

HIGHWAY/PUBLIC WORKS OVERTIME SURVEY

By FLSA Regulations and Compensatory eligibility

City/County		Ability to accrue Comp	Maximum hours	Special Comp Rules	FLSA Regulations*	Exceptions	Other Comments
City	Sheboygan	No		Can flex within the week to = 40 hours	Yes		
County	Barron	No			Yes	OT pay for hours worked on weekends/holidays	
County	Brown	No			Yes		
County	Marquette	no			yes	OT on weekends	
County	Monroe	No			Yes		Counts Holiday as time worked only for purposes of plowing snow. 10-hour days in summer
County	Portage	No			Yes	OT if on Holiday only	
County	Vilas	No			Yes		
City	Eau Claire	Uncertain			Yes		Double time on unscheduled holidays
City	Milwaukee	Uncertain			yes	But, count holidays for time worked.	
Village	Bayside	Uncertain			yes		
City	Appleton	Yes	40 hours, replenishable		Yes	Paid a differential if outside normal hours	Double time on unscheduled holiday and unscheduled Sundays
City	Baraboo	yes	150 hours		Yes	OT for holidays/emergency call in/weekends	
City	Fitchburg	yes	90 hours		yes	OT for hours outside regular shift for snow plowing only. Counts Holidays towards OT...no other accrued time	

City	Fon du Lac	yes	uncertain		yes	Paid a differential if outside normal hours	If called in early/stay late, have option of going home. If change in schedule known in advance, will flex hours to not exceed 40/week.
City	LaCrosse	yes	40		yes	Count holidays and vacation as paid time but NOT sick, comp, bereavement	
City	DePere	Yes	80 hours, replenishable		Yes		
County	Adams	yes	100 hours		Yes		Same for ALL non-exempt employees. Double time on holidays
County	Burnett	yes	uncertain		Yes	Receive premium pay outside of normal hours	
County	Calumet	Yes	60 hours		Yes		
County	Door	Yes	40 hours/year		Yes		10-hour days in summer
County	Douglas	yes	80 hours	paid out end of year	yes	Sat/Sun OT unless a M-F is a vol layoff day. Holiday is at OT.	If called in early/stay late, have option of going home
County	Dunn	Yes	60 hours, replenishable	Carries over	Yes		
County	Juneau	yes	uncertain		yes	OT over 8hrs/day or 40 hrs/week, but does NOT count accrued time as worked time	10-hour days in summer
County	Lincoln	yes	120 hours		yes	OT on weekends; can flex the week to reduce straight pay	10-hour days in summer
County	Manitowoc	yes	50 hours	paid out end of year	Yes		
County	Marathon	yes	40 hours		Yes	OT on weekends/holidays	10-hour days in summer
County	Menominee	Yes	120 hours, replenishable	may carry over up to 40 hours	Yes		
County	Oneida	Yes	40 hours		yes		Send home if no work...not guaranteed 40/week
County	Pierce	yes	uncertain	paid out end of year	yes	But, count holidays for time worked.	Holiday worked at OT
County	Rusk	Yes	40 hours, replenishable	May be carried over	Yes		
County	Walworth	yes	varies from 40 - 80 hours		yes		

County	Washburn	Yes	30 hours/year		yes	Pay a differential for work outside normal hours	
County	Waukesha	yes	36 hours		yes	OT if called in on weekend	
County	Waushara	yes	24 hours/year		yes		
County	Taylor	No			no	OT if outside normal work hours.	
City	Antigo	no			no	after 40 hours/week	
County	Dodge	No			No	Over 8/day or 40/week (10 hrs/day in summer). OT on Holidays and Sat/Sun. Can flex the week to reduce straight pay.	10-hour days in summer
County	Trempealeau	No			No	OT outside normal work hours, including accrued time	10-hour days in summer
City	Wausau	Uncertain			no	OT after 8 hours	Looking at going to FLSA standards
County	Outagamie	Uncertain			no	OT after 10 hours/day; on Sundays; after 40 in week; on paid holidays. Depending on when during the day accruals are used, OT may occur.	10-hour days in summer
County	Winnebago	No			No	OT after 8 or 40, including accrued time	Special for this group
City	Cedarburg	Yes	40 hours, replenishable		no	OT only after 40, includes accrued time EXCEPT bereavement leave	Same for ALL non-exempt employees. Double time on observed holidays.
City	Neenah	Yes	uncertain		no	sick, funeral and floating holidays do not count as time worked for the purpose of computing weekly overtime. Vacation time and scheduled holidays count as time worked for the purpose of computing overtime. OT on Sat/Sun	Double time on holidays
City	Oshkosh	yes	240 hours, statutory limits	paid out end of year	No	worked in excess of forty (40) hours in a workweek, with the exception of full days of holiday, vacation and floating holiday time, which are also counted toward the calculation of overtime.	Sick, bereavement, comp time does NOT count towards OT
City	Pewaukee	yes	80 hours/year	may carry over up to 40 hours	no	OT over 40 hours/week. HOWEVER, do not consider Comp time used as hours worked	

