



# COVID 19 Payroll Information

Commissioners Court 5/4/2020

# Compensatory Time

- Exempt employees who have worked COVID have so far worked 1705 hours of compensatory time related to the time worked for COVID.
  - Payment at straight pay is approximately \$92,000
  - Payment at time and a half is almost \$138,000
  - We have in prior emergency situations paid exempt personnel for their compensatory time related to the emergency at a straight pay rate.
- Non exempt employees who have worked COVID have worked 1700 hours of compensatory time related to COVID.
  - Payment at time and a half is almost \$28,000

# Exempt Stipends

- There are 253 exempt personnel who are not currently receiving stipends for time worked in the office or field
  - Utilizing same criteria as what is used for non-exempts approximately 50 of the employees would be paid at the higher stipend level and the remaining would be paid at the base stipend level
  - Excludes elected officials, CSCD and County Extension Agents
  - Not paid for time worked at home
- Cost to provide stipends to exempt employees would be up to \$36,000 per week.

# Sale of PTO and Compensatory Time

- Prior combined the sale of pto and compensatory time totaled a little under \$966,000
- Ability to take time off for pto or compensatory time is limited in some departments due to additional workload related to COVID.
- There are 248 employees eligible to sell compensatory time if the court approves a May sale of time (this would be compensatory time not due to COVID time worked)
  - 181 (73%) are in the Sheriff's departments
  - Cost if all sold their time is \$400,000
- 1288 employees are eligible to sell PTO time (utilizes requirement that 40 hours of PTO remain in their balance)
  - Cost if all sold their time is \$1,562,000

# Items for Consideration

- Payment of compensatory time worked greater than 40 hours by exempt personnel due to COVID
  - Pay at straight pay rate or
  - Pay at time and a half rate
- Payment of compensatory time worked due to COVID for non exempt personnel
- Payment of stipends for exempt personnel
- Sale of PTO and/or compensatory time