



## COUNTY OF GILLESPIE

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**DATE:** August 22, 2016

**TO:** All Gillespie County Staff

**REFERENCE:** *Compensatory Time vs Overtime Pay*

The Gillespie County Commissioners Court has made the decision to discontinue the County's policy of allowing overtime to be converted into compensatory leave time in lieu of monetary overtime pay.

With this action ... for all non-exempt positions:

- Effective the work period ending October 01, 2016.
  - All overtime worked will be paid at time and one half (1 ½).
  - There will be no more accrual of compensatory leave time in lieu of overtime pay starting October 01, 2016.
  - Those positions that are based on a 40 hour, seven day work period will be compensated for overtime WORKED over the 40 hours at time and one half.
  - Those positions (law enforcement patrol officers, investigators, and jailers) that are based on an 86 hour, fourteen day work period will be compensated for overtime WORKED over the 86 hours at time and one half.
  - The use of any paid leave time ... vacation, sick, holiday and/or any other paid leave ... will not count towards the overtime calculations.
  
- Accrued compensatory leave time on record as of September 30, 2016, will be paid out.
  - These payouts will be included in the regular payroll of October 07, 2016.
  - The rate of pay will be that which is effective as of 09.30.2016.
  - These pays will be subject to all taxes ... federal income tax, social security, Medicare ... including, if applicable, the Texas County & District Retirement System (TCDRS) retirement draw of 7.0%.

Should you have any questions reference this action please contact a member of the Commissioners Court or this office.