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City	West Allis	Yes	240 hours, replenishable	All employees can carry over 40 hours. Some DPW staff can carry up to 120 hours of comp over	No	5-2 Schedule Employees (i.e., work 5 days then off 2 days such as a Monday – Friday work schedule): OT for all hours in excess of 40 hours in a work week, or on Saturday, if Saturday is not part of the employee's regular work schedule. 4-2 Schedule Employees (i.e., work 4 days then off 2 days on a continuous rotating work schedule). OT for all hours worked in excess of 8 hours per work day.	Utilize varying work schedules and part-time employees. Double time on Sundays/holidays if not scheduled.
County	Dane	Yes	90 hours first 6 months then paid out; 75 hours last 6 months	may request once/year a payout of 20+ hours	No	Over 8/day or 40/week (10 hrs/day in summer)	10-hour days in summer; varying scheduling (some work Mon-Thrs others Tues-Frid)
County	Fon du Lac	Yes	30 hours		no	OT after scheduled hours	10-hour days in summer
County	Grant	yes	24 hours/year		no	after 8 hours/day or 40 hours/week	10-hour days in summer
County	Oconto	yes	40 hours	must be used by June 1	no	after normal daily work schedule	
County	Richland	Yes	24 hours/year		No	Counts paid time as hours worked; paid over 40/week	

*EXCLUDES accrued time from OT calculation.

** Many responses included entire *Hours of Work* policies, providing information on on-call, call-in pay, shift differentials, etc. It is noted that there is no hazardous pay in any of the responses similar to what Jefferson County offers.

*** Counts Holidays as time worked

**** Offer premiums instead of OT for hours outside normal hours

***** Variable work schedules of staff to cover more shifts/have available for emergencies

Agenda Item 9. Identify what further analysis the Task Force needs to consider when making their recommendations.

The Crash Course is a 4 hour explanation of what's happening in the world regarding energy, the environment and the economy. It's divided into about 28 chapters, so there are good stopping points, if you get tired. It is a MUST watch.

<http://www.peakprosperity.com/crashcourse>

A shortened version of the Crash Course can be found here:

<http://www.peakprosperity.com/crashcourse/accelerated>

The Crash Course is part of the Peak Prosperity website. Much of this website is worth reading, or if you like me (very busy), listen to the weekly podcast on 'Featured Voices'.

A great podcast about how people's thinking is changing can be found here:

<http://www.peakprosperity.com/podcast/92834/charles-eisenstein-crafting-new-narrative>

An interview with John Michael Greer on the myth of perpetual growth in a finite world can be found here:

<http://www.peakprosperity.com/podcast/92330/john-michael-greer-god-technological-progress-may-well-dead>

For a very interesting perspective how debt seems to be the limiting factor how much oil we can extract and how that may affect the future and how much the economy can grow, I recommend the reading **Gail Tverberg's blog; Our Finite World**. This blog gives a realistic review of the interaction between the age of resource scarcity and debt. Here are a couple especially relevant issues:

<http://ourfiniteworld.com/oil-supply-limits-and-the-continuing-financial-crisis/>

<http://ourfiniteworld.com/2015/04/23/overview-of-our-energy-modeling-problem/>

For the latest from information from Gail Tverberg can be found here:

<http://ourfiniteworld.com/2015/07/08/what-greece-cyprus-and-puerto-rico-have-in-common/>

Another visionary writer about moving from 'abundance industrialism' to 'scarcity industrialism' is **John Michael Greer**. His blogs are really good and are published every wednesday evening. It is worth reading. The ones pasted below I thought exceptional.

<http://thearchdruidreport.blogspot.com/2015/02/the-externality-trap-or-how-progress.html>

<http://thearchdruidreport.blogspot.com/2015/02/as-night-closes-in.html>

<http://thearchdruidreport.blogspot.com/2015/04/a-field-guide-to-negative-progress.html>

<http://thearchdruidreport.blogspot.com/2015/05/the-era-of-pretense.html>

Regarding medical care and its continuing rising costs, here is a link to the interview of **Dr. Jeffery Bland**, one of the founders of Functional Medicine and the author of **The Disease Delusion**. This interview and book outline the failure of the industrial medical care system to effectively manage chronic health.

<http://www.peoplespharmacy.com/2014/11/20/show-971-conquering-the-root-causes-of-chronic-disease/>

Committee Meeting Sign-In Sheet

Committee/Board Name:

Date of Meeting:

Name (Please Print)	City or Township	Person/Firm Representing	Item # or General Comment
Terri Palm	H. R.		
GREG DAVID	JEFF Co		
Mark Watkins	LWCD		
Stacey Jensen	Child Support.		
J. Blair Ward	Corp. Counsel		
Bob Frank	Co Clerk		
Andy Eskman	LEO		
Tommy Worzella	Finance		
Don Hoob	ROO		
Steve Grabow	UWEX		