



**(U) Letters to the Editor: SID Overtime/Comp Time/Credit Hour Rules and Guidance**

FROM: SIGINT Communications  
Unknown  
Run Date: 04/13/2004

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(U//FOUO) We received the following letters in response to the recent article [SID Overtime/Comp Time/Credit Hour Rules and Guidance](#) :

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From: [REDACTED] [REDACTED]

(U) Timely and useful. Good to see the problem addressed.

(U) I see many NSAers trying to do a good job, but there is just not enough time in the workday. Often, their only choice is to work past the normal workday. The alternative is to not do the work. Good time management can only do so much.

(U) Guidance about comp and overtime is helpful, but management must address work loads and in some cases not assign more than can be done in the time available. We are often left with doing ten things poorly instead of doing six things well.

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From: [REDACTED] ([REDACTED])

(U) Well done and long overdue! I was glad to see Agency leadership support from the top. Now it needs to filter down. I know of too many offices where they work overtime/comp to justify the need for additional people and then can't use the hours and don't get the people. This should not be the answer to justifying a need for additional bodies.

(U) We need to develop separate mechanisms to justify manpower needs without further stressing us in this area. It is hard when the managers force this on people, as I found is the case in so many areas. And the sad thing is that employees think that it will get them a promo/award, and it doesn't. And often it just shows you can't get your work done within prescribed time limits.

(U) Perhaps we need more classes in time management and fewer unproductive meetings to provide people with the skills and opportunity to do their jobs.

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From: [REDACTED] [REDACTED]

(U) Kudos to [REDACTED] and SID for putting together a communication that conveyed caring and concern for the SID workforce, sound advice to SID's management, as well as accuracy in presenting "policy correct" guidance that everyone can follow. Well done!

[REDACTED], MD3  
Pay Policy & Entitlements,  
AWS Program Manager

without the consent of S0121 ([DL sid comms](#))."

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