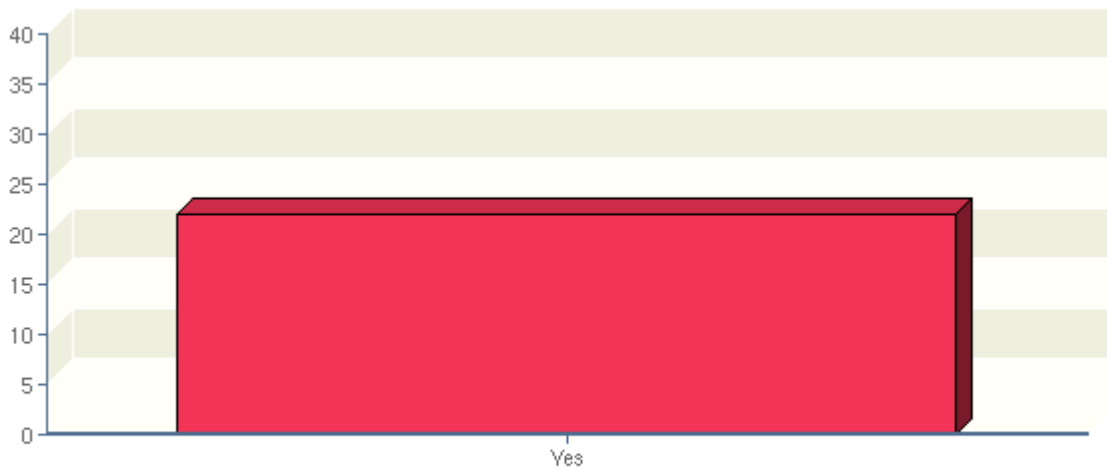


Overtime Compensation Response Summary Report

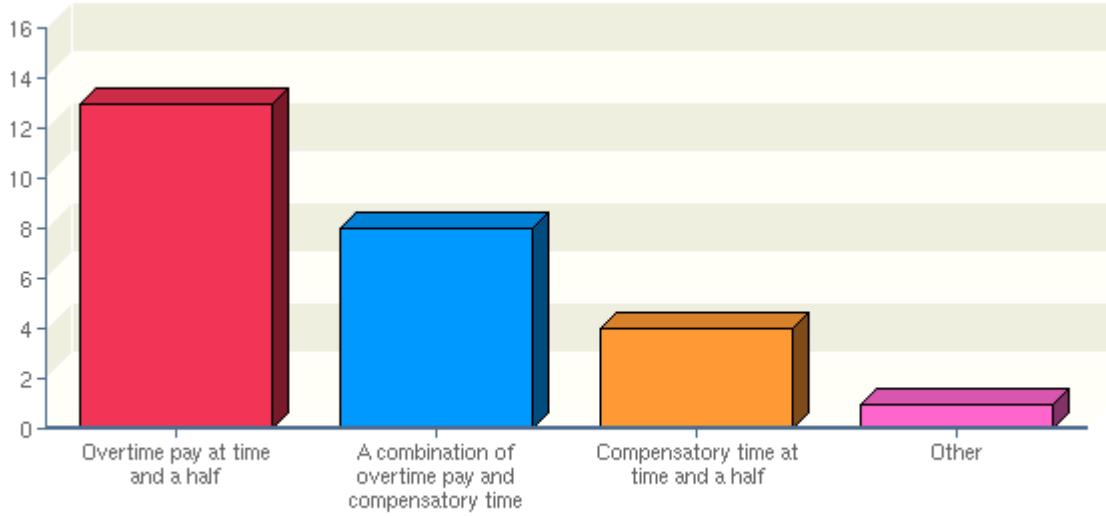
March 23, 2010

1. When employees work overtime, does your agency compensate them for overtime in compliance with the Fair Labor Standards Act?



