

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 1:52:57 PM
Last Modified: Friday, December 12, 2025 1:55:05 PM
Time Spent: 00:02:07
IP Address: 69.61.243.170

Page 1

Q1

What is your name and jurisdiction?

Amberley Village

Q2**Yes**

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3**No**

Are you providing your employees a statement of FLSA overtime in 2025?

Q4**No**

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5**Respondent skipped this question**

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6**Respondent skipped this question**

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:13:55 PM
Last Modified: Friday, December 12, 2025 2:17:28 PM
Time Spent: 00:03:33
IP Address: 216.196.183.67

Page 1

Q1

What is your name and jurisdiction?

Joanee Van Pelt - Mariemont

Q2

Yes

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Other (please specify):
Not yet determined

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

Other (please specify):
I have not yet watched the end of year for UAN

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:31:21 PM
Last Modified: Friday, December 12, 2025 2:32:15 PM
Time Spent: 00:00:54
IP Address: 70.61.148.147

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Q1

What is your name and jurisdiction?

Larry Mullins - Springfield Township

Q2

No

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Yes

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

No

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:33:11 PM
Last Modified: Friday, December 12, 2025 2:35:32 PM
Time Spent: 00:02:20
IP Address: 98.102.206.130

Page 1

Q1

What is your name and jurisdiction?

City of Sharonville

Q2

Yes

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

No

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):
We are unsure. We use ADP but have not pursued this with them to date.

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:36:07 PM
Last Modified: Friday, December 12, 2025 2:38:15 PM
Time Spent: 00:02:07
IP Address: 66.161.221.162

Page 1

Q1

What is your name and jurisdiction?

City of Mason

Q2

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Other (please specify):
The City of Mason does not include Sick Time when calculating OT.

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

No

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

No

Q5

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Respondent skipped this question

Q6

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Respondent skipped this question

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:43:33 PM
Last Modified: Friday, December 12, 2025 2:52:08 PM
Time Spent: 00:08:35
IP Address: 184.54.165.11

Page 1

Q1

What is your name and jurisdiction?

Colerain Township

Q2

No

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

No

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

No

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:49:37 PM
Last Modified: Friday, December 12, 2025 2:52:41 PM
Time Spent: 00:03:03
IP Address: 74.83.92.197

Page 1

Q1

What is your name and jurisdiction?

Village of Glendale

Q2

Yes

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

No

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

No

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 2:58:28 PM
Last Modified: Friday, December 12, 2025 3:00:57 PM
Time Spent: 00:02:29
IP Address: 74.218.64.186

Page 1

Q1

What is your name and jurisdiction?

Liberty Township

Q2

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Other (please specify):
vacation, personal, comp, and holiday all count, sick does not.

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

No

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):
we are exploring this with Paycor

Q5

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Respondent skipped this question

Q6

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Respondent skipped this question

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 3:24:10 PM
Last Modified: Friday, December 12, 2025 3:24:56 PM
Time Spent: 00:00:45
IP Address: 69.61.229.154

Page 1

Q1

What is your name and jurisdiction?

Miami Township

Q2

Yes

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Yes

Are you providing your employees a statement of FLSA overtime in 2025?

Q4

No

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 12, 2025 4:19:19 PM
Last Modified: Friday, December 12, 2025 4:21:50 PM
Time Spent: 00:02:30
IP Address: 69.61.192.46

Page 1

Q1

What is your name and jurisdiction?

Mark Medlar, City of Loveland, Ohio

Q2**Yes**

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

Other (please specify):
Payroll processed by Paycor**Q4**

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):
Not yet sure.**Q5****Respondent skipped this question**

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6**Respondent skipped this question**

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, December 15, 2025 7:39:55 AM
Last Modified: Monday, December 15, 2025 7:42:04 AM
Time Spent: 00:02:08
IP Address: 70.60.183.2

Page 1

Q1

What is your name and jurisdiction?

Jeremiah Caudill City of Wyoming

Q2

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Other (please specify):
Exclude sick time**Q3**

Are you providing your employees a statement of FLSA overtime in 2025?

