

## Article - State Personnel and Pensions

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§8-308.

(a) Except as provided in § 8-305(c) of this subtitle, a law enforcement employee of any unit of State government or a State Police cadet who works more than 8 hours in a normal 8-hour workday is entitled to be paid at the rate of one and one-half times the employee's or cadet's regular hourly rate of pay for time worked in excess of 8 hours.

(b) (1) In this subsection, "off-duty hours" means any hours:

(i) during a law enforcement employee's scheduled off-duty day; or

(ii) during a law enforcement employee's on-duty day after the employee has gone off duty.

(2) Except as otherwise provided in this subsection, a law enforcement employee of any unit of State government who is called to duty on the employee's scheduled off-duty day is entitled to be paid at the rate of one and one-half times the employee's regular hourly rate of pay for each hour worked on the off-duty day.

(3) Except as provided in paragraph (4) of this subsection, a law enforcement employee of the Department of State Police holding a noncommissioned rank or a law enforcement employee of the Department of Natural Resources holding a rank of sergeant or below, park ranger supervisor or below, or park services supervisor or below who is called to duty during the employee's off-duty hours is entitled to be paid at the rate of one and one-half times the employee's regular hourly rate of pay for the greater of:

(i) the hours worked during the off-duty hours; or

(ii) 4 hours.

(4) A law enforcement employee of the Department of State Police holding a noncommissioned rank or a law enforcement employee of the Department of Natural Resources holding a rank of sergeant or below who makes an appearance in court on official duty during the employee's off-duty hours is entitled to be paid at the rate of one and one-half times the employee's regular hourly rate of pay for the greater of:

(i) the hours worked during the off-duty hours; or

(ii) 2 hours.

(c) A law enforcement employee of any unit of State government, or a police communications operator of the Department of State Police or Natural Resources Police who is required to work 4 or more hours on New Year's Day, Thanksgiving Day, or Christmas Day, or who is scheduled to be off duty on New Year's Day, Thanksgiving

Day, or Christmas Day and is called to duty on any part of that day is entitled to:

- (1) compensatory time of 1 day; and
- (2) payment at the rate of one and one-half times the employee's regular hourly rate of pay for each hour worked on that day.

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