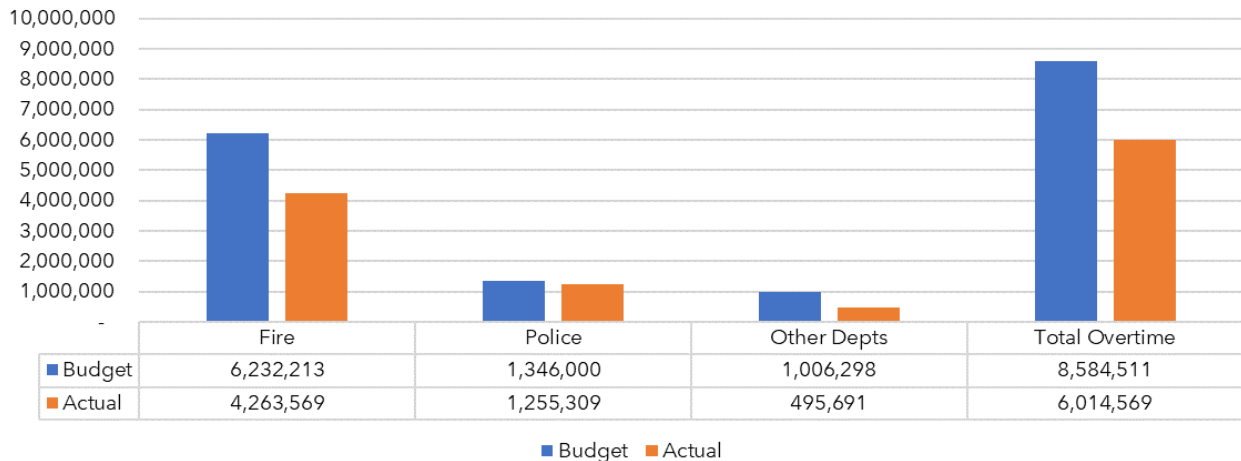


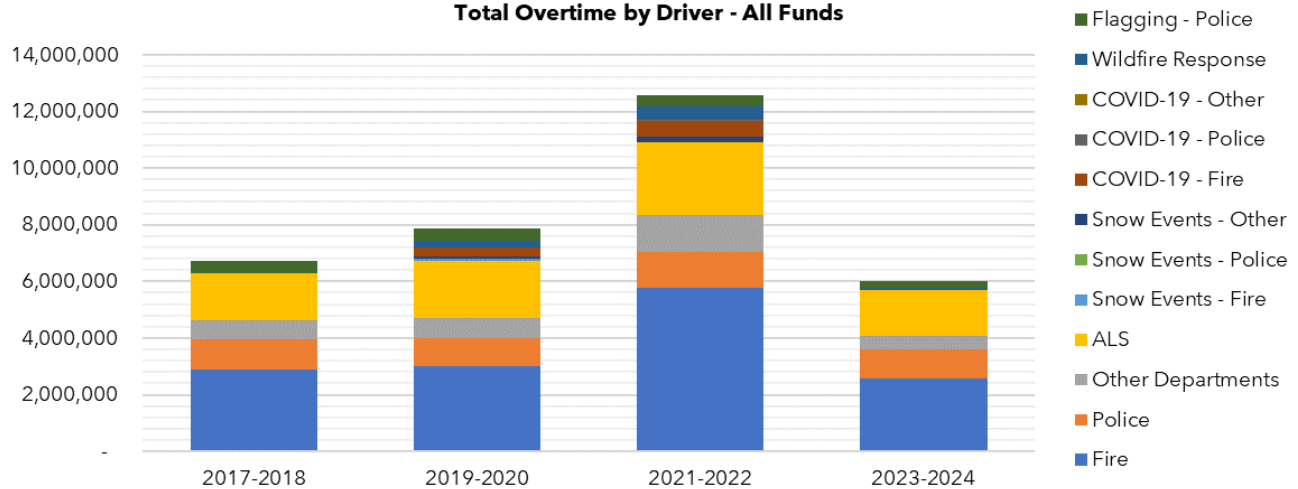
## Quarterly Overtime Report January 1, 2023 Through December 31, 2023

Citywide overtime costs total \$6.01 million through the fourth quarter of 2023 and are trending 20.1% ahead of budget expectations. Excluding overtime costs that are fully reimbursable (i.e., Police Flagging and Fire Prevention), citywide overtime costs are \$1.40 million or 16.5% ahead of budget expectations. Total salaries, including regular salaries and overtime, are trending 3.1% or \$5.71M million under budget. Explanations by department are provided below.

