

RESOLUTION 2009-18

A RESOLUTION TO ESTABLISH PROCEDURES FOR PAYMENT OF ACCUMULATED COMPENSATORY TIME

WHEREAS, there are occasions where Monroe County is legally required to pay compensatory time to employees, e.g., where they leave employment with the county; and,

WHEREAS, there may be occasions where the county finds it preferable as a policy to pay accumulated compensatory time rather than require it be used as time off by employees; and,

WHEREAS, the Monroe County Council generally disfavors outright payments to employees to cover accumulated compensatory time; and,

WHEREAS, the Council wishes to establish a policy for payment of accumulated compensatory time that will place the responsibility for supplying funds for any such payouts with the departments that have allowed employees to accumulate compensatory time.

NOW, THEREFORE, BE IT RESOLVED by the Monroe County Council that the following procedure shall be used for payment of compensatory time:

1. Payments to cover accrued compensatory time shall be made through a line dedicated for such payments and established in the County Council's budget.
2. Funds for payment to cover accrued time shall be transferred from the departments in which compensatory time has been allowed to accrue into the compensatory time payment line in the Council's budget.
3. Funds for payment to cover accrued time shall be covered from a department's budget in the following order of preference:
 - A. From the remainder of the budgeted amount in the salary line of the employee who has accrued the compensatory time (e.g., in instances where the employee has left employment with the County or with the specific department);
 - B. From other money budgeted in the department's Personnel (10) lines;
 - C. From other money budgeted in the department's Supplies (20) or Other Services and Charges (30) lines.
 - D. From additional appropriations. Because Council does not favor the use of additional appropriations to cover compensatory time payouts, department heads or elected officials seeking additional appropriations for this purpose should be able to demonstrate that the procedures outlined in A-C above were inadequate to cover the compensatory time payment.


4. Department heads or elected officials who know that they will be expected to make compensatory time payouts due to the movement in 2009 of some employees from "non-exempt" to "exempt" FLSA status should immediately make provision to cover those payments from their 2009 budgets, and should view such funds as dedicated or encumbered for that purpose, so that they will not have to seek additional appropriations to cover that expense.

ADOPTED THIS 14th DAY OF JULY, 2009.

MONROE COUNTY COUNCIL

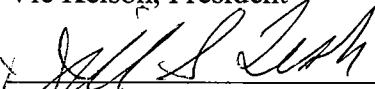
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Julie L. Thomas, Member



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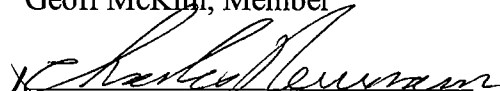
Warren Henegar, Member



Geoff McKim, Member

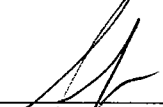
Geoff McKim, Member

Charles Newmann, Member



Charles Newmann, Member

ATTEST: 08/06, 2009.



Amy Gerstman, Auditor