No**Q4**

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

No**Q5**

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Respondent skipped this question**Q6**

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Respondent skipped this question

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, December 15, 2025 7:46:05 AM
Last Modified: Monday, December 15, 2025 7:47:45 AM
Time Spent: 00:01:39
IP Address: 66.42.178.78

Page 1

Q1

What is your name and jurisdiction?

Beth Gunderson, Sycamore Township

Q2**Yes**

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

Other (please specify):

We are planning to calculate the qualified OT and have our payroll provider import the data to appear on employees' W2

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):

I have a call with them next week to discuss.

Q5**Respondent skipped this question**

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6**Respondent skipped this question**

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, December 15, 2025 2:00:46 PM
Last Modified: Monday, December 15, 2025 2:06:27 PM
Time Spent: 00:05:41
IP Address: 66.42.140.2

Page 1

Q1

What is your name and jurisdiction?

City of Lebanon

Q2

Yes

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

Other (please specify):

We are providing a fact sheet, along with an overtime printout with their W-2. However the overtime will not be the FLSA overtime, but all overtime as our system does not calculate in that manner. We were told that the IRS is waiving penalties in 2025, so we are planning on doing it this way.

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):

I think they are still exploring on how to document this for 2026.

Q5

Respondent skipped this question

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Q6

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Can I please have a copy of the results of this survey please!

Thank you!

Pstotts@lebanonohio.gov

#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 16, 2025 1:27:23 PM
Last Modified: Tuesday, December 16, 2025 1:31:31 PM
Time Spent: 00:04:07
IP Address: 216.68.204.86

Page 1

Q1

What is your name and jurisdiction?

Jennifer Kaminer, Village of Fairfax

Q2

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Other (please specify):

We only allow vacation and holiday pay as "time worked".
We pay OT for a work week over 40 hrs.**Q3**

Are you providing your employees a statement of FLSA overtime in 2025?

No**Q4**

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

No**Q5**

If yes to Question 4, can you briefly describe your process and any manual steps needed?

Respondent skipped this question**Q6**

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Respondent skipped this question

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, December 19, 2025 9:43:40 AM
Last Modified: Friday, December 19, 2025 9:51:01 AM
Time Spent: 00:07:21
IP Address: 66.117.212.77

Page 1

Q1

What is your name and jurisdiction?

Melanie Hermes, Delhi Township

Q2

Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Other (please specify):

Follow any collective bargaining agreement. Holiday time is included for non bargaining members.

Q3

Are you providing your employees a statement of FLSA overtime in 2025?

Other (please specify):

Only if requested.

Q4

Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Other (please specify):

I am creating a way to document. Will work with our new payroll provider in 2026.

Q5

If yes to Question 4, can you briefly describe your process and any manual steps needed?

I am creating an excel spreadsheet to track. With the new payroll provider, I plan to create FLSA and non FLSA overtime and comp banks.

Q6

Respondent skipped this question

Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

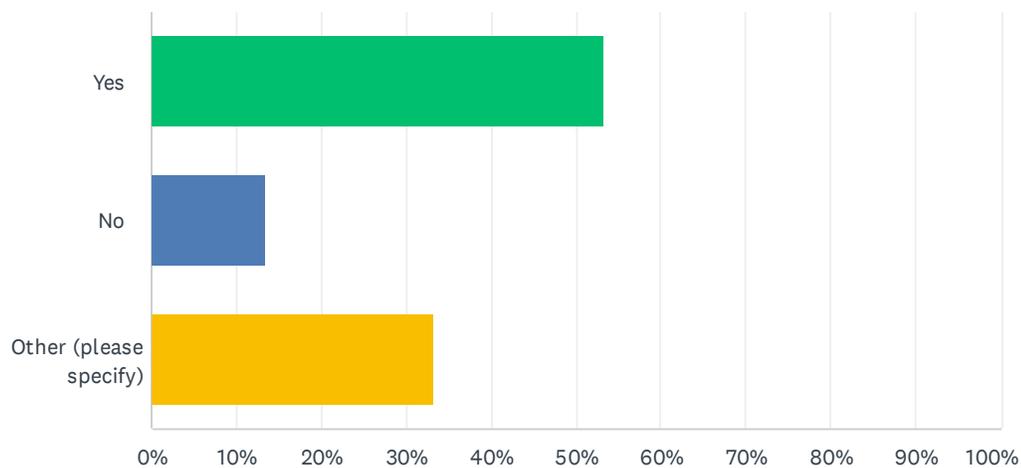
Q1 What is your name and jurisdiction?

