

Overview

- At \$313.7M for FY25, Citywide overtime spending was \$49.9M or 18.9% higher than in FY24.
- FY25 overtime spending is now projected to be \$313.7M, \$29.2M higher than included in the FY25 Adopted Budget.
- At 13.6% of Class 100 spending, overtime spending in FY25 comprised a higher percentage of Class 100 than in FY24.

Drivers of Overtime Spending

- Persistent vacancies (15.9% of budgeted positions), particularly in public safety positions.
- Emergency response to the Northeast Philadelphia plane crash and Code Blue operations.
- Eagles' victories in the NFC Championship and Super Bowl.
- Fire Department training on overtime hours and the reopening of Engine 6.

Overtime Mitigation Efforts

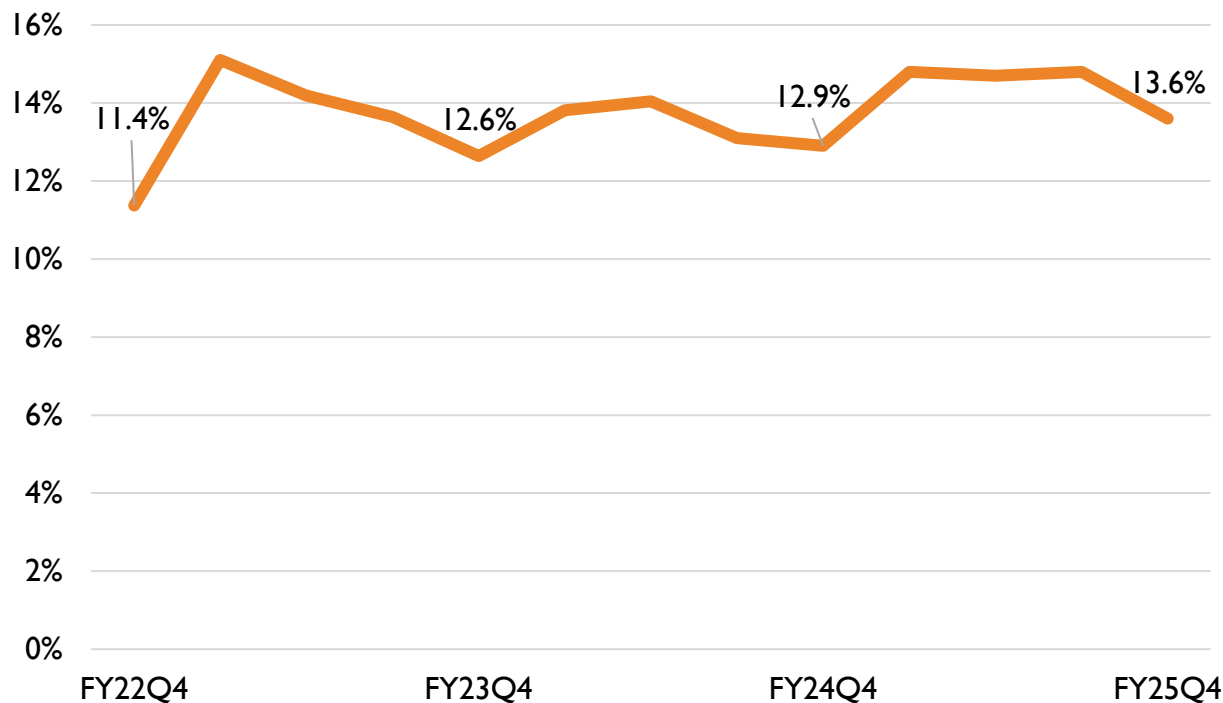
- Prisons has seen notable staffing increases, with its vacancy rate falling from 42.0% at the end of FY24 to 29.1% at the end of FY25.
- Despite vacancies, the Police Department spent less than its overtime allocation in the Adopted Budget.



FY25 Q4 GENERAL FUND OVERTIME REPORT

FY25 TOTAL = \$313.7M, 10% OVER BUDGETED OT

Overtime as % of Class 100 through FY25 is higher than the average (12.6%) through Q4 for the past 4 years.



CONTRACTED PAY INCREASES, EAGLES WINS, PRESIDENTIAL ELECTION, AND NORTHEAST PLANE CRASH INCREASE OT SPENDING IN FY25

14 Departments (with OT budgets over \$500,000) account for 97.8% (\$306.6M) of General Fund overtime spending through Q4.

