

Louisville Metro Government

Salary Study to Address Homeless Aid

Office of Social Services

This is the department that primarily deals with the homeless

- Office of Social Services has 141 employees
- They are all full time and broadly work no over time.

Total employees	141
Hours worked breakdown	
mean	40.06
std 0.22	0.22
min 40.00	40
25% 40.00	40
50% 40.00	40
75% 40.01	40.01
max 41.74	41.74

Average Hours Worked by Department

If we look broadly across all the Louisville Metro departments the numbers look okay.

This is the Top 20 departments with overtime looking at the average amount of overtime.

Department	Avg Hours
Louisville Fire	56.09
Emergency Management Services	52.22
Louisville Metro EMS	50.47
Department of Corrections	47.19
Emergency Mgt Agency/MetroSafe	47.05
ES & MetroSafe	46.54
Solid Waste Management	45.62
Metro Corrections	45.07
Louisville Metro Police Department	44.85
Louisville Metro Police	43.88
Youth Transitional Services	43.26
Public Works & Assets	43.14
Alcoholic Beverage Control	42.41
Records Compliance	41.94
Alcohol Beverage Control	41.65
Metro Animal Services	41.23
Youth Detention Services	41.19
PWA - Solid Waste Management Services	41.09
Public Works	41.07
Codes & Regulations	41

Digging Deeper

If we start looking into things a bit differently the picture starts to change.

Why 52 hours?

People who worked 52+ displayed significant changes in brain regions associated with executive function and emotional regulation compared to standard-hour workers. [study](#)

With that in mind we wanted to use that metric to get a better understanding of what departments fall in this category.

Employee Count Working 52 hrs+	
Department	Count
Louisville Fire	380
Louisville Metro Police Department	169
Department of Corrections	96
Emergency Management Services	92
ES & MetroSafe	19
Public Works & Assets	16
Youth Transitional Services	4
Belle of Louisville	1
Codes & Regulations	1
Parks & Recreation	1

Overtime Cost by Department

Looking at the subsection:

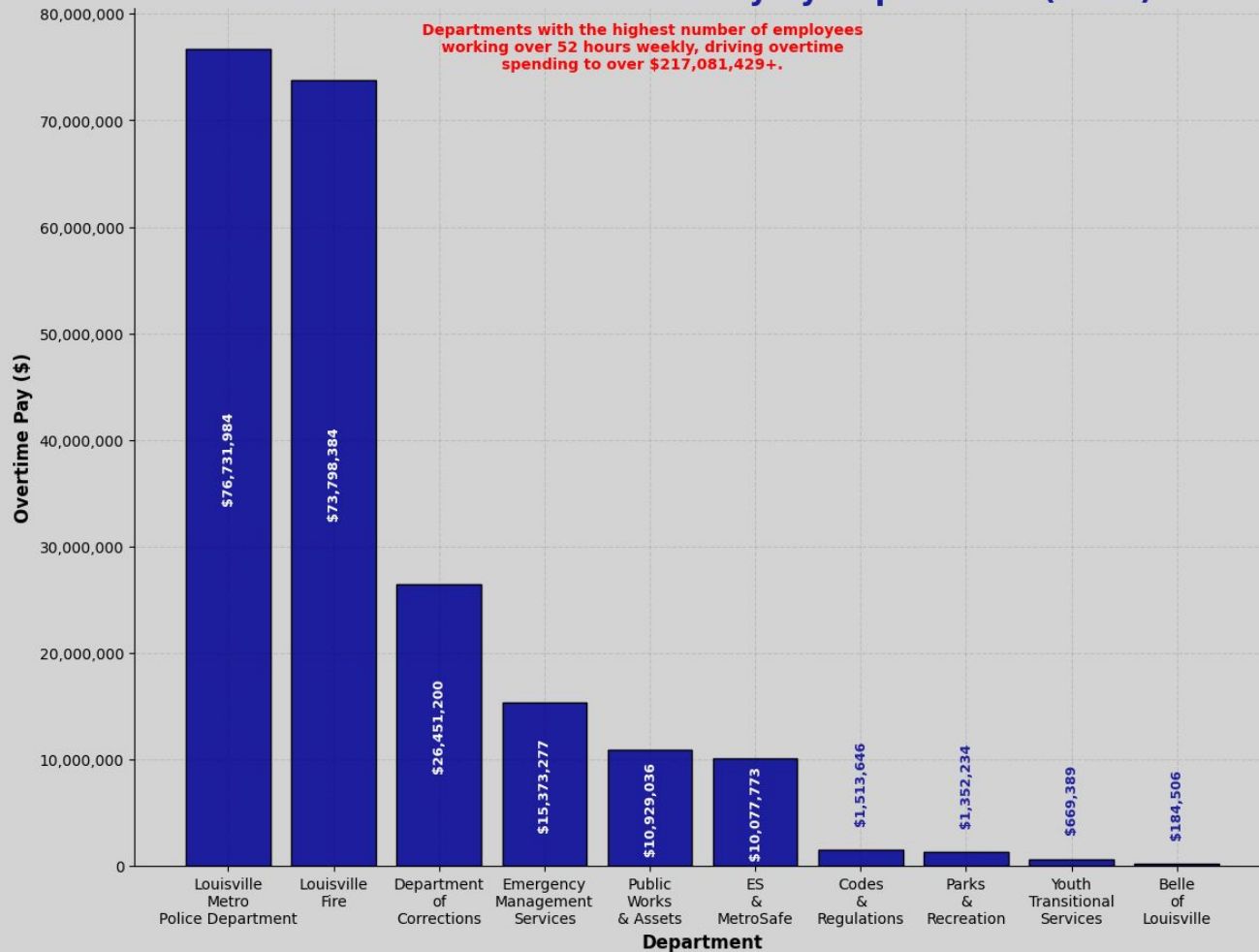
- Individuals working 52hrs+
- 779 employees

The cost of over time is

\$217,081,429 as of November 2025

Overtime Cost by Department	
Department	Overtime Rate (\$)
Louisville Metro Police Department	76,731,984
Louisville Fire	73,798,384
Department of Corrections	26,451,200
Emergency Management Services	15,373,277
Public Works & Assets	10,929,036
ES & MetroSafe	10,077,773
Codes & Regulations	1,513,646
Parks & Recreation	1,352,234
Youth Transitional Services	669,389
Belle of Louisville	184,506
TOTAL	217,081,429

Louisville Metro: Overtime Pay by Department (2025)



How Does Fit?

With exception of the Belle of Louisville all the departments are impacted by the homeless population. As to how much time per department requires additional studies.

- Louisville Fire
- Louisville Metro Police Department
- Department of Corrections
- Emergency Management Services
- ES & MetroSafe
- Public Works & Assets
- Youth Transitional Services
- Codes & Regulations
- Parks & Recreation

The amount spent in over time could open **2713** jobs at a salary of \$80,000

That could be a more expansive trained team to help in assisting with the homeless and providing resources.

This could be added to the **Office of Social Services** to aid the various overwhelmed departments.

Recommendations

Determine the true amount of time affected departments spend dealing with the homeless population.

Look into expanding **Office of Social Services** to have more staff and services to assist in the work with the homeless.