



Hotline Allegation: COVID-19 Vaccination Clinics

Exempt Employee Overtime Compensation

Allegation Statement

Where exempt staff at Corpus Christi - Nueces County Health District (Health District) were granted overtime compensation for hours worked at the COVID-19 vaccination clinics, exempt Information Technology (IT) staff were denied.

Findings

- ▶ Exempt City Health District staff overtime compensation was approved after it was granted to County exempt staff. Similar benefit concessions exist in the City-County Health District cooperative agreement.
- ▶ City Policy HR 13.0 Essential Services Personnel effective 5/13/2017 (revised 5/7/2021) states exempt employees are eligible for overtime compensation; however, City Manager authorization is required.
 - ▶ Requested overtime compensation totaling \$98,956 under HR13.0 for nine exempt IT staff who worked at the COVID-19 vaccination clinics for the periods of January - April 2021 was denied.

Conclusion

Yes, exempt Health District staff were authorized to receive overtime pay and exempt IT staff were not.

Non-compliance with City policy was not found.

