



Public Safety Commission

September 11, 2023



APD Overtime

The APD policy on overtime is located online in [APD General Orders](#) (Section 949, Secondary Employment)

APD currently uses overtime to:

- Fill the more than 329 officer vacancies
- Help fill Dispatcher and 911 Call-taker vacancies in Communications



APD Overtime

- APD is a 24/7 operation, requiring the use of overtime day/evening/nights
- APD is also required to staff special events across the city (ex: parades) with overtime
- Currently APD is not requiring sworn or civilian staff to work overtime (no forced overtime)



APD Overtime Rates

- The total number of sworn personnel who have worked any overtime in FY23 is 1,535 (approximately 95% of the sworn workforce)
- Most overtime is paid at 1.5 times an employee's base pay rate
- The following overtime has been approved at 2.0 times an employee's base pay rate:
 - (a) Sworn – Patrol shifts beginning between 5 p.m. and 9:30 p.m. in any of the nine patrol sectors or the 2 patrol support shifts
 - (b) Civilian – 911 Operators and Dispatchers – Hours worked at the Emergency Communications Center between 4 p.m. to 6 a.m. (night shift)



APD Overtime Expenditures

Through pay period ending 6/17/2023:

- Number of hours of sworn overtime is 346,671
- Sworn overtime expenditures are \$29,926,271
- Civilian overtime expenditures are \$1,954,422

*These figures do not include reimbursed overtime



APD Overtime Expenditures

Year-by-year comparison for sworn overtime expenditures:

Fiscal Year	Sworn Overtime Expenditures
FY 2018-19	\$14,613,000
FY 2019-20	\$21,951,500
FY 2020-21	\$10,999,529
FY 2021-22	\$22,255,137
FY 2022-23	\$29,926,271



APD Overtime Limits & Monitoring

- Employees shall not work in excess of 76 hours of any combination of regular duty, overtime within a work week (General Order 949.7.5)
 - 36 overtime hours max per work week allowed per this policy
- Overtime logs for each employee are maintained by the employee's supervisor (General Order 949.7.6)
 - Each log is reviewed and approved by the employee's immediate supervisor on a weekly basis



APD Overtime Moving Forward

- Research has resulted in several older overtime studies being reviewed – none offered recommendations or best practices
- APD Interim Chief has an aggressive recruiting plan for hiring
 - Several cadet classes are planned for each calendar year
 - All new/additional staffing (sworn & civilian) will reduce the number of overtime hours currently being offered



Questions?