FY24 to FY25 Changes

Increases:

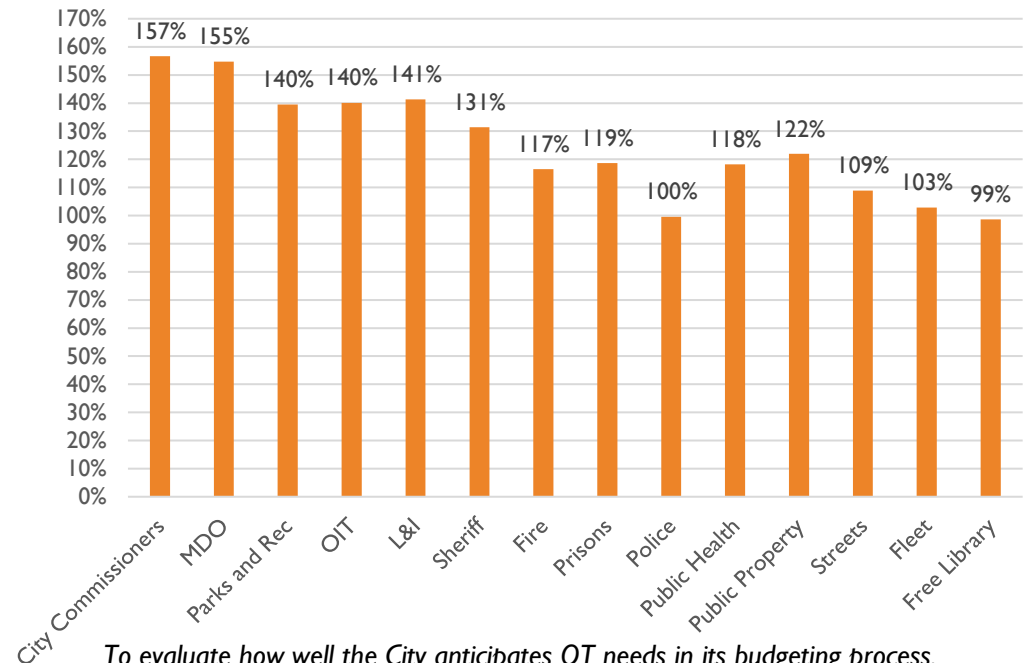
- Fire: \$20.4M increase due to staffing shortages, opening Engine 6, Eagles-related special events, Code Blue, and Special Events Response Training (SERT).
- Prisons: A federal court order required that the City authorize Prisons to offer additional double-time pay to staff all vacant shifts. Prisons has been utilizing double-time on days when low staffing is predicted, which contributed to an \$8M increase in OT spending.

Decreases:

- Public Property: \$203,288 decrease by limiting OT usage to emergencies, priority projects, and special events.
- MDO: \$283,765 decrease from filling positions in the Office of Emergency Management and CLIP programs.

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.

Unplanned Events and Operational Decisions Led 12 out of 14 Departments To Spend More Than 100% of their FY25 OT Budget



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

FY25Q4 Updates

- The City raised the FY25 OT estimate by \$6.2M to \$313.7M since its last update at the end of Q3.
- From Q3 to Q4, FY25 OT estimates increased for Fire (\$8.3M), Parks and Recreation (\$1.1M), and Prisons (\$2.2M).
- Police reduced its expected FY25 OT spending by \$8.5M compared to last quarter's estimate and is projected to be below budget for FY25.

PUBLIC SAFETY UNDERSTAFFING DRIVES ABOVE MEDIAN OT SPENDING IN FY25

Key Takeaway: Despite increased staffing in the Prisons, Police, and Sheriff's Departments, public safety departments continue to be staffed below median and rely on OT above median to meet operational staffing requirements.

- **Median Staffing Percent: 84.6%**
- **Median OT as Percent of C100: 12.8%**
- The median staffing level for departments with OT allocations above \$500,000 **increased** by 0.8% from Q3.
- Median OT spending as a percent of Class 100 spending for these departments **decreased** by 1.0% from Q3.

Department	% Staffed	OT as % C100	Note
Staffing Above Median + Reliance on OT Below Median			
OIT	89.3%	2.7%	
MDO	89.3%	3.1%	
Public Health	88.9%	4.4%	
Free Library	85.1%	4.1%	
Staffing Below Median + Reliance on OT Above Median			
Fire	84.1%	23.7%	Plane Crash, Eagles, Training, Engine 6
Police	81.7%	14.6%	Eagles
Sheriff	73.6%	24.7%	
Prisons	70.9%	24.6%	Court-ordered double-time pay for low staffing periods
Staffing Above Median + Reliance on OT Above Median			
Streets	87.6%	19.5%	Expanded Clean & Green
Fleet Services	85.6%	14.1%	Public Safety operations
City Commissioners	86.0%	18.6%	November 2024 Election, Special Election
Staffing Below Median + Reliance on OT Below Median			
L&I	83.9%	7.2%	
Parks and Rec	77.0%	9.6%	
Public Property	70.3%	11.6%	

*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 Q4 as a percentage of C100 spending through Q4.