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Melanie Hermes, Delhi Township	12/19/2025 9:51 AM
2	Jennifer Kaminer, Village of Fairfax	12/16/2025 1:32 PM
3	City of Lebanon	12/15/2025 2:06 PM
4	Beth Gunderson, Sycamore Township	12/15/2025 7:48 AM
5	Jeremiah Caudill City of Wyoming	12/15/2025 7:42 AM
6	Mark Medlar, City of Loveland, Ohio	12/12/2025 4:22 PM
7	Miami Township	12/12/2025 3:25 PM
8	Liberty Township	12/12/2025 3:01 PM
9	Village of Glendale	12/12/2025 2:53 PM
10	Colerain Township	12/12/2025 2:52 PM
11	City of Mason	12/12/2025 2:38 PM
12	City of Sharonville	12/12/2025 2:36 PM
13	Larry Mullins - Springfield Township	12/12/2025 2:32 PM
14	Joanee Van Pelt - Mariemont	12/12/2025 2:17 PM
15	Amberley Village	12/12/2025 1:55 PM

Q2 Do you include time off (e.g. sick, vacation, holiday, etc.) towards hours worked for calculating overtime?

Answered: 15 Skipped: 0

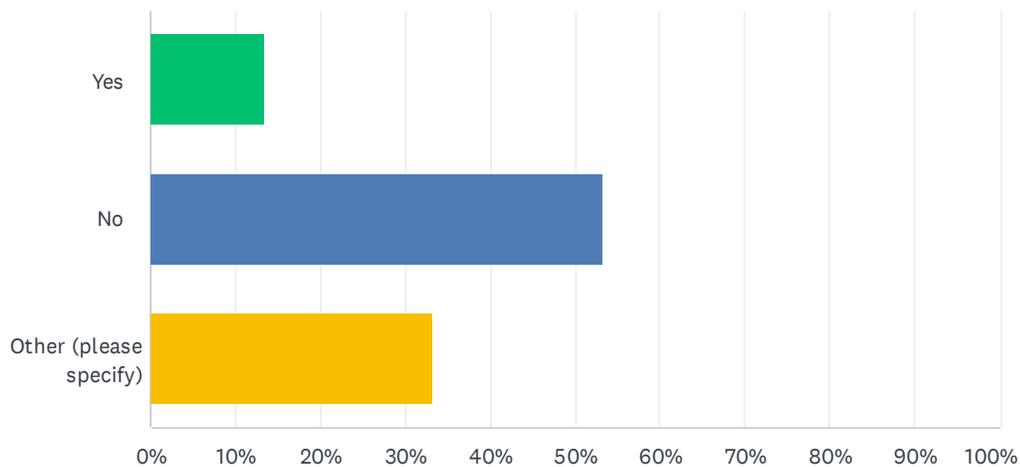


ANSWER CHOICES	RESPONSES
Yes	53.33% 8
No	13.33% 2
Other (please specify)	33.33% 5
TOTAL	15

#	OTHER (PLEASE SPECIFY)	DATE
1	Follow any collective bargaining agreement. Holiday time is included for non bargaining members.	12/19/2025 9:51 AM
2	We only allow vacation and holiday pay as "time worked". We pay OT for a work week over 40 hrs.	12/16/2025 1:32 PM
3	Exclude sick time	12/15/2025 7:42 AM
4	vacation, personal, comp, and holiday all count, sick does not.	12/12/2025 3:01 PM
5	The City of Mason does not include Sick Time when calculating OT.	12/12/2025 2:38 PM

Q3 Are you providing your employees a statement of FLSA overtime in 2025?

