

# Public Safety Overtime

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**Redmond**  
WASHINGTON

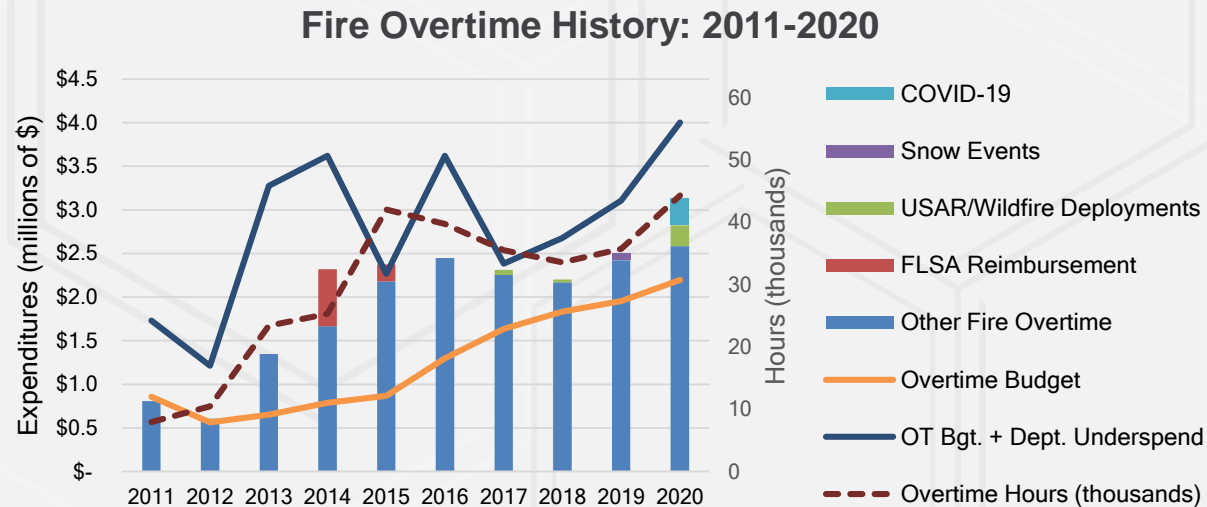
# Purpose

- During budget deliberations, Council requested a future discussion regarding public safety overtime expenditures.
- Inform Council on the staffing dynamics that generate Fire and Police overtime costs.
- Provide results of a cost-benefit analysis on staffing by hiring or with overtime for Fire shift positions.

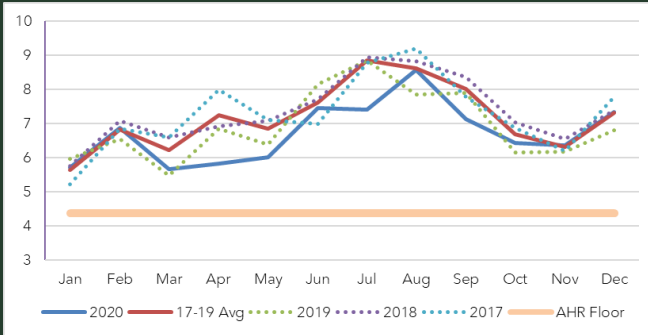


# Fire Department Overtime

- Problematic to the budget
- Mostly due to minimum staffing requirements
- Absences are primary driver
  - Planned vs. Unplanned
- Others include vacancies and line staff unavailability
- Cost-Benefit Analysis:
  - More to weigh than cost when considering FTE levels and overtime budgets

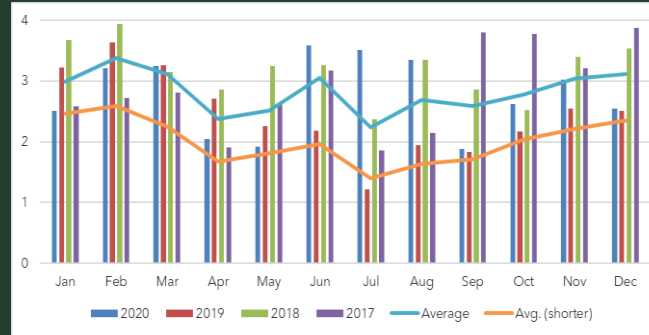


# Overtime Drivers



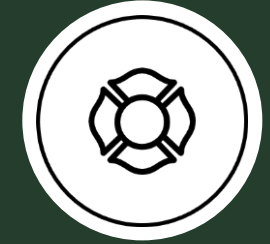
## Planned Absences

Annual Hour  
Reduction  
Vacation  
Holidays  
(offset)



## Unplanned Leave

Illness  
Injuries  
Family Care  
Covid-19  
(reimbursed)

