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COUNTY OF SAN DIEGO

FLSA FISCAL IMPACT
ON COUNTY EXPENDITURES

SEPTEMBER 16, 1992

	Number of Employees	% of Total Employees	Average Annual Salary Range	Average Annual Salary Range + Overtime Pay *	Estimate of Total Potential FLSA Overtime Liability *
Exempt "White Collar" Employees					
Executives	95	0.5%	$60,000-$115,000	$65,200-$125,000	$ 3,813,300
Professionals and Administrators	6,637	37.7%	$35,000-$ 80,000	$38,000-$ 87,000	$19,586,700
Non-Exempt Employees					
Rank and File FLSA Covered Employees	10,848	61.7%	$17,000-$ 55,000	$18,500-$ 59,800	N/A
					$23,400,000

* Based upon Court ruling that exempt employees are entitled to time and a half overtime because County's payroll system is inconsistent with "salary basis" test.

EXAMPLE: The following represents just one example of the potential financial windfall available to an Executive employee because of the Court's FLSA ruling in the lawsuits against the County of San Diego.

Potential FLSA Overtime Liability for a Department Head

	Annual Salary	Annual Salary + Overtime	Estimated Annual Over-Time Liability	Back Pay Award of 3 Years		Liquidated Damages		Total Liability
Executive Employee (Department Head)	$87,500	$95,075	$7,575	$22,720	+	$22,720	=	$45,450