Answered: 15 Skipped: 0



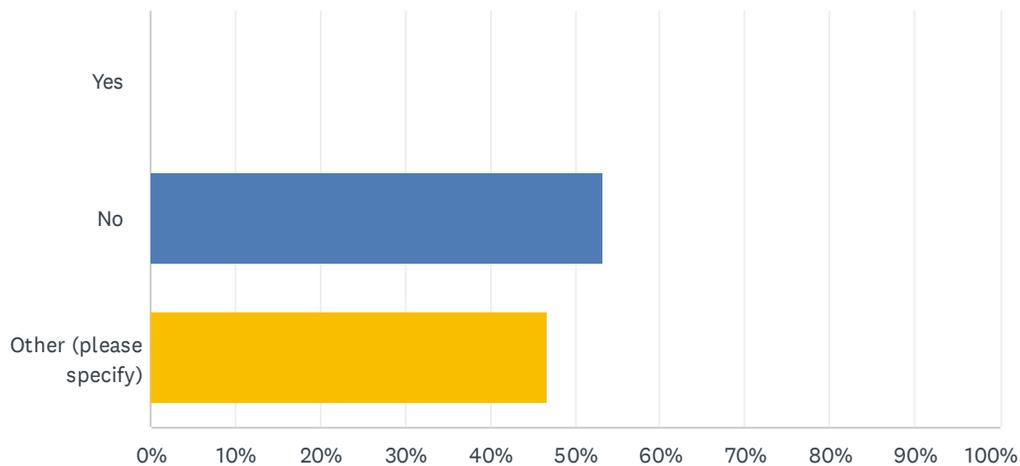
ANSWER CHOICES	RESPONSES
Yes	13.33% 2
No	53.33% 8
Other (please specify)	33.33% 5
TOTAL	15

#	OTHER (PLEASE SPECIFY)	DATE
1	Only if requested.	12/19/2025 9:51 AM

2	We are providing a fact sheet, along with an overtime printout with their W-2. However the overtime will not be the FLSA overtime, but all overtime as our system does not calculate in that manner. We were told that the IRS is waiving penalties in 2025, so we are planning on doing it this way.	12/15/2025 2:06 PM
3	We are planning to calculate the qualified OT and have our payroll provider import the data to appear on employees' W2	12/15/2025 7:48 AM
4	Payroll processed by Paycor	12/12/2025 4:22 PM
5	Not yet determined	12/12/2025 2:17 PM

Q4 Does your payroll provide have a solution for documenting FLSA overtime separately from non-FLSA overtime for 2026?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	53.33%	8
Other (please specify)	46.67%	7
TOTAL		15

#	OTHER (PLEASE SPECIFY)	DATE
1	I am creating a way to document. Will work with our new payroll provider in 2026.	12/19/2025 9:51 AM
2	I think they are still exploring on how to document this for 2026.	12/15/2025 2:06 PM
3	I have a call with them next week to discuss.	12/15/2025 7:48 AM
4	Not yet sure.	12/12/2025 4:22 PM
5	we are exploring this with Paycor	12/12/2025 3:01 PM
6	We are unsure. We use ADP but have not pursued this with them to date.	12/12/2025 2:36 PM
7	I have not yet watched the end of year for UAN	12/12/2025 2:17 PM

Q5 If yes to Question 4, can you briefly describe your process and any manual steps needed?

Answered: 1 Skipped: 14

#	RESPONSES	DATE
1	I am creating an excel spreadsheet to track. With the new payroll provider, I plan to create FLSA and non FLSA overtime and comp banks.	12/19/2025 9:51 AM

Q6 Please share any additional relevant policies or procedures with JTice@montgomeryohio.gov and ZHuett@C4LG.org.

Answered: 1 Skipped: 14

#	RESPONSES	DATE
1	Can I please have a copy of the results of this survey please! Thank you! Pstotts@lebanonohio.gov	12/15/2025 2:06 PM