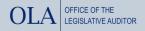
# **Statewide Overtime and Shift Bonus Pay**

Performance Audit Released November 12, 2025





## **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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#### **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

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## **Audit Objectives**

#### **Objectives**

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

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# 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	_



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#### **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

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## 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

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#### **Audit Conclusion**

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

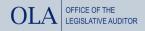
- Overtime and compensatory time 5 findings
- Shift bonus payments 2 findings

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#### 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.



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#### 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.

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#### 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

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#### 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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# Statewide Overtime and Shift Bonus Pay

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