

**BILL SUMMARY**  
1<sup>st</sup> Session of the 56<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 1868</b>
<b>Version:</b>	<b>Committee Substitute</b>
<b>Request Number:</b>	<b>7164</b>
<b>Author:</b>	<b>Representative Dunnington</b>
<b>Date:</b>	<b>3/01/2017</b>
<b>Impact:</b>	<b>Provides Overtime Wages for Certain State Employees</b>

**Research Analysis**

The committee substitute provides overtime pay for state employees earning certain salary. The measure directs that, beginning November 1, 2017, any state employee earning less than \$30,000 annually is to receive overtime pay, instead of comp time, for hours worked over 40 hours a week. Likewise, beginning January 1, 2018, the same is true for any state employee earning \$35,000 or less per year. Finally, beginning January 1, 2019, the same is true for any employee earning \$40,000 or less per year. This does not apply to elected officials.

Prepared By: Kyle Meade

**Fiscal Analysis**

From the Office of Management and Enterprise Services:

*This bill would require the state to pay certain FLSA non-exempt employees for overtime worked rather than give them overtime. There is no way to calculate a fiscal impact for this bill because statewide overtime is not tracked. However, it does not seem to substantially alter the way the state currently does business, and if an agency didn't have funds to pay overtime they could easily prohibit employees from accruing it.*

Staff acknowledges the possibility of enacting such policies. It might be less feasible for certain agencies to prohibit overtime accrual, but it is currently unknown whether such agencies have policies that are substantially different from those proposed in the measure. Staff will continue to assess potential costs with the assistance of OMES.

Prepared By: Nicole McPhetridge

**Other Considerations**

None.