

Underpaying, Not The Way To Cut Labor Cost

Under the *Fair Labor Standards Act (FLSA)*, covered employees must be paid for required pre- and post-shift time.

Counties whose employees' duties include any of the following:

- change into special work clothing,
- attend a meeting,
- travel to a work-site,
- perform setup or pre-start,
- perform cleanup or reset after a shift is over,

need to be aware of the FLSA standards.

A U.S. Department of Labor, Wage and Hour Division investigation found that the Maricopa County Sheriffs Office in Phoenix, Arizona attempted to reduce overtime expenses by leaving the time for the pre-shift meetings off the official paid time recorded for detention officers and sergeants at its six facilities.

The meetings were a part of the daily routine at the detention facilities throughout Maricopa County.

The Maricopa County Sheriffs' Office and the County Board of Supervisors have agreed to pay overtime back wages totaling \$2,059,807 to 1,690 detention officers and sergeants for uncompensated pre-shift meeting time. The back wages were computed for these 1,690 workers based on records provided by the county.

What This Means For Counties

It is recommended that you review the *Fair Labor Standards Act* as it pertains to paying employees for required pre- and post-shift time.

For more information, contact your CTSI Loss Prevention Representative at 303-861-0507.