**2023-2024 Overtime Expenditures  
Through December 31, 2023**



**Total Overtime by Driver - All Funds**



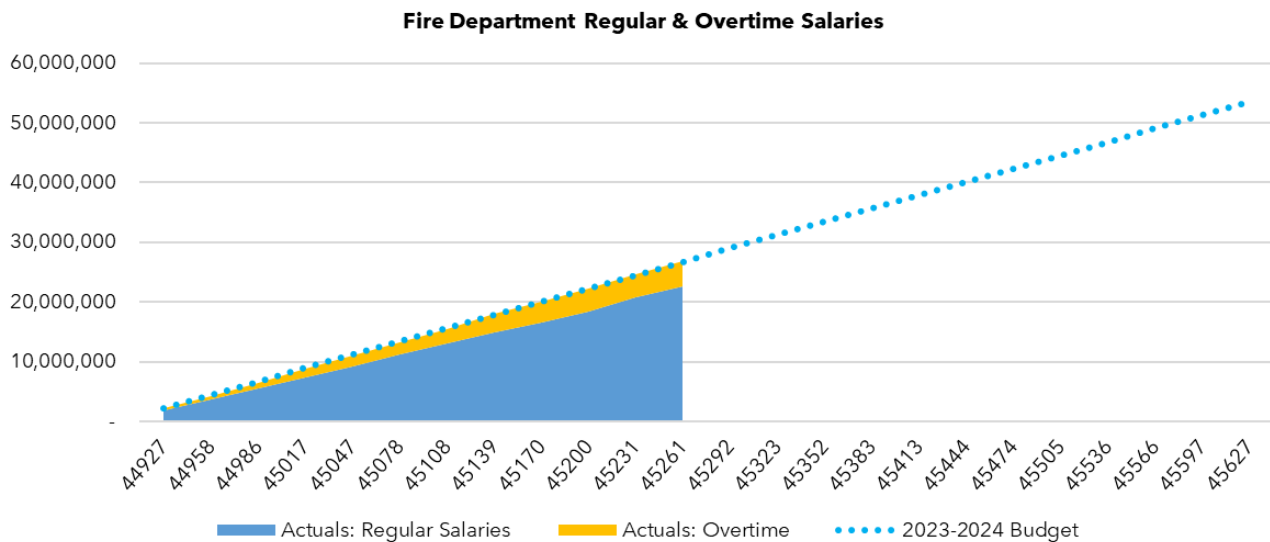
### Fire Department

Overtime costs total \$4.26 million and are trending 18.4% ahead of budget expectations primarily due to the following:

