



STATE OF NEW YORK
DIVISION OF MILITARY AND NAVAL AFFAIRS
330 OLD NISKAYUNA ROAD
LATHAM, NEW YORK 12110-3514

ANDREW M. CUOMO
GOVERNOR
COMMANDER IN CHIEF

PATRICK A. MURPHY
MAJOR GENERAL
THE ADJUTANT GENERAL

S: 15 May 2012

MNHS

19 April 2012

MEMORANDUM FOR ALL CSEA Represented Overtime Eligible Employees

SUBJECT: Over40 Comp Time II Pilot Program

1. The Over40 Comp Time II Pilot Program (Over40 II) negotiated in the 2007-2011 collective bargaining agreements between the State of New York and CSEA, has been renewed for the 2011-2016 State-CSEA agreements. Under this program CSEA overtime eligible employees in salary grades 22 and below may opt to earn compensatory time at the time and one-half rate in lieu of overtime pay for hours worked in excess of 40 in a workweek (in excess of 106 hours biweekly for firefighters).
2. Over40 II credits have no expiration date and **cannot** be charged as a leave accrual; however, up to 120 hours of accrued Over40 II credits may be cashed out once a year during the pilot program, payable in the payroll period closest to 1 December, at the employee's straight-time rate of pay at the time of that cash out.
3. The program year for 2012-2013 will run for 26 pay periods beginning on 21 June 2012.
4. Please read the attached "Pilot Program Description" carefully. Eligible employees who wish to participate in the first year of this program must complete the attached enrollment form and return to State Human Resources (MNHS) by close of business 15 May 2012.
5. Questions regarding the Over40 Comp Time II Pilot Program should be directed to Ms. Aimee Hommel at (518) 786-4437 or Aimee.M.Hommel@us.army.mil or Ms. Holly Richardson at (518) 786-6051 or Holly.P.Richardson@us.army.mil.

FOR THE ADJUTANT GENERAL:

A handwritten signature in black ink, appearing to read "Marilyn M. Hartley".

MARILYN M. HARTLEY
Director, Human Resources
Management

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