

(2) RESPONSIBILITIES

- (a) Deputy Directors and Heads of Independent Offices are responsible for allocating and approving overtime funds and for monitoring overtime policies and practices within their jurisdictions to ensure that they are administered with consistency and equity.
- (b) Senior officials to whom authority to authorize overtime work has been delegated will ensure that any overtime pay which they authorize is in accordance with the policies and provisions prescribed herein.
- (c) The Director of Planning, Programming, and Budgeting is responsible for reviewing the use of overtime within the Agency.

(3) COMPENSATION FOR OVERTIME

(a) Policy

- (1) Employees GS-11 and below will receive overtime payments or, if they request it, compensatory time in lieu thereof for all hours of directed overtime.
- (2) Employees GS-12 through GS-14 generally will be expected to organize their work in such a manner that directed overtime work is unnecessary. They may receive overtime payments or compensatory time in lieu thereof for directed overtime worked in excess of 48 hours in a given workweek. No overtime payment or compensatory time will be granted for hours of duty between 40 and 48 in a given workweek unless such hours represent directed work
 - (a) on a position which requires substantial amounts of overtime work on a continuing basis and the productivity is predominantly measurable in units of production or hours of duty performed. (Such positions will be identified by Operating Officials and Heads of Independent Offices, concurred in by appropriate Deputy Directors, and approved by the Director of Personnel), or
 - (b) on any day during a work period of seven or more consecutive days, or
 - (c) on a second job the duties of which are substantially unrelated to the primary assignment. (The Operating Official or Head of Independent Office concerned will designate each individual to whom the "second job concept" may apply and the Director of Personnel will determine whether the two jobs are substantially unrelated.)
- (3) No overtime pay will be paid or compensatory time granted to an employee GS-15 or above except to the extent permitted by the provisions of subparagraph f below:
 - (a) annual premium pay may be authorized in accordance with subparagraph (c) below, and
 - (b) payment may be made, or compensatory time in lieu thereof credited, for overtime authorized in accordance with the production or second job concepts stated in subparagraphs (2) (a) and (c) immediately above.
- (4) Overtime worked between 6:00 p.m. and 6:00 a.m., which is otherwise to be compensated in accordance with this paragraph, is considered night differential work and must also be compensated at night differential rates if

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