

HB 1548 -- STATE EMPLOYEES' PAY

SPONSOR: Crawford

COMMITTEE ACTION: Voted "do pass" by the Committee on Budget by a vote of 21 to 0.

This bill requires that state employees be paid at a rate of one and one half times their standard hourly rate for all time worked in excess of 40 hours per week. Overtime will be paid unless the employee chooses to use accrued overtime hours as compensatory time if leave time is available and the employee's supervisor agrees. Any employee who works a state holiday will have the option of receiving either equal compensatory time off or payment at the straight hourly rate. This applies only to employees who are otherwise eligible for compensatory time.

Any state employee requesting cash payment for at least 20 hours of accrued overtime is to be compensated within 30 calendar days of the request.

Beginning on January 1, 2006, and annually thereafter, each department must pay all state employees who are paid at an hourly rate in full for any overtime hours accrued during the previous calendar year not yet paid or used in the form of compensatory time. State employees may retain up to 80 hours of compensatory time.

By November of each year, every department must notify the Commissioner of the Office of Administration, the House Budget Chairman, and the Senate Appropriations Chairman of the amount of overtime paid in the previous year and an estimate of the overtime to be paid in the current fiscal year. The fiscal year estimate is to be a separate line item appropriation for each department in its appropriation bill.

Each department will report quarterly to the House Budget Chairman, the Senate Appropriations Chairman, and the Commissioner of the Office of Administration the cumulative number of accrued overtime hours for department employees and the corresponding dollar amount, the appropriated number of full-time equivalent positions listing vacant positions, the amount of funds for any vacant positions used to pay overtime compensation, and the current balance in the department's personal service fund.

FISCAL NOTE: Estimated Cost on General Revenue Fund of \$0 in FY 2005, Unknown in FY 2006, and Unknown in FY 2007. Estimated Cost of Other State Funds of \$0 in FY 2005, Unknown in FY 2006, and Unknown in FY 2007.

PROPONENTS: Supporters say that state employees at the departments of Mental Health and Corrections work a lot of overtime because of the nature of their jobs. The bill will give employees more control on whether they take comp time in lieu of payment for their overtime.

Testifying for the bill were Representative Crawford; and Missouri Corrections Officer Association.

OPPONENTS: There was no opposition voiced to the committee.

Marc Webb, Legislative Analyst