

Administrative Procedure 7234

Overtime

Overtime pay is a mandatory subject of bargaining for employees represented by a bargaining unit. Provisions for overtime pay are detailed in the collective bargaining agreements for Classified Employees, Federation of Teachers, and Police Officers Association. Collective bargaining agreements are posted on the El Camino website at: <http://www.elcamino.edu/about/depts/hr/agreements.aspx>.

Supervisors and Confidential employees follow overtime rules as detailed in the collective bargaining agreement for Classified Employees. Overtime hours for Supervisors and Confidential employees may only be paid out in the form of monetary compensation if the department has an established budget for overtime; otherwise overtime hours worked are compensated in the form of “comp time” which is additional time off earned at the rate of time and one-half. Supervisors and Confidential employees who earn comp time must take the time off within one year of earning it.

Deans, directors, administrators, and managers are not eligible for comp time or overtime.

References:

Education Code Sections 88027, 88028, 88029, and 88030

El Camino College

Adopted: 10/15/18