

Modification Recommendations

Holiday Pay Policy/Procedure

At the beginning of each calendar year, each employee who falls under the 207K structure (deputies/jailers/dual purpose jailers) will receive Holiday Pay for each of the recognized holidays adopted in Commissioners Court. This would serve as upfront compensation for the 15 holidays the employees may or may not be able to work for various reasons.

Those employees would work straight time for any holiday (12 hours) they may work. No overtime, holiday overtime or comp time will be banked or paid for work performed during the regular 12-hour shift that falls on a court approved holiday.

Should the employee leave employment before the end of the year, the employee would pay back (currently our practice) any holidays that have not been realized. Likewise, if we hire a new SO employee in the middle of the year, those employees would be paid during their first pay period, for any holidays not yet realized.

Please note - these are minor changes to the way we proceed currently. We still have to pay any unrealized holidays should the SO employee leave employment. We can either pay upfront, and not "bank" the time, and be done, or we can continue to draw it out and wind up with our guys losing time in the end because they are unable to take the time. This will be a "cleaner" and fairer way to maintain the unique holiday benefit given by the Commissioners Court in 2013.