Local Government Mandate Statement Kentucky Legislative Research Commission 2024 Regular Session

Part I: Measure Information

Bill Request #: 287
Bill #: HB 456 GA
Document ID #:
Bill Title: AN ACT relating to counties and declaring an emergency.
Sponsor: Representative Samara Heavrin
Unit of Government: X City X County X Urban-County Unified Local X Charter County X Consolidated Local X Government
Office(s) Impacted: Sheriffs Sheriffs
Requirement: X Mandatory Optional
Effect on Powers & Duties: X Modifies Existing Adds New Eliminates Existing

Part II: Bill Provisions and the Estimated Fiscal Impact Relating to Local Government

HB 456 GA would amend KRS 337.285 to add sheriff's offices and county police forces to the local government agencies eligible for an exception to overtime compensation. A sheriff's office or county police force would not need to pay an officer who works eighty hours or less in a work period of 14 consecutive days at 1.5 times the hourly wage. This automatically applies if the sheriff's office or county police force does not have a collective bargaining unit. If there is a collective bargaining unit, they must agree for this exemption to apply.

HB 456 GA is expected to have a positive impact on sheriffs by allowing for more flexibility in scheduling without resulting in overtime expenditures. Some sheriff's offices may schedule officers to work for more than 40 hours one week, but less than 40 hours the next. Current statute would require overtime pay for the first week, while HB 456 would not require overtime pay assuming the two-week period does not amount to more than 80 hours. It is unclear how often sheriff's offices might have an associated

collective bargaining unit; however, this language mirrors existing exemption language for city law enforcement in the same subsection.

Data Source(s): <u>Kentucky Sheriffs' Association; LRC Staff</u>

Preparer: Jacob Blevins (LG) **Reviewer:** KHC **Date:** 3/8/24