

**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTEROFFICE COMMUNICATION

**DATE:** April 26, 2013

**TO:** Supervisor Willie Johnson Jr., Co-Chair, Finance, Personnel & Audit Committee  
Supervisor David Cullen, Co-Chair, Finance, Personnel & Audit Committee

**FROM:** Kerry Mitchell, Director, Department of Human Resources *Km*  
Prepared by: Sue Drummond, Payroll Manager

**SUBJECT: Quarterly Report on FLSA Exempt Overtime Accrued and Paid (Informational Only)**

Milwaukee County Code Section 17.16 governs overtime compensation for non-represented employees. As amended in November of 2009, the Code states that non-represented employees that are exempt from the requirements of the Fair Labor Standards Act (FLSA), other than ECP employees, shall be compensated for overtime for all hours worked in excess of forty hours in a week on a straight time basis and may only liquidate accrued overtime as compensatory time off. Accrued overtime for FLSA exempt staff will be paid out at termination. The Code requires the Director of Human Resources to provide the Personnel Committee with quarterly reports of all overtime paid to non-represented employees that are FLSA exempt.

**Overtime to Non-Represented Employees**

The attached spreadsheet summarizes overtime compensation for non-represented and FLSA exempt employees for Quarter 1 of 2013.

KJM/SD:jam

cc: Amber Moreen, Chief of Staff  
John Zapfel, Deputy Chief of Staff  
Jerry Heer, County Auditor  
Scott Manske, Comptroller

# Quarterly Overtime Analysis

Milwaukee County

For Finance, Personnel & Audit Committee Committee

	2013					2012					2011				
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1 & Q2	Q3	Q4	Total	
<b>TOTAL Overtime Expense</b>															
<b>Hours</b>															
Hours of Overtime Accrued	4649.2				4,649	3575.4	1873.8	3318.7	3039.4	11,807	3372.1	3079.69	3401.5	9853.3	
Hours of Overtime Paid Out	1520.1				1,520	961.4	792.6	1271.3	1138.7	4,164	967.4	763.2	1179.4	2910	
<b>Dollars</b>															
\$ Paid OT	\$98,608.49				\$98,608.49	\$70,210.40	\$ 44,933.65	\$ 88,825.70	\$ 62,664.64	\$266,634.39	\$58,497.78	\$ 47,689.62	\$ 64,703.24	\$ 170,890.62	
<b>Employees</b>															
# Accrued OT	156					138	114	145	130		129	171	204		
# Paid OT	25					13	11	15	14		15	24	34		

Insert graph to depict annual comparisons by quarter