

ORIGINAL



HOUSE/SENATE AMENDMENT NO. _____

Offered by

Janus of 117

AMEND HCS 5B, Bill No. 202 Page 1, Section A,

Line 2, by inserting after all of said line the following:

"105.935. 1. Any state employee who has accrued any overtime hours may choose to use those hours as compensatory leave time provided that the leave time is available and agreed upon by both the state employee and his or her supervisor.

2. A state employee who is a nonexempt employee pursuant to the provisions of the Fair Labor Standards Act shall be eligible for payment of overtime in accordance with subsection 4 of this section. A nonexempt state employee who works on a designated state holiday shall be granted equal compensatory time off duty or shall receive, at his or her choice, the employee's straight time hourly rate in cash payment. A nonexempt state employee shall be paid in cash for overtime unless the employee requests compensatory time off at the applicable overtime rate. As used in this section, the term "state employee" means any person who is employed by the state and earns a salary or wage in a position normally requiring the actual performance by him or her of duties on behalf of the state, but shall not include any employee who is exempt under the provisions of the Fair Labor Standards Act or any employee of the general assembly.

3. Beginning on January 1, 2006, and annually thereafter each department shall pay all nonexempt state employees in full for any overtime hours accrued during the previous calendar year which have not already been paid or used in the form of compensatory leave time. All nonexempt state employees shall have the option of retaining up to a total of eighty compensatory time hours at any time during the year.

4. The provisions of subsection 2 of this section shall

Action Taken _____ Date _____

1 only apply to nonexempt state employees who are otherwise
2 eligible for compensatory time under the Fair Labor Standards
3 Act, excluding employees of the general assembly. Any nonexempt
4 state employee requesting cash payment for overtime worked shall
5 notify such employee's department in writing of such decision and
6 state the number of hours, no less than twenty, for which payment
7 is desired. The department shall pay the employee within the
8 calendar month following the month in which a valid request is
9 made. Nothing in this section shall be construed as creating a
10 new compensatory benefit for state employees.

11 5. Each department shall, by November first of each year,
12 notify the commissioner of administration, the house budget
13 committee chair, and the senate appropriations committee chair of
14 the amount of overtime paid in the previous fiscal year and an
15 estimate of overtime to be paid in the current fiscal year. The
16 fiscal year estimate for overtime pay to be paid by each
17 department shall be designated as a separate line item in the
18 appropriations bill for that department. The provisions of this
19 subsection shall become effective July 1, 2005.

20 6. Each state department shall report quarterly to the
21 house of representatives budget committee chair, the senate
22 appropriations committee chair, and the commissioner of
23 administration the cumulative number of accrued overtime hours
24 for department employees, the dollar equivalent of such overtime
25 hours, the number of authorized full-time equivalent positions
26 and vacant positions, the amount of funds for any vacant
27 positions which will be used to pay overtime compensation for
28 employees with full-time equivalent positions, and the current
29 balance in the department's personal service fund.

30 7. This section is applicable to overtime earned under the
31 Fair Labor Standards Act. This section is applicable to
32 employees who are employed in nonexempt positions providing
33 direct client care or custody in facilities operating on a
34 twenty-four-hour seven-day-a-week basis in the department of
35 corrections, the department of mental health, the division of
36 youth services of the department of social services, and the
37 veterans commission of the department of public safety."; and

1 Further amend said title, enacting clause and intersectional
2 references accordingly.