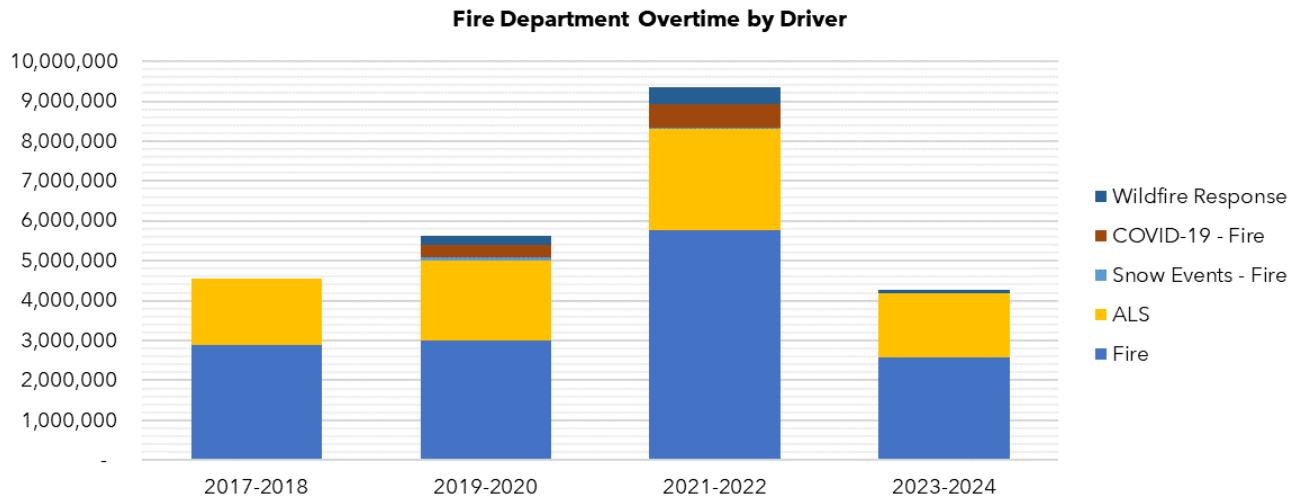
- The Fire Suppression overtime is trending \$1.22 million or 113% ahead of budget expectations and can be attributed to the following:
  - The Fire Department has filled a higher than typical number of vacancies in 2023, leaving less salary savings to offset the overtime overage. Fire Fighter recruits are

paid while attending the Fire Academy, and since they are not yet working on the line, overtime by other staff is required to meet minimum staffing levels.

- Fire Fighters from participating Eastside Metro Training Group (EMTG) agencies, including Redmond, serve as trainers and are unavailable to serve on the line when working in this capacity, thereby requiring overtime backfill.
  - The Fire Department is actively working to minimize overtime expenses for the remainder of the biennium while ensuring proper staffing levels. We are currently in negotiations with the bargaining unit to find efficiencies.
- The Advanced Life Support (ALS) Levy-funded overtime is trending \$44,000 or 1.4% ahead of budget. There have been \$1.61 million in reimbursable overtime costs related to ALS operations, the Mobile Integrated Health Program, and Fire Fighters enrolled in the University of Washington/Harborview Medical Center Paramedic Training Program.
  - The Fire Prevention overtime is trending \$81,850 or 214% ahead of budget. There have been \$131,850 in reimbursable overtime costs related to after-hours work performed by Fire Prevention.
  - Several Fire personnel are serving on light or modified duty mainly due to injuries. While these staff continue to support department work, their unavailability for line service increases overtime costs.
  - Regular and overtime salaries costs combined are 50.1% of budget relative to a 50.0% target through the fourth quarter of 2023 as shown below.



