

# **Addendum - Analysis of Fair Labor Standards Act Status and Compensation for Non-Represented Employee Classifications**

## **Milwaukee County Official Notice Number 6454**

At the Bidder's conference held on June 29<sup>th</sup>, the following questions were raised:

1. What was the total amount of overtime paid to non-represented employees in 2008?

Overtime actually paid (but could have been accrued earlier): \$521,000

Overtime accrued in 2008 (although not necessarily paid): \$365,000

Total base compensation in 2008: \$50.5 million

2. Will there be any dedicated County staff to assist with this project?

Yes. An analyst in the Department of Administrative Services will have limited number of hours (five to ten hours per week) dedicated to this project.

3. Is there a date for completion of the project?

The County would like an initial summary of results within 60 to 90 days from the date of the award.

4. Allocated Budget for this project

The amount included in the 2009 Adopted Budget for this project is \$40,000.

5. How should consultants address the compensation piece of the study?

In lieu of completing a compensation analysis of all non-represented positions, bidders may submit a workplan which details how the compensation analysis would be done.

The workplan may involve training and use of County Human Resources staff.