Pennsylvania Intergovernmental Cooperation Authority

PICA FACT SHEET: FY26 Q1 GENERAL FUND OVERTIME UPDATE

Overview

- At $76.8M through Q1, Citywide overtime spending was $6.4M (9.1%) higher than the same period in FY25.
- FY26 overtime spending is projected to be $338.5M, $23.5M (7.5%) higher than FY25 overtime spending.
- At 15.5% of C100, overtime spending in FY26 Q1 was a higher percentage compared to FY25 Q1.

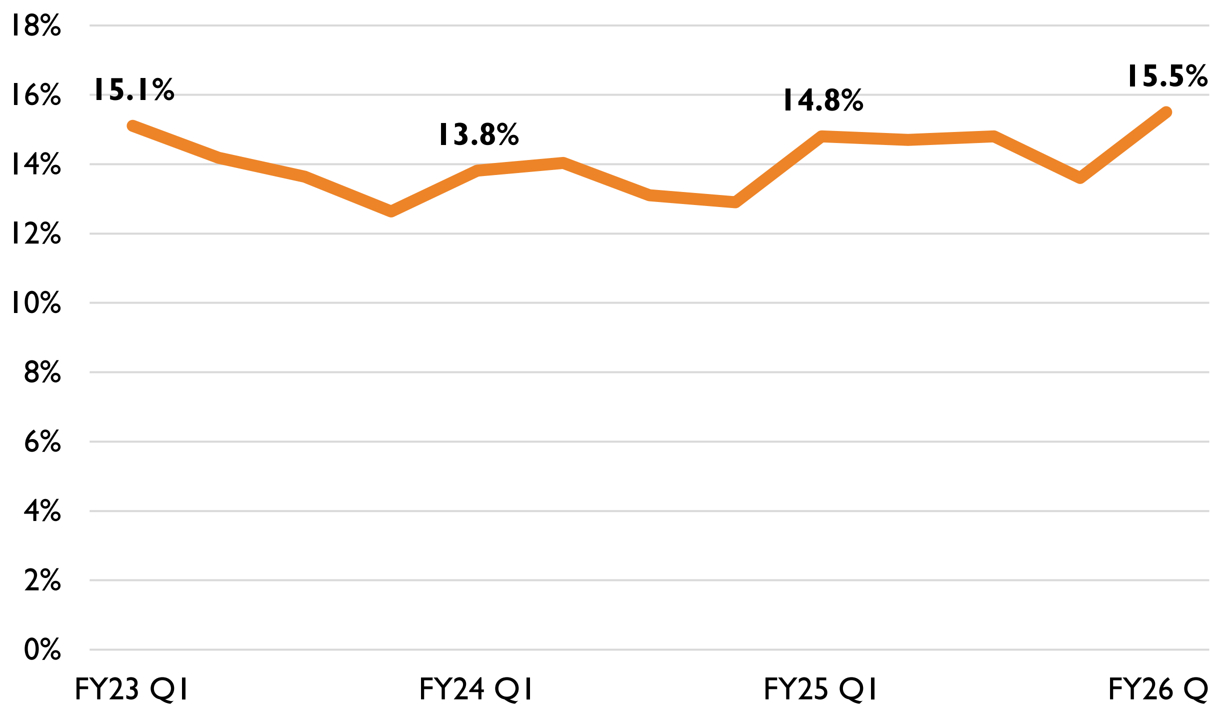
Drivers of Overtime Spending

- Persistent vacancies, particularly in positions with staffing requirements.
- Pay increases.
- Service adjustments related to the work stoppage in July.

