



STATE OF MICHIGAN  
DEPARTMENT OF CORRECTIONS  
LANSING

GRETCHEN WHITMER  
GOVERNOR

HEIDI E. WASHINGTON  
DIRECTOR

**DIRECTOR'S OFFICE MEMORANDUM 2023 – 13R3**      **EFFECTIVE:** Immediately

**DATE:** November 1, 2023  
**TO:** Executive Policy Team  
Administrative Management Team  
Wardens  
**FROM:** Heidi E. Washington, Director  
**SUBJECT:** Overtime Distribution Process for Security Unit Employees

**SUPERSEDES DOM 2023 – 13R2 (effective 07/13/2023)**

Civil Service Regulation 5.02, Section 3.A.2.d.2

*If sufficient notice is available and the state's best interests allow, and considering work assignments and organizational units in the agency, the employer must offer overtime opportunities as equally as practicable among employees who normally perform the assigned duties.*

Overtime Distribution Process

1. Voluntary Overtime Distribution Process: An employee may, if eligible, apply for overtime assignments on each shift. Each shift will keep its own overtime Activation List that will consist of employees who have voluntarily signed up for overtime. The Activation List will be developed daily and will not be carried on to subsequent days.
  - a. Only voluntary overtime hours worked will be recorded on the Overtime Equalization List (OEL), except for Corrections Transportation Officers (CTOs), where all transportation-assigned voluntary, mandatory, and work-in-progress hours will be recorded on one OEL.
  - b. Preferences:
    - i. Facilities with 8 or 10-hour shifts
      1. First preference for overtime assignments will be given to employees who are assigned to the shift scheduling the overtime but who are on their regular day off (RDO).

2. Second preference will go to all other eligible shifts.
  3. An employee requesting to work overtime must add their name to the Activation List at least 22 hours prior to the start of the overtime shift but not more than 96 hours before the start of the requested overtime shift.
- ii. Facilities with 12-hour shifts
1. First preference for overtime assignment will be given to employees who are assigned to the shift scheduling the overtime but who are on their RDO.
  2. Second preference will go to any employee able to work the entire overtime shift within their current work schedule without working more than 16 consecutive hours.
  3. Third preference will go to any employee able to work part of the overtime shift within their current work schedule.
  4. An employee requesting to work overtime must add their name to the Activation List at least 22 hours prior to the start of the overtime shift but not more than 38 hours before the start of the requested overtime shift.
- iii. Corrections Transportation Officers (CTOs)
1. All CTOs will be designated First preference. Second and Third preference will not be used.
  2. An employee requesting to work overtime must add their name to the Activation List at least 22 hours prior to the start of the overtime shift but not more than 38 hours before the start of the requested overtime shift. The list will close at 10:00 a.m. on Friday for weekend and Monday overtime. For facilities that do not have regularly scheduled transportation operations on Fridays, the list closes on Thursday at 10 a.m.
- c. All employees' names will be added to the list, and subdivided by preference. At the closing of the time for the Activation List, the hours the employee has on the OEL will be used to determine the order for the overtime selections for that shift. The employees will be ranked by who has the least amount of voluntary overtime hours worked in the quarter.
- d. Management will offer available overtime first to the First preference employees qualified for the assignment. If enough First preference volunteers do not accept the overtime assignment, management will offer the overtime to Second preference employees qualified for the assignment. If applicable, and not enough First and Second preference volunteers accept the overtime assignment, management will then offer the overtime to Third preference employees qualified for the assignment. In each case, overtime will be offered to the employee with the lowest number of recorded overtime hours in ascending order. When there is a tie in hours recorded, the overtime will be offered to the most senior employee in each preference category.
- e. An employee may be bypassed for voluntary overtime if they (1) do not have the special qualification needed to perform the overtime work, (2) do not possess the knowledge, skills, and abilities to perform the overtime work without training, or (3) do not meet any legally required or

implied gender requirement.

