

Statewide Overtime and Shift Bonus Pay

Performance Audit

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Overtime and Shift Bonus Background

Overtime

- Paid to employees based on hours worked in excess of normal work period
- Paid at straight time or time and a half
- Paid as money added to their check or in compensatory time off

Shift Bonus

- Lump sum payment per eligible shift

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2

Overtime and Shift Bonus Overview

- Scope
 - July 1, 2022, through December 31, 2024
- Statewide Payroll Expenditures – \$15.7 billion
 - \$367 million in overtime
 - \$37 million in shift bonus pay

Audit Objectives

Objectives

Did departments tested comply with criteria related to overtime and shift bonuses?

Agencies Tested (pp. 8 and 19)

	Overtime and Compensatory Time	Shift Bonus
Statewide	\$367,000,000	\$37,000,000
Human Services (DHS)	98,729,000	27,479,000
Corrections (DOC)	73,980,000	7,565,000
Transportation (MnDOT)	55,347,000	—
Public Safety (DPS)	44,477,000	—
Natural Resources (DNR)	28,038,000	—

Highest Overtime Compensation by Employee (p. 9)

July 1, 2022, through December 31, 2024

Employee s Position	Agency	Total Overtime Compensation
Security Counselor Lead	DHS	\$282,452
Security Counselor Lead	DHS	218,187
State Patrol Trooper	DPS	276,020
Corrections Officer 3	DOC	265,965
Security Counselor Lead	DHS	256,004
State Patrol Trooper	DPS	227,460
Corrections Officer 3	DOC	222,679
Human Services Technician	DHS	218,967
Mental Health Program Assistant	DHS	208,623
Mental Health Program Assistant	DHS	208,065

Largest Number of Overtime Hours by Employee (p. 10)

July 1, 2022, through December 31, 2024

Employee s Position	Agency	Total Overtime Hours
Security Counselor Lead	DHS	5,806
Security Counselor Lead	DHS	5,690
Human Services Technician	DHS	5,382
Security Counselor Lead	DHS	5,359
Corrections Officer 3	DOC	5,128
Mental Health Program Assistant	DHS	5,077
Mental Health Program Assistant	DHS	4,730
Corrections Officer 3	DOC	3,818
State Patrol Trooper	DPS	3,507
State Patrol Trooper	DPS	2,986

Audit Conclusion

DHS, DOC, MnDOT, DPS, and DNR generally complied with the criteria we tested.

- Overtime and compensatory time – 5 findings
- Shift bonus payments – 2 findings

Overtime and Compensatory Time (pp. 21–29)

The departments did not always accurately pay overtime to employees.

- All five departments incorrectly paid overtime to some employees.
- Some agencies did not always retain documentation.

Shift Bonus Payments – DHS (pp. 29–35)

DHS Direct Care and Treatment:

- Implemented shift bonus incentives for working an unfilled shift.
 - \$200 – MAPE (exempt), MMA, MNA, and SRSEA
 - \$100 – MAPE (nonexempt), and AFSCME
- DHS paid 696 employees a significant amount of shift bonus pay.
 - Amount per employee ranged from \$10,050 to \$89,100

Shift Bonus Payments – DHS (pp. 29–35)

- No support to show MMB's approval of the program.
- Paid \$6.6 million to employees after the program expired.

Shift Bonus Payments – DOC (pp. 35–38)

DOC implemented shift bonus incentives for AFSCME employees who worked an overtime shift.

- \$50 for an overtime shift less than four hours
- \$100 for an overtime shift of four hours or more
- DOC paid 172 employees a significant amount of shift bonus pay.
 - Amount per employee ranged from \$10,050 to \$44,350

Shift Bonus Payments – DOC (pp. 35–38)

- No support to show MMB's approval of the program.
- Paid \$13,000 to employees after the program expired.
- Paid \$1,100 to four employees who were not in AFSCME.

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