

Compensatory Time 1.0 vs 1.5

Compensatory Time (Comp Time) Leave Hours/Time Off

Comp Time 1.5

Leave that is earned at one and one-half hours for every hour actually worked in excess of 40 hours in a workweek

- 240, or 480 hour maximum accrual limits
 - 480 hour max – employees involved in public safety, emergency response or seasonal work
 - 240 hour max – all other employees
- Any Comp Time 1.5 in excess of the max allowed, must be paid at the employee's regular rate of pay when the payment is processed
- Comp Time 1.5 earned must be taken within a 12-month period – Comp Time 1.5 not taken at the end of the 12-month period will be paid at the employee's rate of pay when the payment is processed

Comp Time 1.0

Leave that is earned at the rate of one hour for every hour worked when hours actually/physically worked during a workweek are 40 or fewer, but total hours for pay including paid leave and holidays exceeds 40.

- 240 or 480 hour maximum accrual limits
 - 480 hour maximum – employees involved in public safety, emergency response or seasonal work
 - 240 hour maximum – all other employees
- Comp time 1.0 earned must be taken within a 12-month period – Comp Time 1.0 not taken at the end of the 12-month period will be lost. Under state law, employees may not be paid for any unused straight-time compensatory time. Therefore, accrued comp time 1.0 will be forfeited in the following circumstances:
 - If accrued beyond the stated limits
 - If not taken within the 12-month period it was accrued
 - Upon termination