Dannel P. Malloy
Governor

State of Connecticut
Department of Developmental Services

Peter H. O'Meara
Commissioner

Kathryn du Pree
Deputy Commissioner

**TESTIMONY OF THE
DEPARTMENT OF DEVELOPMENTAL SERVICES
TO THE
LABOR AND PUBLIC EMPLOYEES COMMITTEE**

S.B. 359- An Act Concerning Employer Notice to Employees Regarding Mandatory Overtime

February 15, 2011

Senator Prague, Representative Zalaski and members of the Labor and Public Employees Committee. I am Commissioner Peter O'Meara of the Department of Developmental Services (DDS). Thank you for the opportunity to submit testimony expressing the Department's concerns regarding S.B. 359- An Act Concerning Employer Notice to Employees Regarding Mandatory Overtime.

This proposal would potentially cause serious disruption to our operations and jeopardize our ability to maintain adequate staffing levels to ensure the health and safety of clients and employees.

The most common reason for mandatory overtime at DDS is that employees scheduled to work their regular shift call out with little notice or do not report to work. In such case, an employee from the previous shift will be "held over" (i.e. mandated) until such time as the supervisor can call the voluntary overtime list and secure a replacement to work voluntary overtime. In many cases, a volunteer cannot be secured and the person is on mandatory overtime for a full shift.

Also, in severe weather situations such as we have had this winter, mandatory overtime increases dramatically, but we have little control over it and can rarely provide 24 hours notice.

On a positive note, mandatory overtime at DDS has been reduced by 50.1% in the first 17 pay periods of FY 2011 from what it was in the first 17 pay periods of FY 2010 – from an average of 1,461 hours per pay period in FY 2010 to an average of 729 hours per pay period in FY 2011. Given that we employ 2,480 Full Time Equivalents (FTEs) in NP-6, there is not significant mandatory overtime per employee. However, it would not be feasible to provide 24 hours notice to a specific employee who might be mandated for more than eight hours in a given pay period.

Thank you for the opportunity to share our concerns on this proposal. Please contact Christine Pollio Cooney, DDS Director of Legislative Affairs at (860) 418-6066 if you require additional information or would like to discuss this proposal further.

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