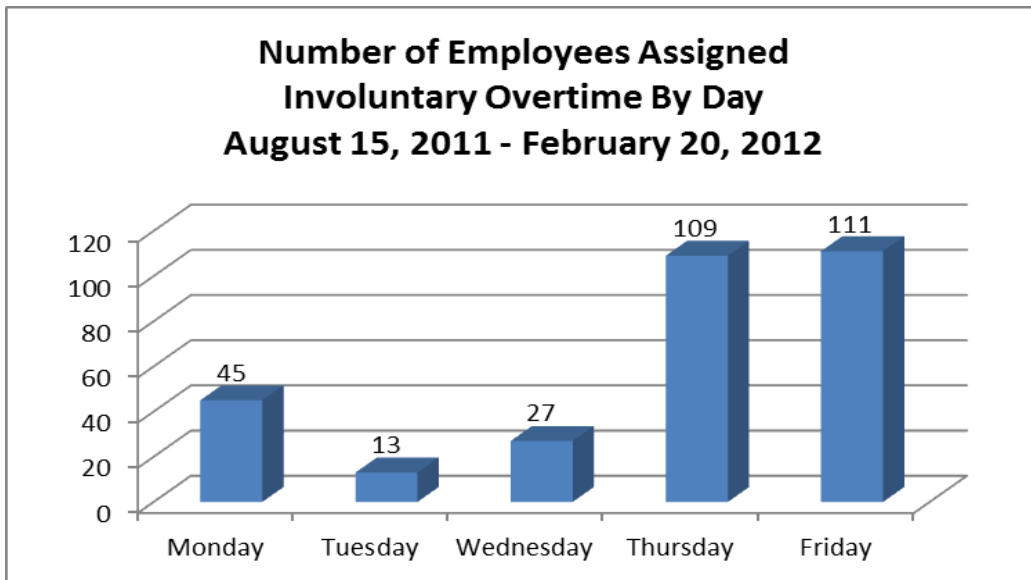


Regional Transit System (RTS) Overtime

Overview:

Overtime work for Transit Operators is covered in the Agreement between the City of Gainesville and Amalgamated Transit Union Local No. 59 effective October 1, 2009 to September 30, 2012. Section 14.5H states as follows: "In the event there are more overtime assignments than operators on the overtime list, the City retains the right to assign overtime work. All such overtime will be assigned in the inverse order of seniority beginning with the junior-most temporary standby operator and then regular operators with bidded runs who are available to fill the entire piece of work."

A review of involuntary assignment of overtime work reveals that during the period of August 15, 2011 through February 20, 2012 RTS assigned 1,490 hours of involuntary overtime assignments. This report also shows that the largest numbers of employees are drafted involuntarily on Fridays and Thursdays. Assigning involuntary overtime work is an absolutely last resort at RTS.



Current Staffing level

Full Time Transit Operator Positions: 185

- Training (6)
- FMLA Long Term (3)
- Vacancies (5)

All Transit Operator Trainees are required to complete 6 to 8 weeks of training before they receive an assignment on their own.

Unlike other positions at RTS, the Transit Operator position is unique in that every time an Operator is absent for any reason, i.e., sick, vacation, PTOS, PTOU, FMLA etc., they have to be replaced with another Operator. Filling the open assignment can be accomplished voluntarily or involuntarily --- regardless, it is filled at an overtime rate of pay. Buses cannot move without an Operator in the driver's seat. RTS currently has 185 FTE positions and 185 assignments -- this means that all open work will be accomplished at the overtime rate. "Forced overtime" is assigned when the number of open assignments exceeds the number of volunteers. Extended use of this practice negatively affects retention, safety and employee morale.

Overtime Analysis

Year	Operations Overtime	Regular Hours	Overtime Hours	Sick/PTOU	Vac/PTO	FTE	Actual	Bids
2006	\$ 840,921	277,569	47,037	10,758	17,626	167	164	160
2007	\$ 938,177	285,697	49,170	9,257	17,440	167	166	159
2008	\$ 797,834	296,264	39,421	10,387	17,528	167	162	153
2009	\$ 657,549	302,161	32,094	7,503	20,791	167	160	162
2010	\$ 739,403	304,980	36,276	9,083	20,288	172	164	166
2011	\$ 902,966	314,106	45,277	8,851	21,501	185	183	185
Average	\$ 812,808	296,796	41,546	9,306	19,196	171	167	164

Description:

- Employees needed to cover Sick time = 5
- Employees needed to cover Vacation = 10
- Total employees needed = 15
- Additional Cost due to overtime = \$406,404
- Employees needed to cover additional cost = 12