- f. Work in Excess of 16 Consecutive Hours: an employee will not be charged a refusal or hours on the OEL if:
    - i. The employee refuses to work more than 16 hours of voluntary overtime or;
    - ii. The employer refuses to allow an employee to work more than 16 consecutive hours.
    - iii. In addition, the Employer will refuse to allow an employee to work three shifts in a 24 consecutive hour period except in an emergency situation. An employee shall not be charged the hours.
  - g. Employees are presumed to have accepted overtime if they have signed up on the list and supervision has either contacted the employee at work or tried to contact the phone number designated by the employee. Contact with a telephone device will be presumed if the employer leaves a message or tries to leave a message on the device (e.g., voice mailbox full). Not reporting at the beginning of the shift will constitute a refusal.
  - h. An employee may decline overtime after they are scheduled, but they will be charged a refusal and the hours will be counted as having worked in determining equalization.
  - i. If an employee refuses voluntary overtime on three occasions within a quarter, they will not be eligible to add their name to any Activation List for the rest of the quarter, however, the employee can still volunteer to work for another employee in lieu of a mandate.
  - j. An employee calling in sick to their regularly scheduled shift can remove their name from the Activation List if they have not been scheduled for voluntary overtime. If an employee has been scheduled to work voluntary overtime and needs to call in sick, they must speak to a supervisor working during the voluntary overtime shift and the employee will be charged a refusal.
  - k. Employees who receive a lateral job change or bump into the worksite, or who move to a different shift, and probationary employees who become eligible to work overtime, will be inserted on the OEL with hours equal to the employee(s) with the highest number of recorded hours on their shift. Such employees will be placed at the top of the rotation for the first assignment of mandatory overtime.
  - l. The voluntary OEL hours recorded for each employee will be zeroed out the 1st of January, April, July, and October.
  - m. An employee on disciplinary suspension is ineligible to volunteer for overtime.
2. Mandatory Overtime Scheduling
- a. If enough qualified employees on the Activation List do not accept and work the offered overtime, the employer will assign mandatory overtime by inverse order of the lower 50 percent (rounded down to the nearest whole number) of the shift seniority list for the departing shift on a rotational basis.
  - b. Mandatory overtime may be assigned using 100 percent of the shift seniority list for the departing shift on a rotational basis with approval of the CFA Deputy Director.

- i. Locations that are at 100 percent and have a separate day activity shift can be included in the day shift mandate list.
  - c. Mandatory overtime will be recorded by the date of instance and not hours. The list of employees eligible for mandatory overtime will be rotated with the employee(s) with the most recent date of mandatory overtime placed at the bottom of the list. Employees mandated on the same day will be placed on the bottom of the list in inverse seniority order. Employees who are unavailable for overtime because they are not at work or are not qualified for assignment will be bypassed. Such employees will remain at the top of the list for the next mandatory overtime shift for which they are available.
    - i. A separate list will be kept to track mandatory overtime of employees who are exempt from mandates under Section 2.a. If there is an operational need to mandate employees above the line, the same rotational process outlined in Sections 2.b and 2.c will be used. Management will mandate employees above the line before mandating an employee who qualifies for an exception under Paragraph 2.d or 2.e.
  - d. The mandatory overtime lists will be maintained on an ongoing rotational basis.
  - e. Subject to operational needs, employees will not be required to work mandatory overtime on the last scheduled shift prior to their previously approved leave time, even if there are intervening RDOs, as long as the leave time was scheduled at least 24 hours before the start of the last scheduled shift. The employee must notify the scheduling supervisor if they qualify for this exemption.
  - f. Subject to operational needs, an employee will not be required to work mandatory overtime within the 32-hour period following the beginning of the last overtime shift of more than four hours the employee worked (two hours for employees assigned to 12-hour shifts). The employee must notify the scheduling supervisor if they qualify for this exemption.
  - g. Any officer that was mandated in violation of the 32-hour rule or the next day leave rule will be offered the first opportunity to be relieved. The highest-senior employee mandated to work overtime will be the next employee offered to be relieved.
  - h. Management may ask for volunteers from employees present on shift before scheduling mandatory overtime.
  - i. Employees working overlapping shifts are eligible to volunteer to relieve a mandate but must complete their primary shift and then report to the assignment for which they volunteered. Corrections Resident Representative, Corrections Medical Officers, Corrections Medical Unit Officers, Corrections Transportation Officers, and Special Alternative Incarceration Officers are eligible to volunteer to avoid a mandate.
    - i. If two or more Security Unit Employees volunteer for the overtime, the most-senior employee will receive the assignment.
    - ii. Overtime hours accrued under these circumstances will not be recorded on the OEL.
3. Additional Information
  - a. An employee who has actually worked 120 or more hours since the beginning of the pay period

is ineligible for voluntary or mandatory overtime for the rest of the pay period. Subject to approval by an appropriate Administrator, a facility may allow officers who reach 120 hours of actual work during a pay period to work up to 160 hours of actual work during the pay period, provided that any voluntary overtime worked beyond 120 hours is limited to a single overtime shift on each of the employee's regularly scheduled days off.