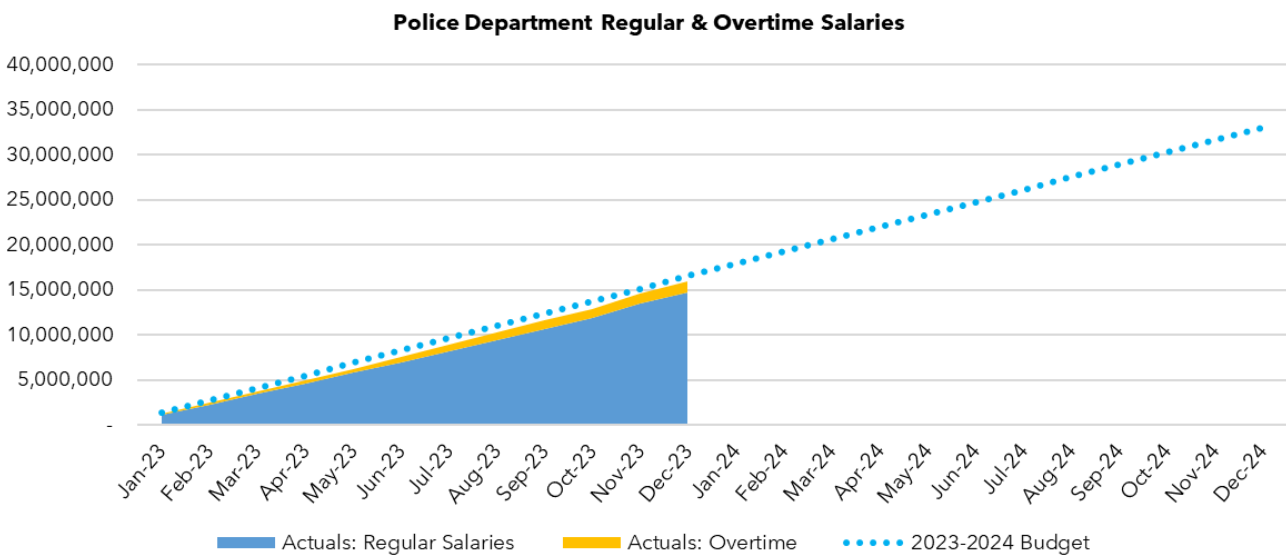
Fire Department	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 47,203,604	\$ 22,506,655	47.7%	-2.3%	\$ (1,095,148)
Overtime Salaries	6,232,213	4,263,569	68.4%	18.4%	\$ 1,147,463
Total Salaries	\$ 53,435,817	\$ 26,770,224	50.1%	0.1%	\$ 52,315



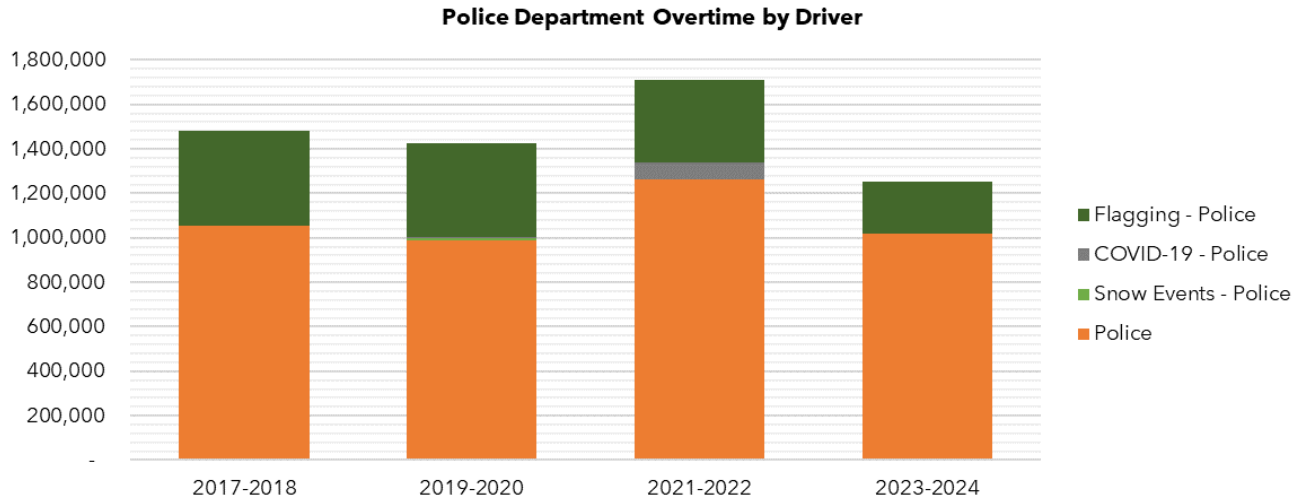
## Police Department

Overtime costs total \$1.26 million and are trending 43.3% ahead of budget expectations due to the following:

- The Police Department has experienced significant position vacancies. The vacancies have resulted in \$555,608 of overtime costs for existing staff, and regular salary savings of \$1.30 million to offset the overtime overage.
- Police overtime is offset by flagging reimbursement revenues of \$237,602. Regular and overtime salaries costs combined are 47.8% of budget relative to a 50.0% target through the fourth quarter of 2023 as shown below.



