



## Legislation Text

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**File #:** 16-747, **Version:** 1

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### Fair Labor Standards Act (FLSA) Cycle Change Analysis Results

**Presenter:**

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Mike Brink, BKD LLP, CPAs & Advisors

**Summary:**

The Human Resources Department will present findings of a financial impact analysis to City Council. This analysis was conducted by BKD LLP to determine the financial impact of changing the FLSA Cycle for Sworn Fire Department employees from 27 days to 18 days. This presentation is informational and no further action is needed.

**Previous Council Action:**

On November 22, 2016, City Council approved a change to the Sworn Employee Policies and Procedures Manual that would change the FLSA Cycle for Sworn Fire Department employees from 27 days to 18 days. At that time the Human Resources Department was preparing to do an analysis of the financial impact of the change. City Council asked Human Resources to present findings once the analysis is complete.

**Background:**

This item supports the City's strategic goal relating to excelling at City services by providing current and relevant policies and procedures to city employees. The Policies and Procedures Manuals set forth expectations and guidance for employees on topics related to employment, pay practices, employee rights, restrictions, and other employment related policies.

The Colorado Springs City Charter states that Personnel Policies and Procedures Manual changes must be approved by City Council.

**Financial Implications:**

N/A

**Board/Commission Recommendation:**

N/A

**Stakeholder Process:**

N/A

**Alternatives:**

N/A

**Proposed Motion:**  
N/A

N/A