



FIRE DEPARTMENT • CITY OF NEW YORK

EMS Order No. 27 - Supplement 2

September 2, 2016



EMS OVERTIME CAP

1. GENERAL INFORMATION

- 1.1 Mayoral directives mandate the control and equitable distribution of overtime. It is the Department's responsibility to ensure that overtime is assigned in accordance with the City's guidelines in this area.
- 1.2 An overtime cap has been established for employees in the following EMS titles: EMT, Paramedic, EMS Lieutenant and EMS Captain. The overtime cap for these specific titles shall be \$81,788 or 40% above gross salary, whichever is greater.
- 1.3 The following earnings are factored in to determine when a member's gross salary has exceeded the \$81,788 overtime cap: base salary, overtime earnings, assignment differentials, meal money, longevity, recurring increment payment (RIP) and specialty pay.
- 1.4 To determine the 40% threshold, all earnings listed in 1.3 are factored in, excluding overtime earnings.
- 1.5 The overtime tracking period is from June 1st to May 31st.
- 1.6 EMTs and Paramedics who reach the overtime cap level are prohibited from working overtime/compensatory time beyond the cap. EMS Lieutenants and Captains may work beyond the cap, but only if they accept compensatory time.
- 1.7 Members will be limited to a maximum of two (2) tours per week, except in emergent conditions, and subject to the Overtime Cap.

2. RELATED ORDER

- 2.1 EMS OGP 102-20, *Equitable Distribution of Overtime/Pre-scheduled Overtime policy*

3. REVOKED PROCEDURE

- 3.1 EMS Operations Order 2015- 237 – *EMS Overtime Cap*

By Order of: **Daniel A. Nigro**, *Fire Commissioner*
James E. Leonard, *Chief of Department*
James P. Booth, *Chief of EMS*