Overtime Pay Policy Crosswalk

Section	Add/Edit/Remove
Purpose	Edited to provide FLSA-aligned overtime compensation guidelines.
3.1 Standard Workweek	Edited to define 168-hour week; business hours / flexible workplace. Removed assigned shift language.
3.2 - Overtime	Edited to clarify hours worked vs paid leave for overtime calc; non-exempt paid 1.5× over 40 hours. Added explicit law enforcement FLSA guidance.
3.3 - Compensatory Time	Removed comp time section and replaced with Authorization & Control of Overtime (advance approval, schedule management, emergency definition, pay for unauthorized OT + discipline).
3.4 - Department Designations	Removed department lists and replaced with Timekeeping & Reporting (accurate recording, no off-the-clock work, anti-falsification, report concerns via supervisor chain or HR).
3.5 - Management	Added policy section outlining supervisor/Director duties and equitable distribution of OT opportunities.
3.6 - Exempt Employees	Added policy section explaining exempt not eligible for OT except when allowed by County policy (e.g., declared emergencies or County Manager designation).
Definitions	Removed Compensatory Time; Edited Exempt/Non-Exempt to match FLSA definitions; Added Overtime definition and explicit FLSA guidance for law enforcement.