- b. Probationary employees may be authorized to work voluntary and mandatory overtime after completing six (6) months of satisfactory service. With approval of the appropriate ADD, probationary employees may be authorized, on a case-by-case basis, to work voluntary and mandatory overtime prior to completing six months of satisfactory service.
- c. Work-in-progress must be completed by the employee performing the work with the following exceptions:
  - i. CTOs (see Section 1.a), overtime hours incurred due to work-in-progress will not be added to the OEL and will not be considered voluntary overtime nor count as mandatory overtime for purposes of administration of the lists.
  - ii. Corrections Officers qualified, trained, CCW holders who are required to complete an off-site run that necessitates a CCW that extends past their regularly assigned shift, will be credited on the OEL as a mandatory overtime instance.
- d. In the event two or more employees have the same seniority, the tie breaker will be by the highest New Employee School graduation score. To break any tie thereafter, or when one or more employees do not have a New Employee School graduation score, the last four digits of the employee's Social Security number shall be used, with preference going to the employee with the lowest number.
- e. In an organizational unit with 100 or fewer security-unit employees, the mandatory list may consist of all security-unit employees in active payroll status within the organizational unit.
- f. An employee may request an exemption from mandatory overtime once during each 3-month quarter of the year (Jan.-March, April-June, July-Sep., and Oct.-Dec.). Approval is subject to operational and staffing needs at the time of the request. The request for the exemption must be made at the time the employee is notified of the mandatory overtime assignment. If approved, the next person in line for mandatory overtime cannot exercise an exemption. An exemption not used during a quarter cannot be carried over to the following quarter.
  - i. Additional exemption for pre-scheduled **medical** appointments. Same parameters outlined in section f. above dictate. Once during each 3-month quarter of the year staff that have pre-scheduled **medical** appointments may request an additional exemption from mandatory overtime at the time the employee is notified of the mandatory overtime assignment. To qualify for this exemption, valid documentation must be submitted to HR as soon as the employee becomes aware of the event but not later than prior to the start of the pay period of the mandatory overtime assignment. Approval is subject to HR validation of documents submitted as well as operational and staffing needs at the time of request.
- g. Non-Career Corrections Officers (NCCO) assigned to the facility shall be called to fill assignments to avoid mandatory overtime in the event no qualified employees volunteer and work overtime. (Note: This may result in NCCO's incurring overtime but only to avoid mandatory for other

custody employees.)

- h. Corrections Shift Supervisors (Sergeants, Lieutenants, Captains) and Corrections Security Inspectors (Inspectors) may volunteer to work an assignment to relieve or avoid an officer being mandated.
  - i. If sufficient notice is available and the state's best interests allow, and considering work assignments and organizational units in the agency, MDOC will offer overtime opportunities as equally as practicable among employees who normally perform the assigned duties.
  - ii. MDOC will assign voluntary overtime in seniority order on a rotational basis. Voluntary overtime will be recorded by the date of instance, not hours. The list of employees eligible for voluntary overtime will be rotated with the employees with the most recent date of overtime placed at the bottom of the list.
- i. If there is an operational need and with appropriate Deputy Director approval, the employer may mandate Corrections Shift Supervisors (Sergeants, Lieutenants, Captains) or Corrections Security Inspectors (Inspectors) to assist with security unit work.
  - i. A single list will be kept to track mandatory overtime for Corrections Shift Supervisors and Corrections Security Inspectors. The same rotational process outlined in Sections 2.b through 2.h will be used.
- j. Subject to operational needs or in case of an emergency, overtime may be assigned without regard to the above process.

