

# Overtime Use at the Departments of Correctional Services, Health and Human Services, and Transportation

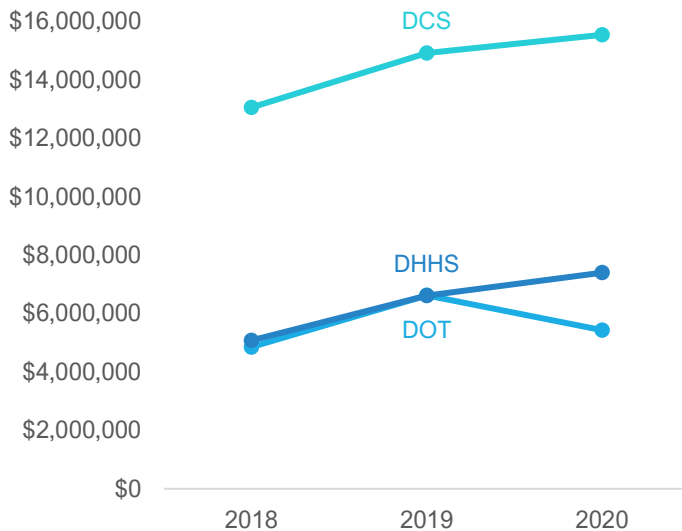


The Legislative Audit Office is a nonpartisan division of the Legislature, directed by the Performance Audit Committee. The Committee selects topics for the Office to audit, details the scope of such audits, and makes recommendations as to how the Legislature should proceed after the Office completes its report.

## Audit Overview

The audit report presents descriptive, not evaluative, information and consequently does not contain findings or recommendations. The agencies reviewed for this audit—the Departments of Correctional Services (Corrections or DCS), Health and Human Services (DHHS), and Transportation (DOT)—had the highest overtime expenditures of all state agencies in the years reviewed (FY2018, FY2019, and FY2020).

### DCS spent the most on overtime in each year.



According to Corrections and DHHS staff, overtime was needed primarily because of vacancies at 24-hour facilities. Because of the need for round-the-clock staffing, without enough positions filled, existing employees needed to cover additional shifts. In contrast, Transportation staff said some overtime was related to vacancies, but most was earned was due to seasonal fluctuations in workload such as construction projects, snow removal, and weather-related damage to state highways.

## Committee Action

The Performance Audit Committee placed a request on its audit topics list for a follow-up performance audit. Specifically, the requested audit would assess the impact of the 2021 salary increases for selected Corrections and DHHS employees on the use of overtime at these agencies, and should take place a year or more after the increases went into effect.

Corrections spent the highest total amount on overtime, both in dollars and as a percentage of its total personnel budget. Additionally, in all three years, a larger proportion of Corrections employees earned overtime than employees at the other two agencies.

In all three agencies, most employees earned \$10,000 or less in overtime pay. Some employees at Corrections and DHHS, however, earned much higher amounts of overtime pay: there were 15 Corrections employees and four DHHS employees who earned more than \$50,000 in overtime in a year.

### The majority of employees made \$10,000 or less a year in overtime pay.

