



Lexington-Fayette Urban County Government

200 E. Main St
Lexington, KY 40507

Legislation Details (With Text)

File #: 0342-21 **Version:** 1 **Name:** 21.0020 HR - Proposed Comp Time Accruals
Type: Ordinance **Status:** Approved
File created: 3/25/2021 **In control:** Urban County Council
On agenda: 4/22/2021 **Final action:** 4/22/2021
Enactment date: 4/22/2021 **Enactment #:** O-031-2021

Title: An Ordinance amending Section 21-37.1 of the Lexington-Fayette Urban County Government Code of Ordinances to increase the maximum accrual for compensatory time to 120 hours. [Div. of Human Resources, Maxwell]

Sponsors:

Indexes:

Code sections:

Attachments: 1. BlueSheet Memo 21.0020, 2. 00724743.pdf, 3. O-031-2021

Date	Ver.	Action By	Action	Result
4/22/2021	1	Urban County Council	Approved	Pass
4/8/2021	1	Urban County Council	Received First Reading	
4/6/2021	1	Urban County Council Work Session	Approved and Referred to Docket	Pass

An Ordinance amending Section 21-37.1 of the Lexington-Fayette Urban County Government Code of Ordinances to increase the maximum accrual for compensatory time to 120 hours. [Div. of Human Resources, Maxwell]

Authorization to increase the maximum allowable accruals of compensatory time from eighty (80) hours to one hundred twenty (120) for all eligible classified and Unclassified Civil Service employees, effective February 15, 2021. Funds are Budgeted. (L0342-21) (Maxwell/Hamilton)

Budgetary Implications [select]: Yes/NO

Advance Document Review:

Law: No

Risk Management: No

Fully Budgeted: Yes

Account Number:

This Fiscal Year Impact: \$

Annual Impact: \$

Project:

Activity:

Budget Reference:

Current Balance:

Section 1 - That Section 21-37.1 of the Lexington-Fayette Urban County Government Code of Ordinances is hereby amended to read as follows:

- (1) Classified civil service employees exempted from overtime payments by subsection [21-28](https://library.municode.com/ky/lexington-fayette_county/codes/code_of_ordinances?) [<https://library.municode.com/ky/lexington-fayette_county/codes/code_of_ordinances?>](https://library.municode.com/ky/lexington-fayette_county/codes/code_of_ordinances?)
- (1)(a) shall accumulate and use compensatory time under the following terms and conditions:
- (a) *Compensatory time* shall mean leave time Granted for hours worked by a Classified Civil Service employee in excess of forty (40) hours per week.
 - (b) Employees May accumulate up to ~~eighty (80)~~ one hundred twenty (120) hours of compensatory time and May use accumulated compensatory time in any increment.
 - (c) Vacation, sick and funeral leave hours shall not count as hours worked for purposes of computing compensatory time earned in a week.
 - (d) Compensatory time May only be accrued and utilized upon the supervisor's prior approval of an employee's written request.

In situations where an employee is unable to obtain prior written approval, the employee May contact his supervisor and obtain verbal approval prior to using compensatory time. A leave form shall be submitted once the employee returns to work to document the verbal approval.
 - (e) No employee shall be paid for accumulated compensatory time upon separation from Urban County Government employment.
 - (f) Once maximum accumulations have been reached, employees May not count hours worked in excess of their regular hours as compensatory time. Once their hours drop below maximum accumulation, only hours worked subsequent to the reduction shall be credited as compensatory time. Compensatory time hours shall be posted at the end of each pay period; and, in no event, shall any compensatory time hours be credited retroactively.

Section 2 - That this Ordinance shall become effective on February 15, 2021.

PASSED URBAN COUNTY COUNCIL:

