



Compensatory Time Policy for Unclassified Exempt Staff

Policy #:	HR002.3
Policy Type:	University
Responsible Executive:	VP Business Affairs
Responsible Office:	Human Resources
Originally Issued:	February 10, 2005
Latest Revision:	August 12, 2022
Effective Date:	August 12, 2022

I. Policy Statement

The Compensatory Time Policy for Unclassified Exempt Staff establishes how unclassified exempt employees are compensated for work performed in excess of the normal work week using compensatory leave.

II. Purpose of Policy

The Compensatory Time Policy for Unclassified Exempt Staff defines the parameters and guidelines associated with earning and using compensatory leave. The normal business of a university or college campus is not restricted to the 40-hour work week observed by many state agencies. Many functions and activities occur in the evening hours and on weekends when certain unclassified exempt employees are required to attend.

III. Applicability

Unclassified FLSA Exempt Staff

IV. Definitions

Compensatory Time - time accrued on an hour-for-hour basis for work performed in excess of the normal workweek.

Unclassified Exempt Staff- staff positions that are exempt from the Fair Labor Standards Act (FLSA) from earning overtime.

V. Policy Procedure

Compensatory Time and Compensatory Leave Administration

- Compensatory time may be granted when an employee is required to work extended hours, he/she may request permission to earn compensatory time. Work undertaken while at home does not permit the earning of compensatory leave nor do extra hours worked by choice of an employee.
- Not more than 100 hours may be earned during any calendar year. Compensatory leave can be used for any purpose with the approval of their immediate supervisor and/or budget unit head.
- No accrued unused compensatory leave may be carried forward into a new calendar year. An appointing authority may require employees to use their earned compensatory leave at any time. Employees will not be paid the value of their accrued compensatory leave upon separation from their unclassified position.

- In the event an employee transfers without a break in service to another position within the State service, compensatory time may be credited to the employee at the discretion of the new appointing authority. Compensatory time shall be terminated when an employee separates from State service.
- The "Request for Prior Approval to Earn Compensatory Time" must be approved prior to earning compensatory time and submitted with the employee's time sheet report.
- A "Request for Leave" form must be signed by the immediate supervisor prior to taking compensatory leave and submitted with the employee's time sheet report.
- While on approved travel on a regular university workday, an employee may earn a maximum of five (5) hours of compensatory time for hours worked outside of regular working hours. An employee can earn a maximum of eight hours per day during weekend travel.
- Employees will not earn compensatory time for routine meals, social events, tours, etc. which are not required by the employer unless specifically approved by the President of the University.
- Employees cannot earn compensatory time while "on call" status.
- When an employee has earned a total of 100 hours of compensatory time during any calendar year, further approval of compensatory time shall cease. Supervisors and/or budget unit heads are to take necessary precautions to preclude approval of compensatory time beyond the maximum allowed. Use of flextime is encouraged in managing employee time during a pay period.

VI. Enforcement

Earning of compensatory time must have prior approval of the immediate supervisor and/or budget unit head, whichever is appropriate. The appropriate vice president must periodically review compensatory time earned by those employees working within his/her division.

VII. Policy Management

The Vice President of Business Affairs is the Responsible Executive accountable for the management of this policy. The Office of Human Resources is responsible for maintaining this policy.

VIII. Exclusions

The positions listed below do not earn compensatory time. Exceptions may be made to permit these employees to be exempted from having to take leave when the University is officially closed. Such exceptions shall be included in the appointment letter of the individuals involved. In all events, any employee who is entitled to earn compensatory time under the Fair Labor Standards Act (FLSA) shall earn such in accordance with the Civil Service Rules and Regulations.

Compensatory time shall not be earned by the following employees:

President	Deans
Vice Presidents	Executive Director Advancement, Foundation & Alumni
Athletic Directors	Athletic Coaches

IX. Effective Date

The effective date of this policy is August 12, 2022.

X. Adoption

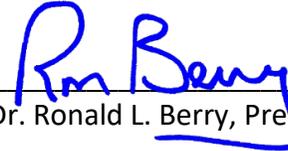
This policy is hereby adopted on this 12th day of August 2022.

Recommended for Approval by:

Approved by:



Dr. Bill Graves, VP for Business Affairs



Dr. Ronald L. Berry, President

XI. Appendices, References and Related Materials

University of Louisiana System Policy F.S.111.XXI.-1 Leave Record Establishment and Regulations for all Unclassified, Non-Civil Service Employees

<http://www.ulsystem.net/assets/docs/searchable/boards/FS-III.XX.-1%20Leave%20Record%20Establishment.pdf>

Request for Prior Approval to Earn Compensatory Time

XII. Revision History

Original adoption date: February 10, 2005

Revised August 1, 2017: Revisions include transferring to the new policy format, policy name change, adding positions not eligible, and minor wording changes.

Revised August 28, 2019: Revisions include updates to the exclusions section.

Revised August 12, 2022: Revision include changing the number of compensatory hours that could be earned from 45 to 100.