

**Comparative Overtime Information
June 2010**

COMPARATIVE CITY INFORMATION

The tables below summarize peer city information regarding overtime as a percentage of payroll, FLSA classification of Field Supervisors and policies regarding the inclusion of paid time off as hours worked for the purposes of calculating overtime.

Overtime as a Percentage of Payroll

The City of Lawrence has the lowest overtime as a percent of payroll in 2009 when compared to the other cities. It is 1.37% below the average and 0.43% below the median.

| Overtime as a Percentage of Payroll | | | | | | | |
|--|---------------------------------------|--------------------------|--------------------|------------------|-----------------------|------------------------|--|
| City | 2009 OT Percent of Payroll | 2009 Public Works | 2009 Police | 2009 Fire | 2009 Utilities | 2009 All Others | Primary Causes/ Methods |
| Lawrence | 3.58% | 3.40% | 3.70% | 4.80% | 7.00% | less than 1% each | Service Delivery Expectations -all Staffing - Fire & Utilities |
| Lee's Summit | 3.99% | 14% of 3.99% | 75% of 3.99% | | 6% of 3.99% | 5% of 3.99% | Count PTO in hours worked |
| Overland Park | 4.01% | 4.14% | 6.91% | 3.89% | n/a | | Not available |
| Olathe | 4.33% | 5.29% | 7.71% | 4.34% | 5.30% | less than 1% each | (Solid Waste is with Utilities) |
| Lenexa | 4% | 10% of 4% | 50% of 4% | 30% of 4% | n/a | 10% of 4% | Paid on Daily basis |
| Shawnee | 8.40% | 3.80% | 8.80% | 10.90% | n/a | | |
| Topeka | Data not available, system conversion | | | | | | |
| WYCOKCK | Not responded | | | | | | |

FLSA Classification of Field Supervisors

Staff surveyed peer cities in regards to the FLSA classification of jobs equivalent to Field Supervisors. The City of Lawrence classifies Field Supervisors as nonexempt although they would likely qualify for the overtime exemption.

| FLSA Classification of Field Supervisors | | |
|---|--------------------|----------------------------------|
| City | FLSA Status | Qualify for Exempt Status |
| Lawrence | Nonexempt | Yes |
| Lee's Summit | Nonexempt | Yes |
| Lenexa | Nonexempt | Yes |
| Topeka | Exempt | Yes |
| Olathe | Nonexempt | No |
| WYCOKCK | Nonexempt | No |
| Overland Park | Nonexempt | No |
| Shawnee | Nonexempt | Not Responded |

Hours Works and Overtime Policies in Peer Cities

The City of Lawrence includes vacation, holiday and sick leave as hours worked in the calculation of overtime. 50% of Lawrence peer cities include vacation and holiday while 33% include sick leave.

| Hours Worked and Overtime Policies in Peer Cities | | | |
|--|-----------------|----------------|-------------------|
| City | Vacation | Holiday | Sick Leave |
| Lawrence | X | X | X |
| Shawnee | X | | X |
| Overland Park* | X | X | |
| Olathe | X | | X |
| WYCOKCK | | X | |
| Topeka | | | |
| Lenexa | | X | |

*Overland Park Fire includes sick leave

Work Period for Overtime Calculation Purposes in Peer Cities for non-Public Safety Employees working 40 hour work week

| | Overtime After 40 hours in a work week | Overtime After Daily Shift |
|----------------------|---|--|
| Lawrence | X | X (Solid Waste, Planning & Development Services) |
| Wyandotte County/KCK | X (10 of 13 unions) | X (3 of 13 unions) |
| Topeka | X | |
| Shawnee | X | X (currently under review) |
| Overland Park | X | |
| Olathe | X | |
| Lenexa | X | Premium pay available in certain situations |

Work Period for Overtime Calculation Purposes in Peer Cities for Police Officers

| | Overtime After 40 hours in a 7 day work period | Overtime After Daily Shift | Calculated on Hours Scheduled or Hours Worked |
|----------------------|--|---|---|
| Lawrence | X after 80 hours in a 14 day work period | X after daily shift at 1.5 times; after 12 hours at double time | Hours Worked |
| Wyandotte County/KCK | | X after 8.25 hours/day | |
| Topeka | X after 80 hours in a 14 day work period | | |
| Shawnee | | X after 8.15 hours/day | |
| Overland Park | X | | |
| Olathe | X | | |
| Lenexa | X | | Hours Scheduled |

Work Period for Overtime Calculation Purposes in Peer Cities for Fire/Medical Personnel

| | Overtime in a 28 day work period | Overtime After 40 hours in a 7 day work period | Calculated on Hours Scheduled or Hours Worked |
|----------------------|----------------------------------|--|---|
| Lawrence | X | | Hours Scheduled |
| Wyandotte County/KCK | X | | |
| Topeka | X | | |
| Shawnee | X | | Actual Hours Worked |
| Overland Park | | X Fire | |
| Olathe | X | | |
| Lenexa | X (27 day work period) | | Hours Scheduled |

Lawrence Public Sector Employers Overtime Data
June 2010

Work Period for Overtime Calculation Purposes in Lawrence Public Sector Employers for non-Public Safety Employees working 40 hour work week

| | Overtime After 40 hours in a work week | Overtime After Daily Shift | Paid time off items included in "Hours Worked" for the purpose of calculation of Overtime |
|-------------------------|--|---|---|
| Douglas County | X-for most employees | X-for some divisions (exp: Maintenance, Youth Services) | None |
| Lawrence Public Schools | X | | None |
| University of Kansas | X | | Holiday only |

Work Period for Overtime Calculation Purposes in Lawrence Public Sector Employers Public Safety Employees

| | Overtime After Designated hours in a work period | Overtime After Daily Shift | Calculated on Hours Scheduled or Hours Worked |
|-------------------------|--|----------------------------|---|
| Douglas County | | X- after 12 hour days | Hours Worked |
| Lawrence Public Schools | X-40 hours in a 7 day work period | | Hours Worked |
| University of Kansas | X-40 hours in a 7 day work period | | Hours Worked. For Holiday on a day off, it is given as a straight time holiday credit. |

Do you have any other pay policies regarding overtime that might be more generous than those established by FLSA? Please describe:

Douglas County: No. Any area where we pay overtime in excess of 8 hours in a day is a practice not a policy.

Lawrence Public Schools: Not at this time.

University of Kansas: Not at this time.

Please briefly describe your on-call/call-back policy and any premium pay associated with it.

Douglas County: On-Call Pay of \$1.56/hour for any person working On-Call, currently used in Public Works, Maintenance, Emergency Management.

Lawrence Public Schools: N/A

University of Kansas: Public Safety-Court Time, minimum of 2 hours.

Do you pay a premium rate of pay for working on a holiday? If so, what is it?

Douglas County: Yes, Regular rate of pay for hours worked and 1.5 Holiday pay.

Lawrence Public Schools: No, hours worked on a holiday are at regular rate of pay until actual hours worked reach 40 in a work week.

University of Kansas: Public Safety-1 ½ times + holiday pay. 2 ½ times + holiday pay if it reaches overtime.