



Jack County Sheriff's Office
 Sheriff T-Bob Hauger
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Holiday Compensation/Inclement Weather Policy

02-10-2026

Policy Statement:

The Jack County Sheriff's Office shall maintain compensation practices consistent with operational requirements of a continuous public safety agency while maintaining fiscal responsibility and workforce fairness.

Holiday Compensation Conversion:

Paid holidays will be converted into hourly wage adjustments for covered non-exempt employees adjusted yearly to match the approved holiday list voted on by the Jack County Commissioners Court.

Premium Holiday Compensation:

Employees required to work designated premium holidays shall receive normal pay plus additional 8 hours straight-time pay.

Premium Holidays:

Memorial Day, Labor Day, Thanksgiving, Christmas Eve, Christmas Day

Banked Holiday Usage:

All banked holiday time must be used within 12 months of accrual.

Inclement Weather Operations:

The Sheriff shall have full authority to designate essential personnel and determine staffing during weather emergencies.

Exclusions:

Exempt Employees, Administrative Assistant, Work Program Deputy, CID, Special Services Personnel will remain on regular holiday pay.

Sheriff Charles "T-Bob" Hauger
 Jack County Sheriff Office

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FEB 10 2026

**VANESSA JAMES, County Clerk
 JACK COUNTY, TEXAS**

BY _____ DEPUTY

In God We Trust

JACK COUNTY COMMISSIONERS COURT

FEB - 9 2026

Talking Points – Sheriff’s Office Holiday Compensation Policy

VANESSA JAMES, County Clerk
JACK COUNTY, TEXAS

BY _____ DEPUTY

1. Why This Item Is Before the Court

- The Sheriff’s Office operates **24 hours a day, 365 days a year**.
 - Traditional holiday scheduling does not align with **continuous law-enforcement operations**.
 - This policy modernizes compensation **without increasing payroll costs**.
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2. What the Policy Does

- Converts the value of **19 paid holidays** into an equivalent **hourly wage adjustment** for non-exempt law enforcement and essential personnel.
 - Retains **premium straight-time pay** for deputies required to work designated major holidays.
 - Establishes a **12-month limit** on the use of previously accrued banked holiday time.
 - Affirms the Sheriff’s authority to designate **essential personnel during inclement weather or emergencies**.
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3. Federal Labor Law Compliance

- The policy has been reviewed for compliance with the **Fair Labor Standards Act (FLSA)**.
 - The FLSA does **not require paid holidays**.
 - Converted holiday pay is treated as **wages** and included in the **regular rate of pay** for overtime.
 - All overtime will continue to be paid at **time-and-a-half**, as required by federal law.
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4. Fiscal Impact

- This policy **does not increase total compensation**.
 - It converts existing holiday value into a predictable hourly rate.
 - Reduces long-term **leave and comp-time liability**.
 - Improves payroll transparency and audit defensibility.
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5. Impact on Employees

- Employees receive the **same overall value** of compensation.
- Pay becomes more predictable across the year.
- Premium recognition is preserved for major holidays worked.
- Clear rules reduce confusion and grievances.

6. Why It Applies Only to Non-Exempt Personnel

- Non-exempt law enforcement personnel are subject to **hourly wage and overtime rules** under federal law.
- Exempt personnel operate under **different legal compensation standards**.
- This distinction is consistent with federal labor law and public-safety best practices.

7. Risk Management

- Policy language includes **express FLSA findings**.
- Payroll implementation is directed through the County Auditor.
- Clear documentation protects the County in the event of:
 - Employee grievances
 - Payroll audits
 - Department of Labor inquiries

8. Bottom Line for the Court

- The policy is **lawful, fiscally responsible, and operationally necessary**.
- It supports public safety while protecting the County from payroll liability.
- Adoption aligns Jack County with **modern law-enforcement compensation practices**.