Overtime Mitigation Efforts

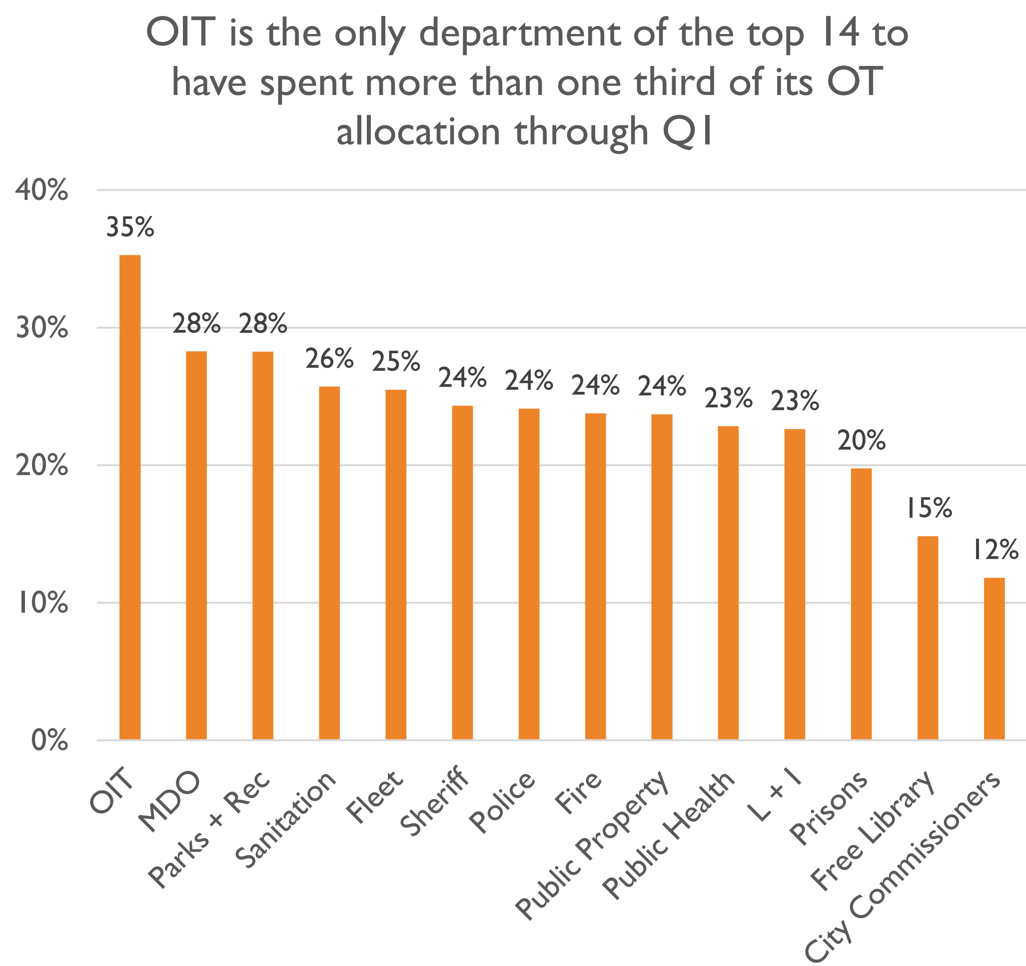
- Staffing levels have increased, with the General Fund vacancy rate falling from 18.1% in FY25 Q1 to 15.1% in FY26 Q1.

Overtime as % of Class 100 in FY26 Q1 was higher than the Q1 average (14.8%) for the past 4 years.



DEPARTMENTAL BREAKDOWN

- 14 departments account for 99.2% ($76.2M) of Citywide OT spending in Q1.
- FY26 Q1 YTD OT Increases compared to FY25 Q1:
  - Police ($3.0M) due to operational demands from festivities, large demonstrations, and the DC33 strike in July.
  - Fire ($1.7M) due to contractual pay increases, minimum staffing requirements, and the DC33 strike.
  - Sanitation ($1.1M) due to increased Clean and Green activity, and increased overtime usage to catch up on collections and illegal dumping enforcement following the DC33 strike.
- FY26 Q1 YTD OT Decreases compared to FY25 Q1:
  - City Commissioners ($247,434) due to the absence of a presidential election compared to FY25 Q1.
  - Parks and Recreation ($208,444) due to increased staffing levels.
  - Free Library ($38,610) due to increased staffing levels.



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

For most departments with OT allocations above $500,000, higher staffing levels correspond with lower reliance on OT. Lower staffing levels correspond with higher reliance on OT.

- **Median staffing: 86.2%**
- **Median OT as % of C100: 11.9%**
- Two outliers with higher staffing + higher reliance on OT were driven by needs arising from the July worker strike.
- Two outliers with lower staffing + lower reliance on OT could suggest active OT management alongside improved – although still below median – staffing.

Department	% Staffed	YTD OT as % YTD C100	Note
Staffing Above Median + Reliance on OT Below Median			
City Commissioners	94.7%	7.3%	
Free Library	88.3%	3.8%	
MDO	88.2%	7.5%	
OIT	87.9%	3.8%	
Public Health	86.5%	4.2%	
Staffing Below Median + Reliance on OT Above Median			
Fire	83.4%	25.4%	
Public Property	82.9%	15.5%	
Police	82.2%	18.1%	
Prisons	76.5%	25.1%	
Sheriff	73.9%	27.2%	
Staffing Above Median + Reliance on OT Above Median			
Sanitation	90.8%	20.1%	Increased Clean and Green, post-strike catch up
Fleet Services	90.3%	14.7%	Increased service demand and impact of strike
Staffing Below Median + Reliance on OT Below Median			
Licenses + Inspections	86.0%	6.8%	
Parks + Recreation	80.0%	9.1%	