

## 2 A-10 Law Enforcement Pay and Overtime

Sabine County Commissioners Court has adopted the 207(k) exemptions under the Fair Labor Standards Act for law enforcement employees, which includes deputies and jailers. These employees have a work period of 28 days and overtime will be due after 171 hours actually worked. Law enforcement employee's salary covers all hours actually worked up to 171 hours. Paid leave shall not be counted in determining if overtime has been worked in any work period. Except in emergency situations, as determined by the commissioners' court or the sheriff, an employee shall be required to have authorization from their supervisor before working overtime.

Overtime may be paid as compensatory time or paid time off as determined in the county's annual budget.

If you currently have accrued unpaid comp time that time will remain on the books until fully used by the employee. The county will not pay an employee any monetary value for the hour-for-hour straight time-off benefit upon separation from employment by the employee.

Sabine County Commissioner's Court adopted this policy on July 28, 2025 during their regular court session and the policy will take effect on August 3, 2025. This will replace any other policies currently in place with regards to the 207(k) exemption.

Salary example following the 207(k) exception is as follows: \$41,000 / 2,223 hours per year = \$18.44/hr.