



**2640 Whitney Rd.  
Monroe, GA 30655**

**Phone: (770) 266-1608  
Fax: (770) 464-1579**

## **Walton County 911**

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To: Walton County Board of Commissioners  
From: Wendra Williams, 911 Director  
Ref: Holiday Pay for Communications Officers  
Date: May 21, 2021

I have been working with HR in reference to Holiday Pay for our Communications Officers. Previously, non-administrative staff were paid for the 12 hours of holiday pay at the time of the holiday. This was changed a couple of years ago and I was not aware of the change until I submitted the first payroll for the new year including holiday pay for our CO's Jennifer Wall called to advise the policy had changed and each CO would bank the holiday time at the rate of 5.08 hours per pay period with the hours going into the vacation bank. This causes an extreme hardship on a department as small as ours. Instead of paying 12 hours regular time for the holiday, we now must cover the shift with overtime when someone takes off the additional hours. This negatively affects our budget as well. While banking the holiday time into the vacation bank our CO's are maxing out their time. They are accruing more time than they can take off.

Another problem with the current method of banking holiday time; some people leave before the Thanksgiving and Christmas holidays and have already banked some of the hours for which they were paid before resigning or being terminated. In 2020, I hired a new CO the last week of October. Her schedule fell where she worked the Thanksgiving and Christmas Holidays. During this time, she only banked 20 hours of time. However she worked the majority of those hours. We also had one person resign the first week of December 2020. She had already received the banked time except for 10.16 hours. Therefore, she was paid for 19.84 hours of the Christmas holidays while longer employed with Walton County BOC. This was unfair to the new hire and costly for the county when the other CO resigned.

Our CO's are working additional shifts to cover when another is off. Having the regular days off is more beneficial than having the additional time off for holidays as we are always understaffed. Each time we fill all of our positions, it seems as if several people to leave. Some have changes in their personal lives that are not conducive to this line of work. Others leave due to the constant stresses of the job. It's the nature of 911 and this is a nationwide problem. I have spoken with Chairman Thompson about this matter. Karen Fraiser had advised me she would follow up with the Chairman. I spoke with Karen after her abrupt retirement and she said that she had not had the opportunity to discuss this matter. Therefore, I am requesting the Board of Commissioners to take this under consideration and reverse this change for the 911 center. This would not affect any other departments. Just as a reference, this matter is not addressed in the current Walton County Civil Service policy. Therefore, it would not require an amendment to County Policy under Section 300 section 5. Holidays.

Thank you all for your attention to this matter