

County of Sonoma <b>Countywide Cost Saving Ideas</b>		<u>FOR OFFICIAL USE ONLY</u>
NAME OF ORGANIZATION		DATE RECEIVED
NAME OF PERSON SUBMITTING IDEA	WORK PHONE #	EMAIL
TITLE OR SUBJECT OF COST SAVING IDEA  The Use of Sick Time and Overtime		
EXISTING CONDITION (if more space is needed, please summarize and attach additional sheet/s) Currently, if an employee calls in sick on a work day they get paid for a sick day out of hours accrued in their sick bank. If that same person works overtime within the same period, they get paid time and a half for the hours worked.		
SUGGESTED COST SAVINGS IDEA (if more space is needed, please summarize and attach additional sheet/s) My suggestion is to cut overtime paid within a pay period when someone calls in sick and worked overtime in the same period. The overtime worked should be applied to the sick hours instead of paying someone time and a half. My suggestion is demonstrated in the following example: On Monday I would use 10 sick hours of sick leave when I call in sick. On Tuesday, I work 6 hours of overtime. My idea is to apply the 6 hours worked on Tuesday towards the sick hours from Monday's work day so no overtime would be paid and only 4 hours of sick would have to be used from the sick bank.		
BENEFITS OF IDEA (Cash savings, revenue, labor, space, service) (if more space is needed, please summarize and attach additional sheet/s) Money would be saved because the county would not have to pay someone for sick time and overtime within the same pay period. My suggestion may also deter some from abusing sick time.		
ISSUES (legal, costs, MOU, space) THAT COULD POTENTIALLY LIMIT IMPLEMENTATION OF THIS IDEA  The unions may not like this suggestion.		

**Each submitted form will be posted on the HR website.**  
 Send to Chris Thomas, at CAO's office