Overview

- At $153.2M through Q2, Citywide overtime spending was $19.2M or 14% higher than the same period in FY24.
- FY25 overtime spending is now projected to be $300M, $14.9M higher than in the FY25-29 Plan.
- At 14.7% of C100, overtime spending through Q2 is a higher percentage compared to this quarter last fiscal year.

Drivers of Overtime Spending

- Persistent vacancies (17% of budgeted positions), particularly in public safety positions.
- November 2024 election
- Addition of a City holiday
- Contract increases for represented employees

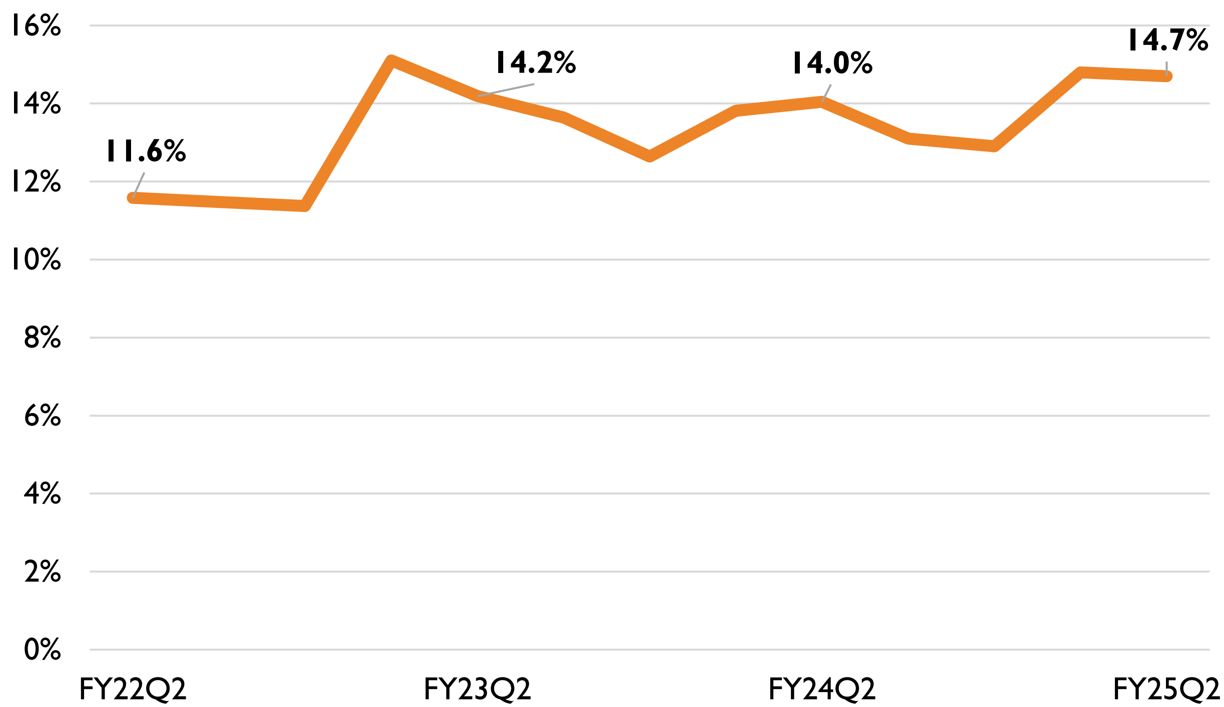
Overtime Mitigation Efforts

- Costs offset by salary and benefit savings from vacant positions.
- Recruitment and retention initiatives in public safety and health departments. The Citywide vacancy rate has declined by 1% since Q2 in FY24.