## VOLUNTARY OVERTIME FOR ACTIVE EMPLOYEES

### PA-415 Certified Volunteer lists

While the term "PA-415 Training" has evolved into a general term that some employees use to describe yearly training requirements, PA 415 refers to a public act that was passed to improve training and education of corrections officers. MCL 791.501, *et seq.*, (also known as the correctional officers' training act of 1982, or *Public Act 415* of 1982) lays out the state standards and requirements for becoming and maintaining certification as a corrections officer. Statewide OP 02.05.101 "Corrections Officer Certification, Continuing Certification, Decertification, and Recertification" establishes the guidelines for becoming recertified under PA 415, and volunteers must complete the recertification process and be approved by the Director and Training Council before they can volunteer for overtime.

A 3<sup>rd</sup> Preference List will be developed to consist of: custody staff from other facilities (must be status officers), Non-Career Corrections Officers on staff for the facility.

A 4<sup>th</sup> Preference List will be Captains, Inspectors, Lieutenants, and Sergeants as well as previously certified staff who have regular prisoner contact (i.e., RUM, ARUS, PC, CPC, Maintenance, Food Service, etc.).

A 5<sup>th</sup> Preference List will be developed to consist of previously certified staff that do NOT have regular prisoner contact (i.e., FOA, GVP, and Regional staff).

The voluntary overtime equalization (OEL) lists will be in seniority order and cycle by occurrences rather than

by hours. New volunteer additions will be added to the list with occurrences equal to the person with the highest number of occurrences (e.g., if the highest number occurrences is 10, the new volunteer will be added with 10 occurrences so they are not called 10 times in a row for overtime).

The voluntary OEL occurrences recorded for each employee will be zeroed out at the beginning of each fiscal year. The seniority hours will be pulled from the first full pay period in September of the previous year.

PA-415 Certified Volunteer Overtime Distribution Process: Once the employee has been PA-415 Recertified, they may, if eligible, apply for overtime assignments on each shift. Each shift will keep its own overtime volunteer list that will consist of employees who have voluntarily signed up for overtime.

If an employee has been scheduled to work voluntary overtime and needs to call in, they must speak to a supervisor working during the voluntary overtime shift and the employee will be charged an occurrence refusal.

### Requirements for Volunteers

The volunteers must sign a voluntary agreement as set forth below. They must complete orientation at each facility where they volunteered for overtime. The volunteers will be issued a red ID for time-keeping purposes. They will not be placed in single-person assignments or weapons-qualified assignments. The volunteer will not work at a facility where an immediate family member is incarcerated, and they must not be directly supervised by an immediate family member or supervise an immediate family member. The volunteer must live or work, whichever is closer, within 50 miles of the facility unless approved by the appropriate Assistant Deputy Director (ADD) or other appropriate administrator's office. The classification eligibility will be capped at 13-level and below. Compensation will be paid at the volunteer's current rate of pay in accordance with CBA and Civil Service Regulations. The HRD will be responsible to notify the HR office if an overtime exception is required for an overtime exempt employee. A volunteer can work no more than 120 hours per pay period.

### Training Requirements

Volunteers need to have previously completed Officer Recruit Training and achieved status as a Corrections Officer. Volunteers must complete the required training as determined by the Training and Recruitment Division, and will require certification by the Director and the Training Council.

### Voluntary Agreement

The voluntary agreement form (located in DAS) must be signed by the volunteer for each facility in which overtime will be worked. The agreement will require the approval of the volunteer's supervisor and the Warden of the facility in which the overtime will be worked and must be submitted for renewal annually by the employee. The volunteer will disclose any family members working at the facility as well as any known SPONS. The volunteer, supervisor, or Warden may rescind the agreement at any time. The Warden's Office shall return the agreement to the employee and maintain a copy at their facility. If overtime eligibility is denied by the supervisor/Warden, it shall be forwarded to the ADD or other appropriate administrator's office for further review.

No reimbursement under the State Travel Regulations will apply for an employee accepting voluntary overtime under this agreement.

### Orientation Requirements

Each facility shall provide orientation to volunteers prior to working overtime. The orientation shall include a

tour of the facility, uniform information, review of the authorized items list (PD 04.04.100), review of the zone map, review of the first aid/CPR kit and AED locations, post order responsibilities, parking information, formal count process and times, key control, discussion of Person Protection Devices (PPD) uses and responses, time clock explanation, instructions during a mobilization, and any facility specific requirements.

After completion of orientation, the volunteer will be added to the voluntary OEL.

