

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.