

Carroll County Sheriff and FOP/OLC Amendment to the 2015-17 CBA for Compensatory Time

**AGREEMENT BETWEEN**

**THE CARROLL COUNTY SHERIFF'S OFFICE AND THE FOP/OLC  
TO AMEND THE 2015-2017 COLLECTIVE BARGAINING AGREEMENT**

**JUNE ,2015**

The following is an agreement to amend the provisions of the current 2015-2017 agreement between the parties for the compensatory time provisions. The language included in this agreement is agreed and understood by the parties to amend and replace the language of the respective sections of the 2015-2017 collective bargaining agreement.

It is understood that this amendment is intended to incorporate the previous procedure of the Sheriff's Office. The limit of the 5 holidays ~~that~~ AT STRAIGHT TIME may be requested as compensatory time is understood and agreed to be a calendar year and any holidays taken as compensatory time in 2015 will apply to the limit of 5 holidays in section 19.2 below. Requests for comp time for holidays worked must be submitted with the timesheet for the pay period of the holiday worked. ~~Holidays not worked will be paid in cash and not subject to requests for comp time.~~ Any comp time requested for holidays worked will be subject to the cap or maximum of 120 hours comp time in section 17.3.

With these changes in sections 17.3 and 19.2 section 19.3 will be deleted. The following is the new language for sections 17.3 and 19.2.

Section 17.3 Overtime and Compensatory Time Bank All employees in the bargaining unit, for work actually performed in excess of forty (40) hours in the work period, shall receive one and one-half (1-1/2) times the employee's regular straight time rate. Overtime shall be paid in either wages or compensatory time. Employees may select, in writing at the time the overtime is worked, to be compensated in compensatory time.

Employees may accumulate compensatory time to a maximum of one hundred twenty (120) hours. Scheduling of compensatory time will be subject to approval and will be scheduled in one (1) hour increments.

Annually in December, employees may request the conversion of unused, accumulated compensatory time to a cash payment to be paid in December or January. The Sheriff may agree to the conversion of all or a portion of the requested conversion amount. The Sheriff, in his discretion, may deny a request in total if there is demonstrated evidence that the budget of the office is not sufficient to support a conversion request. Compensatory time balances of employees earned from working overtime shall be converted upon the separation of an employee.

For purposes of this Article, hours actually worked shall not include time spent on sick leave. Overtime, in order to be compensated under this Article, must have prior approval of the Sheriff or his designee.

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Section 19.2 Observance of Holidays Bargaining unit members who are not assigned to twenty-four (24) hour operations shall observe the holidays on the given holiday and for holidays occurring on a weekend, on the Friday or Monday before or after the Saturday or Sunday holiday respectively.

Employees assigned to twenty-four (24) hour operations shall not observe holidays; rather, twenty-four hour operation employees shall receive eight (8) hours holiday compensation (at their normal rate of pay) for holidays as the holiday occurs. The "holiday pay" will be included in the payroll that includes the holiday. **An employee may choose to receive compensatory time at the straight rate for up to five (5) holidays not worked. Employees requesting to bank the holiday pay as compensatory time must indicate such on the payroll timesheet that includes the holiday.** To be eligible for holiday pay the employee must work the scheduled work days before and after the holiday or have an excused, paid leave for the scheduled work days before and after the holiday.

Employees who actually work on a holiday shall be paid (~~for up to five (5) holidays per calendar year to elect compensatory time for the holiday~~) at a rate of time and one-half (1 ½) times the employee's normal rate of pay to a maximum of eight (8) hours for working a normally scheduled shift that occurs on a holiday. Employees requesting to receive compensatory time for holidays worked must indicate such on the payroll timesheet that includes the holiday worked.

Any compensatory time elected will be added to the employee's compensatory time bank subject to the accumulation limits and scheduling provisions for compensatory time, section 17.3 of this Agreement.

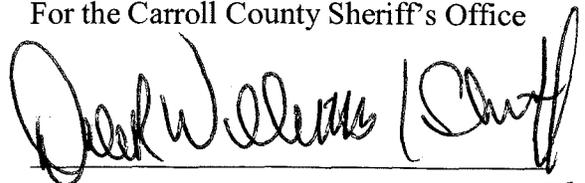
This premium pay or compensatory time does not apply if the employee is receiving another premium rate for the time worked, e.g. overtime pay.

Section 19.3 Rescheduled Holidays *This section to be deleted and replaced with the language in section 29.2 regarding payment for work on holidays.*

For the FOP/OLC

For the Carroll County Sheriff's Office

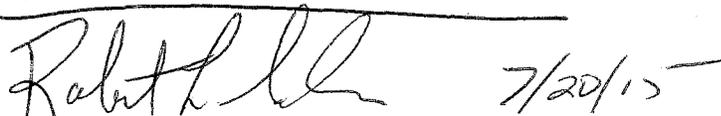










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