

RESOLUTION NO. 666

**A RESOLUTION TO AMEND THE DORCHESTER COUNTY
PERSONNEL RULES AND REGULATIONS TO
REMOVE CORRECTION PERSONNEL FROM THE HOURS IN EXCESS OF 171 IN A
28-DAY WORK CYCLE**

WHEREAS, the Dorchester County Personnel Rules and Regulations were adopted on June 18, 1996 pursuant to Article 25, Section 3 of the Annotated Code of Maryland; and

WHEREAS, Section 1. L of said Personnel Rules and Regulations provides that these Rules and Regulations may be amended by resolution of the County Council following the introduction of an amendment and the posting of said amendment in each department for ten (10) days before taking action so as to provide an opportunity for an employee comment. Posting took place and comments were taken under consideration.

WHEREAS, the Dorchester County Personnel Rules and Regulations were amended on November 17, 2009 by Resolution No. 475;

WHEREAS, the Dorchester County Personnel Rules and Regulations were amended on February 8, 2000 by Resolution No. 303;

NOW, THEREFORE, BE IT RESOLVED THAT Section III.C.4. "Classified Compensation Plan" is hereby amended to remove Correction Personnel from the hours in excess of 171 in a 28-day work cycle, to read as follows:

4. Overtime and Compensatory Time: Employees may receive overtime for specifically authorized work hours in excess of the standard forty-hour week (or hours in excess of 171 in a 28-day work cycle for law enforcement). Payment of overtime hours will be at the rate of one and a half times the hourly rate for hours worked in excess of normal working hours per pay period. All overtime must be approved in advance in writing by the Department Head and the estimated number of hours and the purpose of the overtime shall be specified. Department Heads may establish bi-weekly work schedules for employees who, as a usual or routine part of their jobs, are required to work shifts, evenings, weekends, or other hours so that such work is included within the standard working hours. All regular full-time classified employees are eligible to receive overtime for extra hours worked unless identified as an exempt employee under the Fair Labor Standards Act. Non-classified employees, Department Heads, part-time employees, certain supervisory employees, and elected and appointed officials shall not be entitled to receive overtime pay. Overtime reports shall be submitted on such forms as prescribed by the County Manager. There shall be no accrual of compensatory time from one pay period to another. Compensatory time used during the pay period may only be at an hour for hour value matching time actually worked. Compensatory time off may only be taken as approved by the Department Head and only so as to not disrupt departmental operations; otherwise, overtime will be paid. Employees are encouraged to use compensatory time which was accrued prior to July 1, 1995. The balance of said compensatory time shall be paid upon termination of employment and shall be calculated

based on the average regular rate of pay for the final three years of employment or the final rate of pay, whichever is higher.

a) Mandatory Use of Compensatory Time (Resolution 310 effective 12/5/2000): Employees who are not exempt from overtime under the Fair Labor Standards Act may be required to schedule time off in order to use accrued compensatory time. Compensatory time accrued before and after April 15, 1986 will be subject to such mandatory use. Employees who are exempt from overtime under the Fair Labor Standards Act (e.g. Department Heads and supervisors) may be required to schedule time off in order to use compensatory time accrued prior to April 15, 1986.

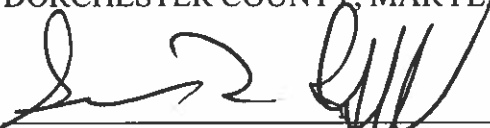
HAVING BEEN DULY POSTED IN ALL COUNTY DEPARTMENTS, this resolution to amend Section IV. B. I "Benefits" of the Dorchester County Personnel Rules and Regulations is hereby passed and adopted this 18th day of June, 2024 to be effective July 1, 2024.

ATTEST:



Jerry Jones
County Manager

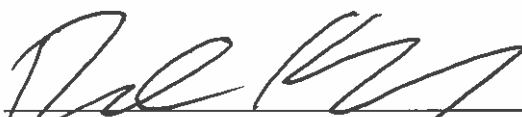
THE COUNTY COUNCIL OF
DORCHESTER COUNTY, MARYLAND



George L. Pfeffer, Jr., President



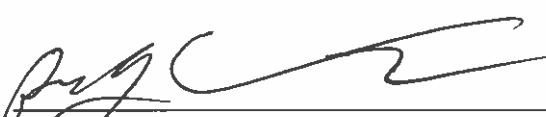
Mike Detmer, Vice President



Rob Kramer, Jr.



William V. Nichols



Ricky C. Travers