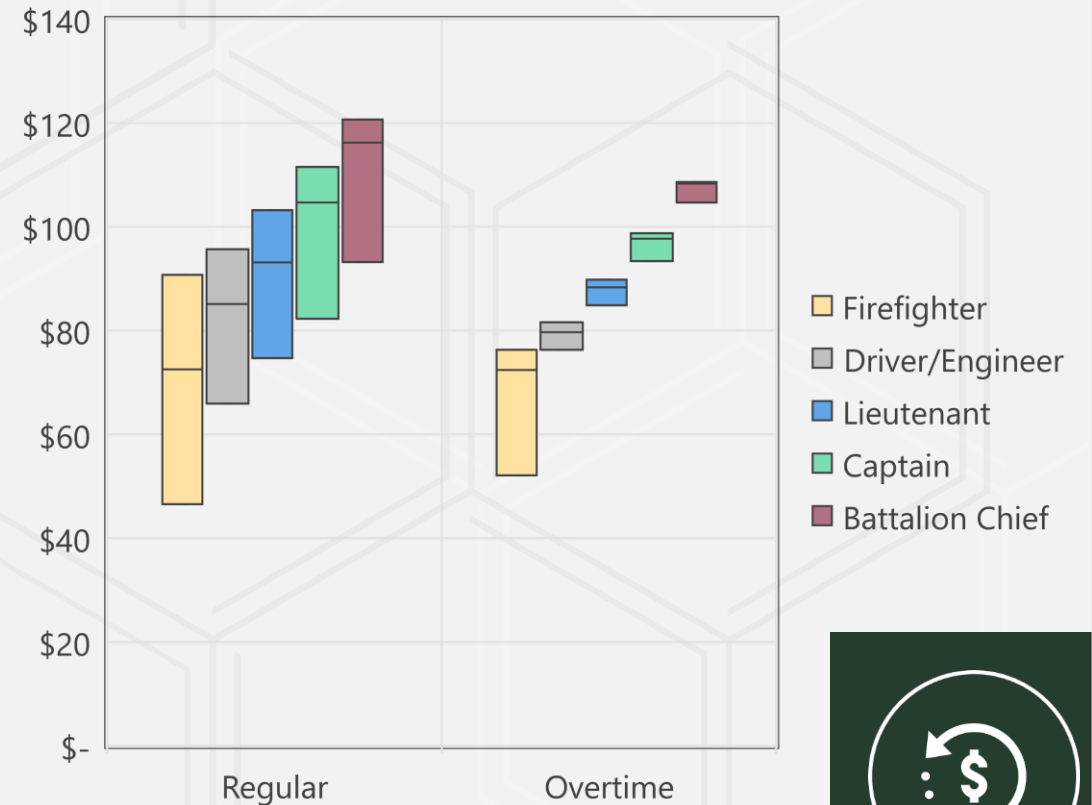


**Other Overtime**  
Vacancies (offset)  
Academy Recruits  
Modified Duty  
Training  
Specialty Units  
Deployments  
(reimbursed)

# Cost-Benefit Analysis: Hiring vs. Overtime

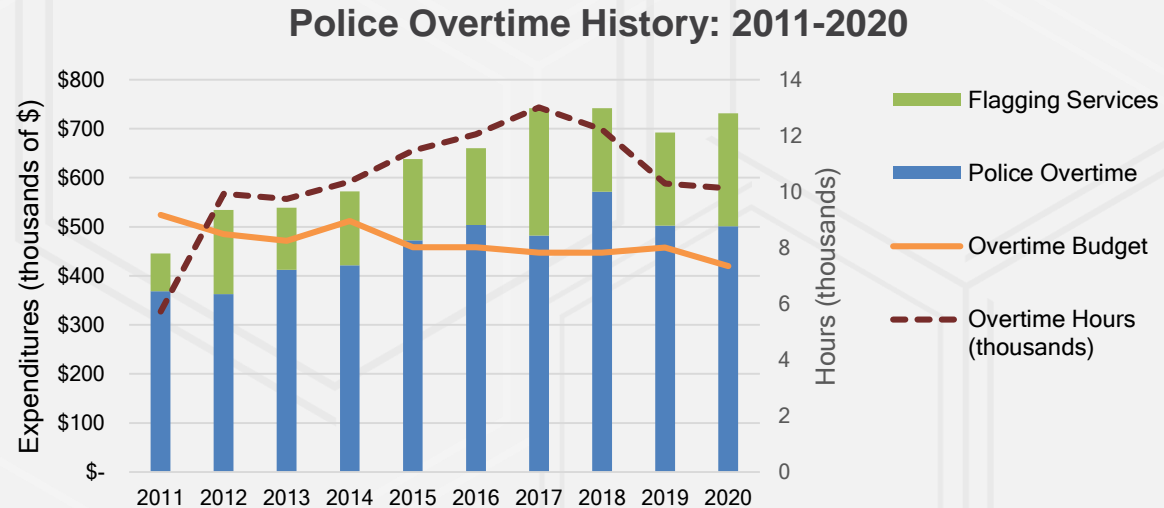
- Costs Reducing Overtime Premium
  - Benefits: Medical/Dental/Vision & Workers' Compensation
  - Per-FTE Operating Costs
- Cost Per Hour Worked
- No Hour-to-Hour Offset
- Additional Strategic & Operational Factors for Planning

**Cost Per Hour Worked by Rank**  
Low-Median-High Range



# Police Department Overtime

- Situationally-Driven Overtime
  - Hour-for-Hour Shift Coverage
  - Training & Specialty Duty Coverage
  - Events and Mutual Aid
  - Flagging & Covid-19 Response (reimbursed)
- Similar growth rate to regular salaries (exc. reimbursed overtime)
- Budgeted to balance against anticipated vacancies while retaining ability to hire



**Thank you**

Any Questions?

