

The state's definition of "overtime" includes the following pay components:

Pay Component	Definition	Authority
Overtime (OVT)	Employees who are overtime-eligible under the Fair Labor Standards Act (FLSA) are eligible for overtime if they spend more than 40 hours in active pay status in a week	OCSEA 13.10 SEIU 24.04 FOP 22.07 OEA 23.06 OSTA 27.01 ORC 124.18(A)
Report Back Pay (RBH)	Certain bargaining unit employees are eligible for report back pay if they are ordered back to work outside of their regularly scheduled work hours. Employees are paid a minimum of 4 hours at their regular rate of pay.	OCSEA 13.08 SEIU 43.06 FOP 22.06 OEA 23.05 OSTA 27.04 ORC 124.18(G)
Holiday Overtime (HOT)	When certain bargaining unit employees are called in or offered to work overtime on a holiday, they are eligible to receive pay for the overtime hours worked at two and one-half times their regular rate of pay.	FOP 38.03 OSTA 44.03
Holiday Worked (HOW)	Employees who are overtime-eligible under the Fair Labor Standards Act (FLSA) who are required to work a holiday are eligible to receive pay at one and one-half times their hourly pay rate when the holiday falls on a normally scheduled workday. This pay is in addition to the holiday hours being paid at their regular rate of pay.	OCSEA 26.03 SEIU 11.03 FOP 38.03 OEA 31.03 OSTA 44.03 ORC 124.18(B)(8)
Report Back from Vacation (RBV)	Employees are paid at time and one-half their regular rate of pay for hours they worked when called back to work while off on approved vacation leave.	OCSEA 28.03 SEIU 10.03 FOP 37.04 OEA 30.01 OSTA 43.04
Holiday Premium Hours (HOP)	Full-time employees, regardless of their work shift or schedule, are automatically entitled to holiday pay for the number of hours they are normally scheduled to work at their regular rate of pay. For example, if an employee is scheduled to work Sunday through Thursday and Friday is a holiday, the employee would be paid 40 hours for the hours they worked Sunday through Thursday and a holiday premium for Friday.	OCSEA 26.02 SEIU 11.02 FOP 38.02 OEA 31.02 OSTA 44.02 ORC 124.18
Roll Call Hours (RCP)	Certain employees may be eligible to receive 30 minutes of roll call pay for reporting prior to the beginning of their shift.	OCSEA 36.06 & DYS agency specific language

On Call Hours (OCP)	Certain bargaining unit physicians are eligible for on-call pay, which is typically established at a standard rate (\$14/hr)	SEIU 44.04
On Duty Hours (OD1)	Certain bargaining unit physicians in certain departments can volunteer to work an "on duty" assignment. On duty pay is at the rate of \$50/hr.	SEIU 44.03
On Duty Hours (OD2)	Certain bargaining unit physicians in certain departments or institutions can volunteer to work an "on duty" assignment. On duty pay is at the rate of \$60/hr.	SEIU 44.03
On Duty Hours (OD3)	Certain bargaining unit physicians in Department of Mental Health and Addiction Services can volunteer to work an "on duty" assignment. On duty pay is at the rate of \$65/hr.	SEIU 44.03 & December 2012 MOU
Standby Hours at 25% (SB1)	Certain bargaining unit employees are eligible for stand-by if they are required by the agency to be available for a possible call to work. Employees are eligible for 25% of their base rate of pay.	OCSEA 13.12 SEIU 43.05
Standby Hours at 50% (SB2)	Certain bargaining unit employees are eligible for stand-by if they are required by the agency to be available for a possible call to work. Employees are eligible for 50% of their base rate of pay.	FOP 22.10 OSTA 27.05
Highway Patrol Straight Time (HST)	Certain bargaining unit employees of the Highway Patrol are paid at their regular rate of pay for working overtime.	ORC 5505.01(S)(2)(c)
Exempt Overtime 1.50% (EOT)	Certain overtime exempt employees at ODOT are paid at one and one-half times their regular rate when engaged in certain pre-approved activities.	ORC 124.18(A)