

## COMPENSATORY (COMP) TIME

Starting on November 13, 2026, we will have two new Compensatory (Comp) Time leave codes and two new payout earn codes because of the One Big Beautiful Bill Act.

### Leave Codes

The following are the Comp Time leave codes:

| Leave Code | Long Description            | Short Description | Notes                                       |
|------------|-----------------------------|-------------------|---------------------------------------------|
| CMPD       | Comp Time Earned - Double   | CompDBL           | <i>NEW Code</i>                             |
| CMPS       | Comp Time Earned - Straight | CompSTRT          | <i>NEW Code</i>                             |
| CMPT       | Comp Time Earned - 1.5      | Comp1.5           | Existing Code, but description has changed. |

The three Comp Time leave codes will appear on the Employee Leave Balance (PEALEAV) page in Banner for the following leave categories.

| Leave Category | Leave Category Description    | Max Amount |
|----------------|-------------------------------|------------|
| 12             | CS 37.5 N-Ex 2 FH comp        | 75         |
| 13             | CS 37.5 N-Ex 2 FH             | 75         |
| 16             | CS 40 N-Ex 2 FH comp          | 80         |
| 17             | CS 40 N-Ex 2 FH               | 80         |
| 18             | CS 40 N-Ex 2 FH 160 CMPS Comp | 160        |
| 19             | CS 40 N-Ex 2 FH 160 CMPS      | 160        |
| 20             | CS 40 N-Ex 2 FH 100 comp      | 100        |
| 32             | CS 37.5 N-Ex 4 FH comp        | 75         |
| 33             | CS 37.5 N-Ex 4 FH             | 75         |
| 36             | CS 40 N-Ex 4 FH comp          | 80         |
| 37             | CS 40 N-Ex 4 FH               | 80         |

| Leave Category | Leave Category Description     | Max Amount |
|----------------|--------------------------------|------------|
| 38             | CS 40 N-Ex4 FH comp supp       | 80         |
| 39             | CS 40 N-Ex4 FH supp            | 80         |
| 50             | CS 40 INA 4 FH comp            | 80         |
| 51             | CS 40 INA 4 FH                 | 80         |
| 55             | CS 40 LPN 4 FH comp            | 80         |
| 56             | CS 40 LPN 4 FH                 | 80         |
| 58             | CS 40 N-Ex 4 FH 160 CMPS Comp  | 160        |
| 59             | CS 40 N-Ex 4 FH 160 CMPS       | 160        |
| 60             | CS 42 N-Ex 2 FH comp           | 84         |
| 61             | CS 42 N-Ex 2 FH                | 84         |
| 88             | CS 37.5 N-ExG 2 FH comp GrandF | 75         |

Prior to this change the only Comp Time leave code was CMPT and that leave category had a max amount of time the employee could accrue and roll. Due to a limitation in Banner, each of these Comp Time leave codes will have the same max amount, meaning that the employee could accrue more than they are officially eligible for. Therefore, an audit report will be created that will sum up the three Comp Time leave buckets and will identify employees that are over the max amount that they are eligible for based on their leave category.

### Earn Codes

The only change to the following existing earn codes for Comp Time are the leave code associated with them as a portion of the earnings are to be considered qualified overtime premium earnings.

| Earn Code | Earn Code Description       | Multiplication Factor | Leave Earned Code | Leave Taken Code | FLSA OT Premium |
|-----------|-----------------------------|-----------------------|-------------------|------------------|-----------------|
| CSE       | Comp Time Earned - Straight | 100                   | CMPS              |                  |                 |
| CSU       | Comp Time Used - Straight   | 100                   |                   | CMPS             | N/A             |
| CDE       | Comp Time Earned - Double   | 200                   | CMPD              |                  |                 |
| CDU       | Comp Time Used - Double     | 100                   |                   | CMPD             | Divide by 4     |
| CME       | Compensatory Time Earned    | 150                   | CMPT              |                  |                 |
| CMR       | Compensatory Time Used      | 100                   |                   | CMPT             | Divide by 3     |
| CMU       | Compensatory Time Used      | 100                   |                   | CMPT             | Divide by 3     |

The payout earn codes for Comp Time are the following:

| Earn Code | Earn Code Description         | Leave Code Taken | FLSA OT Premium | Notes                                       |
|-----------|-------------------------------|------------------|-----------------|---------------------------------------------|
| PCD       | Payout - Comp Time - Double   | CMPD             | Divide by 4     | <i>NEW Code</i>                             |
| PCM       | Payout - Comp Time - 1.5 X    | CMPT             | Divide by 3     | Existing Code, but description has changed. |
| PCS       | Payout - Comp Time - Straight | CMPS             | N/A             | <i>NEW Code</i>                             |