.