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Budget and Taxation Committee

Capital Budget Subcommittee

Health and Human Services Subcommittee

Pensions Subcommittee



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THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

**Vote Yes on Senate Bill SB: 827**

**Bill Title: State Personnel - Employee Compensation - Overtime Pay**

**Hearing Date: February 21, 2020 at 12:00 p.m.**


**Chair: Delores G. Kelley, Vice Chair: Brian J. Feldman**

SB 827 would compensate state employees who have to work an excessive amount of overtime at double their regular rate of pay. This legislation defines excessive overtime as working 100 or more hours in a standard two-week, 80-hour, pay period. In other words, once an employee has worked 20 hours of overtime in a pay period at the regular overtime compensation rate of time-and-a-half, overtime hours 21 and above are paid at double time. This legislation only impacts cash overtime eligible employees.

The state already has a precedent of paying double time in situations where essential employees are required to report to work when the state closes and a state of emergency is declared. This type of pay is called state of emergency pay, and it's paid out in recognition of the hardship that's caused on the employee when they are stuck in a 24/7 institution for extended periods of time. In our state prisons, juvenile detention centers, and state hospitals, there is a staffing crisis emergency. SB 827 would allow this state of emergency pay to be extended to staff who are also stuck working excessive amounts of overtime in our 24/7 institutions because there simply is not enough staff.

This legislation is now more important than ever. There are thousands of vacant state positions, and in FY 2018, the state spent \$255 million on overtime costs. For less money than they're spending on overtime annually, the state could increase state worker wages and hire a thousand new positions. SB 827 will serve as an important motivator to work towards filling positions, rather than relying on tired, overworked, staff to cover critical shifts in state government. We urge you to provide a favorable report on SB 827.

Respectfully,

  
Cory V. McCray  
State Senator