### Uniforms

Uniforms will be ordered after training has been completed and the employee has been recertified by the Director. Corrections Officer uniforms will be required to be worn by volunteers. The uniforms will be provided as follows: 2 shirts with name sewn on (choice of long sleeve or short sleeve), 2 pants, 1 belt, 1 duty belt (with handcuff case and key holder), winter coat (with Velcro name tag), choice of sweater or vest, summer coat, ball cap, knit cap, gloves, boots, and CPR mask and case. Inclement weather clothing will be available at each facility. The dry-cleaning reimbursement will not be applicable to the volunteers.

If a person's name is removed from the volunteer list, they will be required to turn in uniform items in accordance with PD 02.03.103 "Employee Uniforms."

### Compensation

Employees authorized to work overtime under the Officer Recertification Program will be compensated in cash payment for such overtime worked or the employee, upon their request, will be compensated with compensatory time credits in accordance with their Collective Bargaining Agreement and Civil Service Rules and Regulations up to an eighty-hour (80) cap. Each employee is permitted to accrue a maximum of 80 compensatory time hours per fiscal year. Once an employee accrues 80 compensatory time hours, they can no longer accrue additional compensatory time under this provision of the DOM, even if they utilize portions of the 80 hours. All other compensatory time provisions are in accordance with respective Collective Bargaining Agreements and Civil Service Rules and Regulations regarding pay.

### CORRECTIONS OFFICER NON-CAREER HIRING PROCESS

Public Act 217 of 2022 (*Retired Corrections Officer Return to Work Exemption*) allows retired Corrections Officers under the Defined Benefit (Pension) retirement plan to voluntarily return to work as Non-Career Corrections Officers (NCCO) without impact to their retiree pension and benefits.

### Eligibility

Retired prior to January 1, 2022, as a Corrections Officer **and** employed as a status, commissioned, Corrections Officer within three (3) years from the date of hire. NCCO's will be re-hired in accordance with PD 02.06.111 "Employment Screening."

### Training Requirements

NCCO's will complete the required training as determined by the Training and Recruitment Division, and will require seventy-eight (78) hours of NCCO PA-415 (*see definition of PA-415 under "voluntary overtime for active employees" section within this DOM above*) training as approved by the Michigan Corrections Officer Training Council (MCOTC).

NCCO's working at locations that necessitate legally required or implied gender requirements, such as Women's Huron Valley (WHV) and the Detroit Detention Center (DDC), shall complete an additional twenty-eight (28) hour CCM-W training.



### Requirements for NCCO's

NCCO's must complete orientation at each facility they will be working at. They will not be placed in single-person assignments or weapons-qualified assignments. The NCCO will not work at a facility where an immediate family member is incarcerated, and they must not be directly supervised by an immediate family member or supervise an immediate family member.

### Uniforms

Corrections Officer uniforms will be ordered after training has been completed. Two (2) uniforms will be provided initially and in accordance in PD 02.03.103 "*Employee Uniforms.*" 2 shirts with name sewn on (choice of long sleeve or short sleeve), 2 pants, 1 belt, 1 duty belt (with handcuff case and key holder), winter coat (with Velcro name tag), choice of sweater or vest, summer coat, ball cap, knit cap, gloves, boots, and CPR mask and case. Inclement weather clothing will be available at each facility. The dry-cleaning reimbursement will not be applicable to the NCCO's.

If an NCCO is no longer employed with the Department, they will be required to turn in uniform items in accordance with PD 02.03.103 "*Employee Uniforms.*"

### Compensation

NCCO's will be compensated in accordance with their Collective Bargaining Agreement and Civil Service Rules and Regulations regarding pay. NCCO's will be scheduled in a way to avoid overtime if possible; however, they could be provided overtime pay (in accordance their Collective Bargaining Agreement and Civil Service Rules and Regulations) to avoid mandating a career Corrections Officers. NCCO's would be considered on the 3rd Preference List (*see definition of 3rd Preference List under "voluntary overtime for active employees" section within this DOM above*) and called for overtime prior to VCOP participants.

### Limitations

NCCO's will not work the following assignments: single person, weapons, transporting of prisoners off grounds, and squads.

### Work Assignments

NCCO's will work intermittent assignments as designated by shift command based on facility needs and operations.