

Overtime Analysis for Non-Represented Employees

Cash Overtime for Non-Represented Employees

	2007	2008	2009	2010*	2011*	2012*
FLSA Exempt (defined as TAM 17 and above)	\$472,695	\$622,016	\$430,663	\$234,809	\$440,046	\$440,046
FLSA Non-Exempt (defined as TAM 16 and below)	\$1,357,694	\$1,596,038	\$1,334,147	\$1,012,280	\$1,325,040	\$1,325,040
Less Estimated Special Duty Pay					-\$146,682	-\$146,682
Potential savings	\$472,695	\$622,016	\$430,663	\$234,809	\$293,364	\$293,364

Comp Overtime for Non-Represented Employees (\$\$ Value)

	2007	2008	2009	2010*	2011*	2012*
FLSA Exempt (defined as TAM 17 and above)	\$283,873	\$313,717	\$249,095	\$182,983	\$257,417	\$257,417
Total Potential Savings (cash + comp)	\$756,568	\$935,733	\$679,758	\$417,792	\$550,781	\$550,781

Estimated Annual Savings **\$550,781**

Currently, cash overtime at 1.5 x pay or comp overtime of 2 x time worked is paid to all employees in TAM 18 or below. The savings would be achieved if all overtime (cash and comp) were eliminated for TAM 17 and above. Only TAM 16 or below would be eligible. This is a two-grade reduction in eligibility. This change would require Board of Commissioners approval and Civil Service Board approval.

*estimated