

Response to Questions on the FY 2009 Advertised Budget Plan

Request By: Supervisor Herrity

Question: What is the definition of extra compensation?

Response: Extra compensation is overtime pay, beyond the base hourly rate, for work performed outside or beyond regularly scheduled work periods or in excess of the FLSA overtime threshold for that category of employees. This compensation may be in the form of compensatory time earned, the hourly rate of pay, or one and one-half times the employee's regular rate of pay.

There are three groups of employees eligible for extra compensation: FLSA eligible, straight pay eligible and compensatory time eligible. FLSA eligible employees are compensated for 1.5 times their regular rate of pay or receive 1.5 hours of compensatory time. Straight pay eligible employees earn straight compensatory time or are paid at their hourly rate of pay for time worked in excess of their scheduled hours. Compensatory time eligible employees earn straight compensatory time. Employees defined as senior managers are not eligible for compensation for overtime hours worked. The below chart outlines which job classes are FLSA eligible, straight pay eligible or compensatory time eligible:

Compensation Plan	FLSA Eligible	Straight Pay Eligible	Compensatory Time Eligible
S	S-20 and below	S-21 to S-25	S-26 or above
P	P-23 and below	P-24 to P-26	P-27 or above
O	O-21 and below	O-22 to O-26	O-27 or above
C	C-21 and below	C-22 to C-26	C-27 or above
F	F-22 and below	F-25 to F-29	F-31 or above
L		L-01	L-02 or above

Please note that there are job classes within the pay grade ranges listed above that are designated as exceptions and treated differently for purposes of determining extra compensation. These exceptions are listed in Procedural Memorandums 13, 14A and 14B. For additional information on policies related to overtime, please refer to Chapter 4 of the County's Personnel Regulations.

It should be noted that extra compensation does not include other types of supplemental pay such as shift differential, ALS premium/certification pay, Field Training Instructor pay, Environmental pay, or language stipends.