

**County of Solano**  
**and the**  
**Solano County Sheriff's Custody Association**  
**2022 Memorandum of Understanding Negotiations**

**Solano Sheriff's Custody Association**

**Subject: Comp Time**

**Associations Interest:** The Association is interested in changes to the Comp Time (CTO) structure and limits. The Association would like the comp time to make more of a benefit to the members. Small changes to the current CTO agreement would assist our people, lessen the burden of mandated overtime and match the industry.

**Proposal:**

C. Overtime Payment

1. Employees covered under FLSA (designated as 09) shall be paid for all work in excess of forty (40) hours in a workweek at one and one-half times the regular rate of pay, however, employees ~~may shall~~ be granted CTO at the rate of one and one-half hours off for each hour worked in lieu of overtime payment, ~~with the concurrence of the appropriate departmental authority. Compensatory time off shall be approved at the sole discretion of the department head.~~

2.1. Payment for overtime shall be separately itemized on the payroll certification.

3.2. Any CTO accumulation in excess of ~~eighty (80) one hundred and twenty (120)~~ hours shall be taken off within the fiscal year in which it is earned. If the department head is unable to schedule sufficient time off during the fiscal year the employee's accrual balance shall be reduced to ~~eighty (80) one hundred and twenty~~ hours at the end of the fiscal year, ~~with the option to cash out all earned CTO,~~ and the employee paid for all hours reduced from his or her balance at the employee's applicable straight time rate in effect on the last full pay period in the outgoing fiscal year.

In addition to the fiscal year end payout, a department head may authorize employees to reduce the accrued hours to ~~eighty (80) one hundred and twenty (120)~~ hours on the first paycheck of December. The payout of compensatory time off

Passed:

Date:

Time:

may occur, subject to it being offered (authorized) by the department head, in both December and June of any given fiscal year.