

Overtime Analysis for Non-Represented Employees

Exhibit A

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
Potential savings	\$472,695	\$622,016	\$430,663	\$234,809	\$440,046	\$440,046

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
FLSA Non-Exempt (defined as TAM 16 and below)	\$684,550	\$717,558	\$764,090	\$686,071	\$713,067	\$713,067
Potential Savings	\$455,011	\$493,107	\$440,118	\$354,501	\$435,684	\$435,684
Total Potential Savings (cash + comp)	\$927,706	\$1,115,123	\$870,781	\$589,310	\$875,730	\$875,730
Average Annual Potential Savings	\$875,730					

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. Also, comp time would be given to TAM 16 and below at 1.5 x time worked. This change would require Board of Commissioners approval and Civil Service Board approval.

*estimated

Crosshatch #4 Positions

Number of Employees who are Paid a Higher Salary under GS or PM	80
Number of Employees who are Paid over \$5,000 more Annually under GS or PM than under TAM	12
Range of Annual Overpayments	\$693 to \$10,657
Average Annual Overpayment	\$2,837
Annual Savings if Rule 5 were Changed to Place Employees in Correct Grade	\$232,669
Annual Savings if Rule 5 were Changed to Place Employees in Correct Grade over a 2-Year Period	\$116,335 for first year \$232,669 for second year and beyond

After the 1999 salary study and implementation of the Hay Plan, several positions were identified as being paid over the market rate. A change to Rule 5 was made so that the incumbents of these positions would not receive a reduction in pay. When the employee vacates the classification (by promotion, retirement, etc.) the next employee in that position will receive the current, lower market rate.

This change would require approval of the Board of Commissioners and the Civil Service Board.