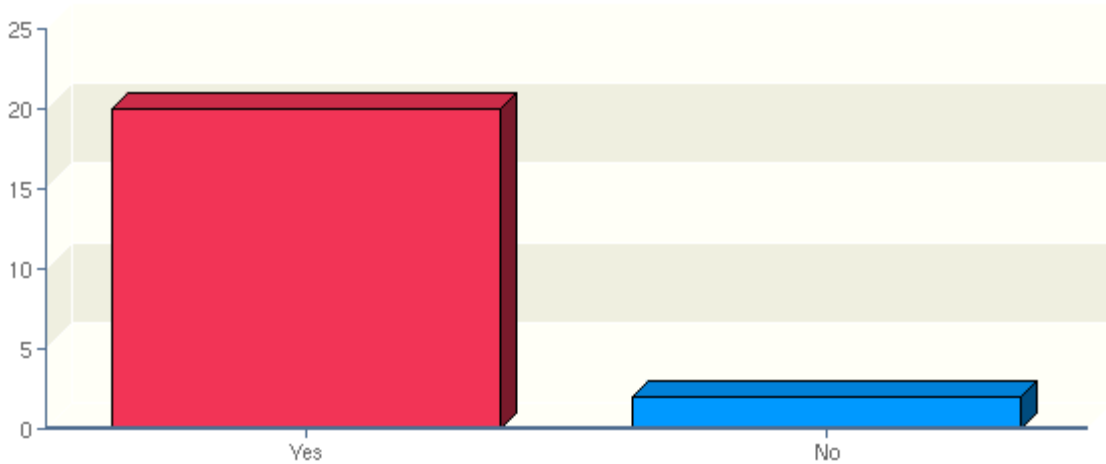
Item	Count	Percent %
Yes	22	100.00%

2. If yes, how do you compensate employees for overtime work?



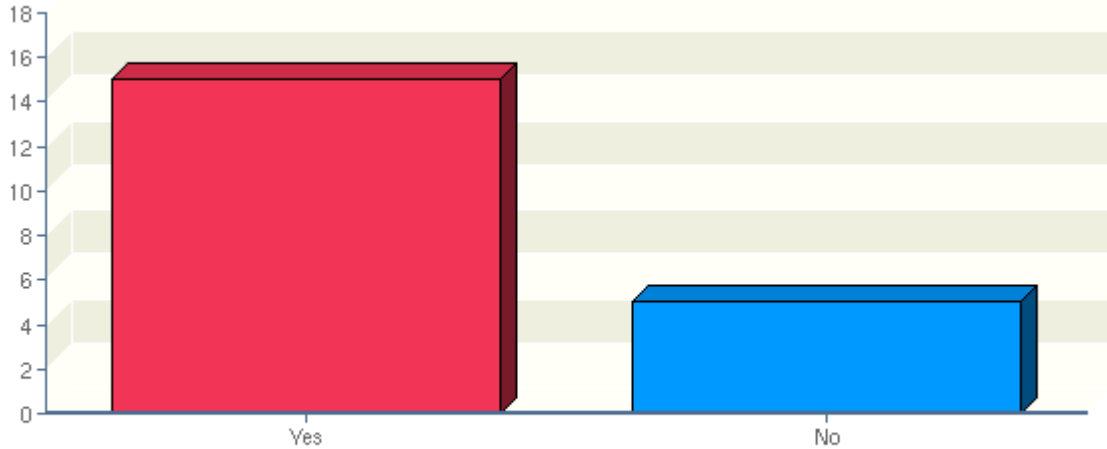
Item	Count	Percent %
Overtime pay at time and a half	13	59.09%
A combination of overtime pay and compensatory time	8	36.36%
Compensatory time at time and a half	4	18.18%
Other	1	4.55%
Others: Other		
overtime pay for those departments that have the money budgeted, other departments can only work employees over if an employee wants comp time.	1	4.55%

3. Do you compensate employees who are called out for emergency call out time?



Item	Count	Percent %
Yes	20	90.91%
No	2	9.09%

4. If yes, do you provide them an on-call premium?



Item	Count	Percent %
Yes	15	75.00%
No	5	25.00%

Appendix 2: If yes above, how much do you pay and how often?

