Overtime

Everyone is eligible! DevBase allows it for employees who's managers and performance confirms it. Unrequested nor approved Overtime will most like not be paid

Overtime has to be signed off by a Manager before it is worked out, once you were cleared by your Manager and HRBP.

Please consider:

- When submitting hours, help us understand it better by:
    - Add context
    - Split among partners assignations
    - Specify the ones for DevBase
- Follow by completing the https://airtable.com/shrID3U5Pq60f8lYx.
    - REMEMBER to complete the amount of hours you worked as overtime (NOT the amount you should get compensated for those hours).
- After the form submission, an email request will be sent to the person in charge to approve the overtime.
- Once the overtime is approved (or rejected) the Team Member will receive a notification accordingly.
- If the request is approved, the respective compensation will be automatically logged in the Team Member's Deel account (You DON'T have to log it anymore).

Math

When submitting Overtime hours, the amount to be paid will be calculated as follows:

(number_of_overtime_hours / 174) * current_full_time_compensation

Decision Rationale about 174 hours

- For the last couple of years, each year had an average of 260 working days:
    - That means 5 working days from every Monday until every Friday for 52 weeks
    - That means 2080 working hours
    - This excludes any holidays, as we are a global company and this is a baseline
- 260 hours by 8 working hours equals 2080 hours
    - Divided by 12 months is 173.33
    - We rounded up to 174
- Unlike other companies that don't even pay Overtime, we paid it the same rate as the normal working hours
- Overtime is calculated with your current compensation for the month it was worked out, and it excludes any type of bonus.

Besides paid hours, Overtime can also be compensated

- With PTOs taken close to the OT.
- PTOs added to your bucket to be taken when you wish