Police Department	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 31,635,057	\$ 14,517,364	45.9%	-4.1%	\$ (1,300,165)
Overtime Salaries	1,346,000	1,255,309	93.3%	43.3%	\$ 582,309
Total Salaries	\$ 32,981,057	\$ 15,772,673	47.8%	-2.2%	\$ (717,856)

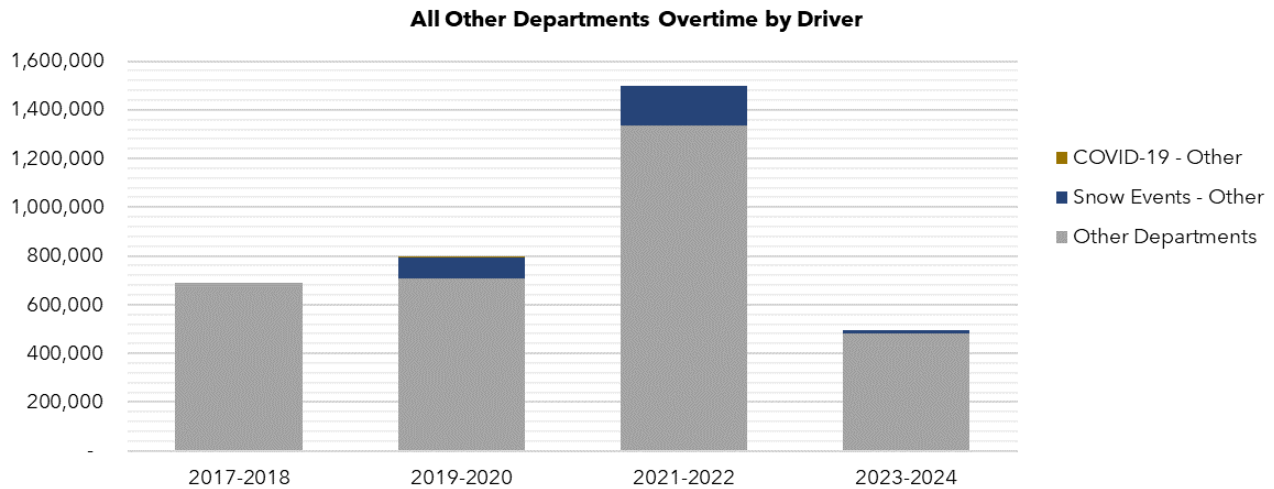


## All Other Departments

Overtime costs for all other departments total \$495,691 and are trending 1.2% ahead of budget expectations.

- Regular and overtime salaries combined are 45.5% of budget relative to a 50.0% target through the fourth quarter of 2023 as shown below.

All Other Departments	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 98,345,833	\$ 44,656,476	45.4%	-4.6%	\$ (4,516,440)
Overtime Salaries	968,798	495,691	51.2%	1.2%	\$ 11,292
Total Salaries	\$ 99,314,631	\$ 45,152,168	45.5%	-4.5%	\$ (4,505,148)



- Public Works Department overtime costs total \$314,140 and are trending 4.9% under budget expectations.
  - The Right of Way (ROW) inspection workload has been in excess of what can be completed in a regular work week and there have been a significant number of night work inspection requirements.
  - The largest overtime savings are in the Streets division due to a lack need for winter storm response overtime.
  - Regular and overtime salaries combined for the department are 46.2% of budget, relative to a 50.0% target through the fourth quarter of 2023.
- Parks and Recreation Department overtime costs total \$92,449 and are trending 44.0% ahead of budget expectations due to Parks Operations staff working overtime at signature City events including Derby Days and Redmond Lights. Regular and overtime salaries combined for the Parks Department are 49.8% of budget, relative to a 50.0% target through the fourth quarter of 2023.
- Planning Department overtime costs total \$49,006 and are 18.8% below budget expectations. Regular and overtime salaries combined are 47.9% of budget, relative to a 50.0% target through the fourth quarter of 2023. Reimbursements in the amount of \$26 thousand have been received for after-hours inspections.