

PSU Comp Time Survey Results

as of July 10, 4pm

295 responses

1. This survey starts off with a question like one from last week's: how many times a year do you work more than 40 hours in a week? (292 responses)

Zero	13	5%
Once or twice/year	19	7%
A few times/year	65	22%
10-12 times a year	63	22%
About 1/2 the time: twice a month, 24 to 26 weeks	38	13%
Between 1/2 and 3/4 of the time	40	14%
More than ¾ of the time	45	15%
Other	9	3%

2. For the weeks in which you do work more than 40 hours, how many hours do you average? (292 responses)

I never work more than 40 hours in a week	17	6%
40-42 hours per week	38	13%
42-44 hours per week	68	23%
44-46 hours per week	57	20%
46-48 hours per week	55	19%
More than 48 hours per week	49	17%
Other	8	3%

3. When you work more than 40 hours a week, do you get comp time? (294 responses)

I never work more than 40 hours in a week.	14	5%
I don't get comp time but I flex and average less than 40 hours.	40	14%
I always get comp time, hour for hour	38	13%
I always get comp time, but less than hour for hour	4	1%
I usually get comp time, hour for hour	22	8%
I usually get comp time, but less than hour for hour	10	3%
Sometimes I get comp time	33	11%
I rarely or never get comp time	93	32%
Other	40	14%

4. What is the process for getting comp time where you work? (289 responses)

We don't get comp time	55	19%
There's a form to submit for approval	33	11%
I work it out with my supervisor	127	44%
I don't know	50	17%
Other	24	8%

5. If you regularly work more than 40 hours a week, have you and your supervisor ever discussed in advance the need for the extra hours and agreed in writing that documented work hours will be treated as compensatory time earned? (267 responses)

Yes	28	11%
No	201	75%
I'm not sure	13	5%
Other	25	9%

6. If you have ever worked or averaged working more than 40 hours a week for three months or longer, was your workload reviewed? (279 responses)

I have never worked 40+ hours a week for 3 months or more.	111	40%
Yes	18	7%
No	141	51%
Other	9	3%

7. When you work more than 40 hours in a week, are you able to report the overtime hours to your department or supervisor? (291 responses)

I never work more than 40 hours.	15	5%
Yes, I can and do report the extra hours worked	56	19%
I could report the extra hours but choose not to.	54	19%
No - there's no way to report the extra time worked.	128	44%
Other	38	13%

8. When you report working more than 40 hours in a week, are your overtime hours recorded, either formally in the HR system or informally in a department or supervisory record-keeping system? (284 responses)

I never report working more than 40 hours a week	45	16%
Yes, a record is kept	56	20%
No, a record is not kept	118	42%
I don't know if a record is kept or not	43	15%
Other	22	8%

9. What else would you like to share or encourage us to think about when it comes to Comp Time issues? (83 responses)

Thanks to everyone who took the time to respond to this question, and to everyone who answered under "other" for all the preceding questions. Your examples, questions, and analyses give us a much better sense of the contexts and complications involved with our various working conditions and cultures across campus.