Update on Overtime Pay and Compensatory Time Off

In advance of the implementation of our new time and attendance system – ecotime – an comprehensive review of policies was conducted. This culminated in the revision of Health System-wide policies and adoption of best practices. One area of focus was how to compensate non-exempt individuals who work overtime hours. Based upon employee input from engagement surveys and best practices in workforce planning, the Health System implemented changes to generally pay non-exempt employees overtime pay, in lieu of Compensatory Time Off (CTO), for overtime hours worked when eligible. Employees generally prefer overtime pay and it reduces the need for replacement coverage which simplifies the scheduling of shifts.

But for select employee groups, CTO has been maintained, in part. The select groups of employees are ones in which full-time employees (100%) appointments on either 9-hour or 12-hour shifts in units that operate 24/7, such as hospital units, Jail Psych., Central Plant, etc. CTO was maintained for incumbents to remain on full-time (100%) appointments. Based upon this need, ecotime was programmed to have such employees accrue up to 40 hours of CTO in a bank. When the bank is at 40 CTO hours, additional overtime worked is paid as overtime pay. As a reminder, CTO may only be taken when available CTO hours are in the bank.

We are continuing to discuss these issues to explore potential enhancements going forward.