Open Text Responses:
\$70.00 - whenever they are on call.
Non-exempt personnel in the Electric Dept hile on call status receive 2 hurs pay at the employee's regular hourly wage for each weekday and 3 hours pay at their regular hourly wage for weekends and holiday. Non-exempt personnel in the Water Dept while on on-call status receive 3 hours pay at their regular hourly wage for weekends.
Minimum of 4 hours regardless of how long they are called out. After 4 hours, it is just straight pay and if they reach the overtime threshold it is paid at time and a half.
Emergency calls get minimum of 2 hours each call.
Each time they are called out, they are paid a minimum of 2 hours overtime.
10 hours guaranteed
\$100 per week
Time and a half
2 hours regular for being on emergency call and time and a half for everything after that.
Time & a half for call out and \$150 for on-call
Two hours for each week day of stand by; 3 hours for each weekend day of standby
Employees are paid a minimum call back pay of 2 hours at either one and one-half times their hourly rate or at straight time dependent on the number of hours they worked in the work week. Call back pay on an officially recognized Town holiday will be at one and one half times the employees regular rate regardless of the number of hours worked in the work week.
\$115.00 per week is paid to two (2) Street department employees who are required to be on call for the week. This is the only department we pay on-call stand by pay. The employee will receive the \$115.00 whether or not they are required to report to work after hours. If they are called to report for work, they will also receive ovetime pay at time and a half.
Departments that have on-call or stand-by time are paid 8-12 hours of regular rate of pay for on-call/stand-by and if the employee is called out the time over 40 hours in a week is paid at overtime (time and a half)

Appendix 3: Comments:

Open Text Responses:

Maximum comp time accrual is 80 hours.

We only pay for emergency call out if it causes the employee to work over 40 hours in a week.

Currently, non-exempt employees who are not receiving on-call pay and who are called back to work receive a minimum of 3 hours of pay for callback time up to 2 hours worked and overtime for anything beyond the 2 hours. Some departments also pay on-call pay (e.g., 8-16 additional hours per week or pay period), but the City is developing a Citywide on-call policy

When employees are called out, we pay them a minimum of 2 hours overtime.

We don't pay overtime until time worked exceeds 40 hours in a week. We include vacation time in the calculation for overtime, however. Employees are paid \$.50 an hour for stand-by time and paid a minimum of 2 hours for each time they are called out after hours.

Employees on call receive \$100 per pay period and when called in they would be paid overtime at time and one half with minimum of 2 hours.

275 full-time employee and 100 part-time

Appendix 4: First Name

Fredia
Teresa
Teresa
Kate
Cheryl
Eric
Elaine
Donna
Sandra
Melissa
Melissa
Rita
Sue
Sue
Lorie
Lynn
Mike
Gina
Celeste
Peter
Kristi
Kathy

Appendix 5: Last Name

Black
Best
Collier
Yarbro
Goodwin
Sabatini
Hurdle
Garrison
Gruber
Berry
Brown
Teague
Spivey
Henning
Worsham
Holt
Taylor
Voss
Inman
Thompson
Mahon
Valentine

Appendix 6: Company Name

City of McMinnville
City of Maryville
City of Columbia
City of Lakeland
Metropolitan Nashville Airport Authority
City of Memphis
City of Collierville
Hamilton County Government
City of Crossville
City of Knoxville
City of Athens
City of Dyersburg
Town of Sparta
City of Jackson
City of Brentwood
City of Springfield
City of Martin
City of Bartlett
City of Sevierville
City of Alcoa
City of Murfreesboro
City of Pigeon Forge

Appendix 7: Phone Number

931/473-1209
865/273-3428
931/560-1570
901/867-2717
615/275-1623
901/576-6411
901/457-2294
423/209-6136
931/456-5681
865/215-3052
423/744-2703
731/288-7607
931/836-3248
731/425-8252
615/371-0060
615/382-2200
731/587-3126
901/385-5515
865/868-0908
865/380-4753
615/848-2553
865/429-7307

Appendix 8: Number of employees

155
325
400
32
287
7700
441
1800
168
1550
120
270
85
650
250
250
156
460
275
261
843
390