

RESOLUTION NO. 690**A RESOLUTION TO AMEND THE DORCHESTER COUNTY
PERSONNEL RULES AND REGULATIONS TO
REMOVE LAW ENFORCEMENT 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 what is now Md. Code Ann., Local Gov't § 10-303; 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.

NOW, THEREFORE, BE IT RESOLVED THAT Section III.C.4. Classification and Compensation Plan, Classified Compensation Plan, Overtime and Compensatory Time is hereby amended to read:

4. Overtime and Compensatory Time: Employees may receive overtime for specifically authorized work hours in excess of the standard forty (40) hour week. 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 employees are eligible to receive overtime for extra hours worked unless identified as an exempt employee under the Fair Labor Standards Act. 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 (3) years of employment or the final rate of pay, whichever is higher.

a) Mandatory Use of Compensatory Time (Resolution 310 effective December 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 III.C.4 of the Dorchester County Personnel Rules and Regulations is hereby passed and adopted this 7th day of April, 2026 to be effective April 12, 2026.

ATTEST:

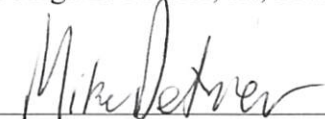


Jerry Jones
County Manager

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