

**FY 2021-2022 Virginia Beach Budget
Response to Council Questions**

Question Number: 95

Question: Staff members are concerned with the process for overtime. They state that overtime is not readily available. When overtime is available it is only provided sparingly and when it benefits the supervisors. What is the policy for overtime?

Date Requested: 4/27/21

Requested By: Councilmember Wooten

Department: Public Utilities / Public Works

Response: Overtime isn't considered a benefit to be made readily available to members; it is used when work cannot be accomplished during the regular work schedule. Therefore, the use of overtime is often to address emergencies, priority repairs, and backlogged repairs. The need to use overtime can also be driven by seasonal factors, such as increased water main breaks during the winter. Overtime should be judiciously used to benefit the organizational mission and the customer. Attached is the City's policy on overtime.