PICA Pennsylvania Intergovernmental Cooperation Authority

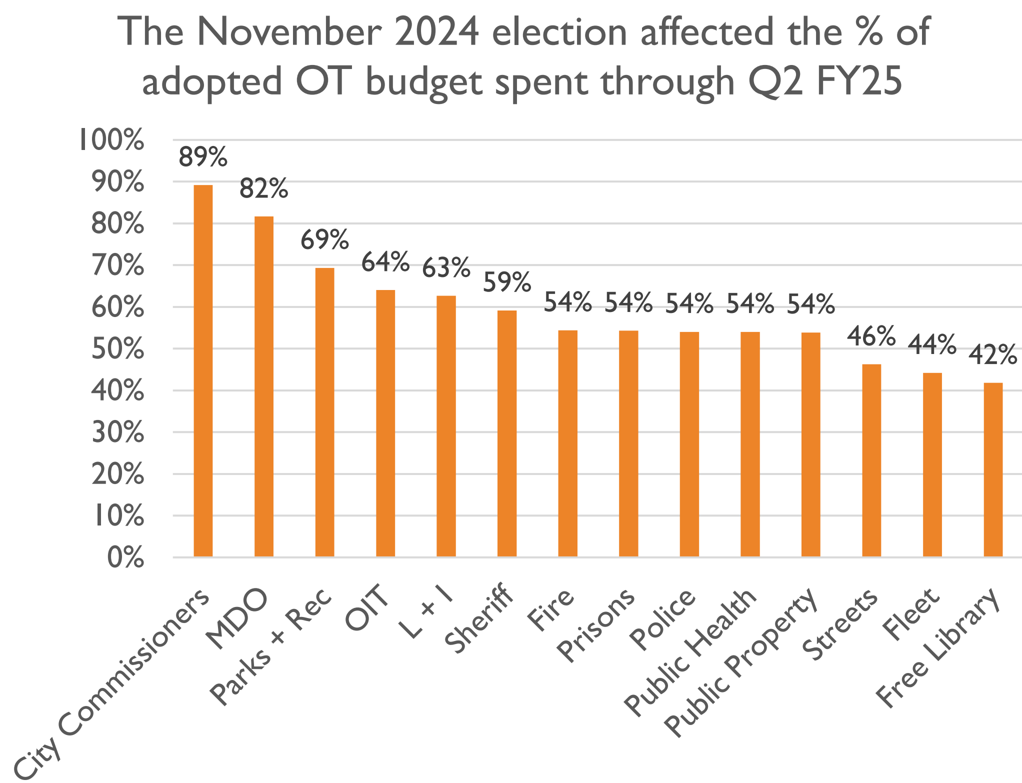
FY25 Q2 GENERAL FUND OVERTIME REPORT

Overtime as % of Class 100 through FY25 Q2 is above the Q2 average (13.6%) for the past 4 years.



OT ALLOCATION INCREASED BY $15M AFTER NOVEMBER ELECTION

- 14 departments account for 98.6% ($151M) of Citywide OT spending through Q2.
- FY25 YTD OT Increases compared to FY24:
  - Fire ($2.8M increase) due to the creation of the Kensington Nuisance Fire Task Force, the November 2024 election, and expansion of some EMS coverage from 12 to 24-hour operations.
  - Prisons ($2.2M increase) due to a federal court decision mandating double-time wages when low staffing is predicted.
  - Police ($1.9M increase) due to events surrounding the November 2024 election.
- FY25 YTD OT Decreases compared to FY24:
  - Public Property ($171,483 decrease) due to new limitations placed on overtime usage.
  - Public Health ($69,477 decrease) due to staffing improvements.
- As of Q2, the City projects that it will spend $15.6M more on overtime than included in the Adopted Budget, driven by the November election and addition of a City holiday on the day after Thanksgiving.



To evaluate how well the City anticipates OT needs in its budgeting process, PICA compares YTD OT spending against the Adopted Budget.

Note: Although Human Services has an overtime budget over $500,000, it is excluded because its overtime costs are reimbursed through the Grants Revenue Fund.

PUBLIC SAFETY UNDERSTAFFING DRIVES ABOVE MEDIAN OT SPENDING

Key Takeaway: Public Safety Departments continue to be staffed below median and rely on OT above median.

- **Median Staffing Percent: 84.9%**
- **Median OT as Percent of C100: 13.4%**
- The median staffing level for departments with OT allocations above $500,000 **increased** by 2% from Q1.
- Median OT spending as a percent of Class 100 spending for these departments **decreased** by 1.5% from Q1.

Department	% Staffed	OT as % C100	Note
Staffing Above Median + Reliance on OT Below Median			
Licenses and Inspections	85.7%	6.9%	
MDO	86.2%	4.1%	
OIT	85.3%	2.7%	
Public Health	86.2%	4.2%	
Staffing Below Median + Reliance on OT Above Median			
Fire	81.5%	22.9%	
Police	81.4%	17.0%	
Prisons	63.6%	28.7%	
Sheriff	69.9%	23.1%	
Staffing Above Median + Reliance on OT Above Median			
City Commissioners	88.0%	20.2%	November 2024 election
Streets	86.9%	18.7%	Expanded Clean & Green
Fleet Services	86.2%	13.6%	Understaffed for demand
Staffing Below Median + Reliance on OT Below Median			
Free Library	84.5%	4.4%	
Parks and Recreation	73.8%	9.8%	
Public Property	63.3%	13.2%	

*Medians are calculated from General Fund departments with OT allocations above $500,000. Values for '% Staffed' represent Actual staffing as a percentage of Adopted staffing. Values for 'OT as % C100' represent Actual OT through Q2 as a percentage of Actual C100 spending through Q2