

Frequently Asked Questions for the 2011-13 State Compensation Plan

Effective 1/1/2012 for Classified Employees

1. Did the new Compensation Plan change how I earn Overtime?

Yes, depending on your Bargaining Unit. Eligibility for overtime (and compensatory time) will be based on hours worked for all employee groups. Previously, several collective bargaining agreements allowed for overtime after 40 hours in pay status.

Example: A nonexempt (hourly) employee works 42.0 hours in a work week. The employee would earn 2.0 hours of overtime at the premium rate (1.5 times his or her hourly rate).

Example: A nonexempt (hourly) employee works 35.0 hours and reports 8.0 hours of vacation for a total of 43.0 hours in pay status. The employee would earn the additional 3.0 hours at his or her regular hourly rate.

Overtime rules for exempt employees remain in accordance with FLSA regulations.

2. My Standby Pay seems to have decreased. Is this a recent change?

Yes, depending upon your Bargaining Unit. Standby Pay is now computed on an hourly basis rather than in a flat amount. Nonexempt (hourly) employees who are required to be able to report to work in less than one hour by their employer will be granted \$2.25 per hour on standby.

3. Do I still receive call-back/call-in pay?

Yes, depending upon your Bargaining Unit. A nonexempt (hourly) employee will receive a minimum of two hours pay when an emergency situation exists and the employee is called back for duty or called in on an employee's day off.

4. Has the Compensation Plan changed how I earn vacation, sick leave, or personal holiday?

No.

5. Has the Compensation Plan changed the dates by which I must use up my accrued leave?

Yes, depending upon your Bargaining Unit.

Leave Carryover Provisions				
Vacation	Personal Holiday	Compensatory Time	Legal Holiday	Legal Holiday Deferred
Yes-Carryover 1 year, use by 12/31/13	No-Use by 12/31/12	Yes-Carryover 1 year, use by 12/31/2013	No-Use by 12/31/12	No-Use by 12/31/12

Compensatory time that is not used by the end of the calendar year following the year which it was earned will be paid out to the employee. As always, Legal Holiday that is deferred may be anticipated but must be used the same calendar year.