PICA Pennsylvania Intergovernmental Cooperation Authority

PICA FACT SHEET: FY26 Q4 GENERAL FUND OVERTIME UPDATE

Overview

- At $318.5M, FY26 projected year-end Citywide overtime spending is $3.5M (1.1%) higher than year-end overtime spending in FY25.
- Projected year-end overtime spending as a percent of Class 100 is lower from FY25 to FY26: 14.2% in FY25 compared to 13.2% projected for FY26.
- In isolation, overtime projections for solely Q4 of FY26 are $17.1M (20.0%) higher than Q4 of FY25.

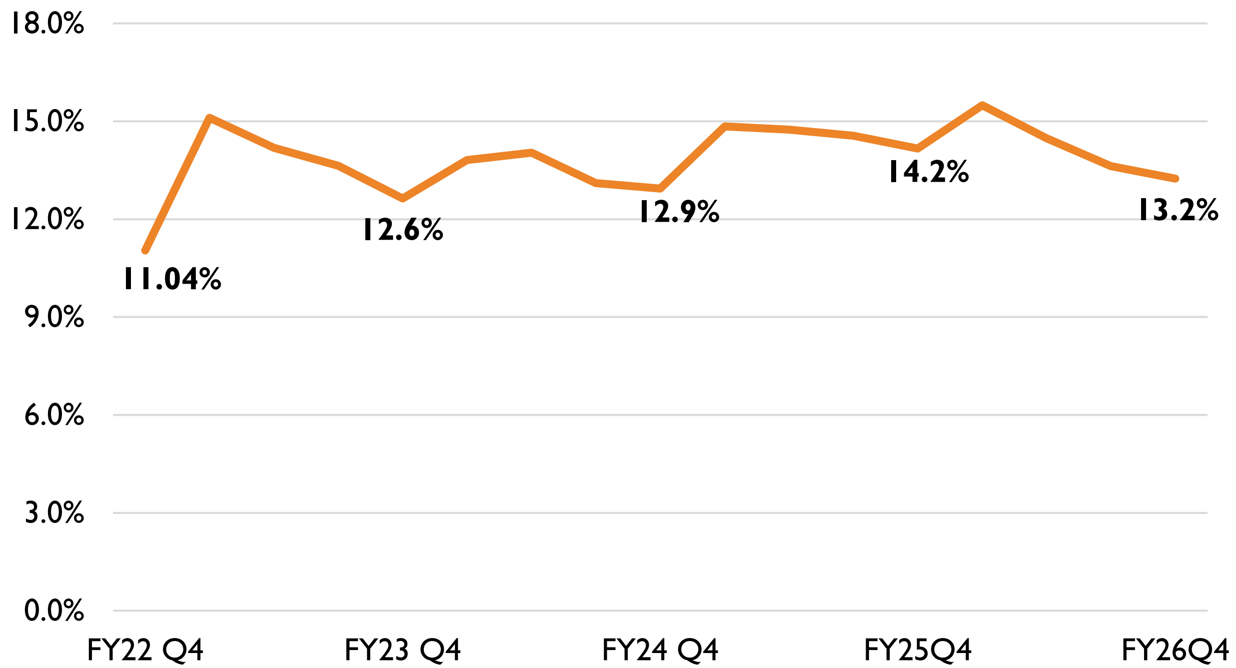
Drivers of Overtime Spending

- Special Events (will receive outside funds to offset much of this).
- Pay increases.
- Vacancies, while improving, continue to drive overtime spending

Overtime Mitigation Efforts

- Staffing levels have increased from a vacancy rate of 15.9% in Q4 of FY25 to 13.3% in FY26 Q4.
- Fire and Prisons have both increased staffing levels and decreased OT spending between FY25 and FY26 Q4.

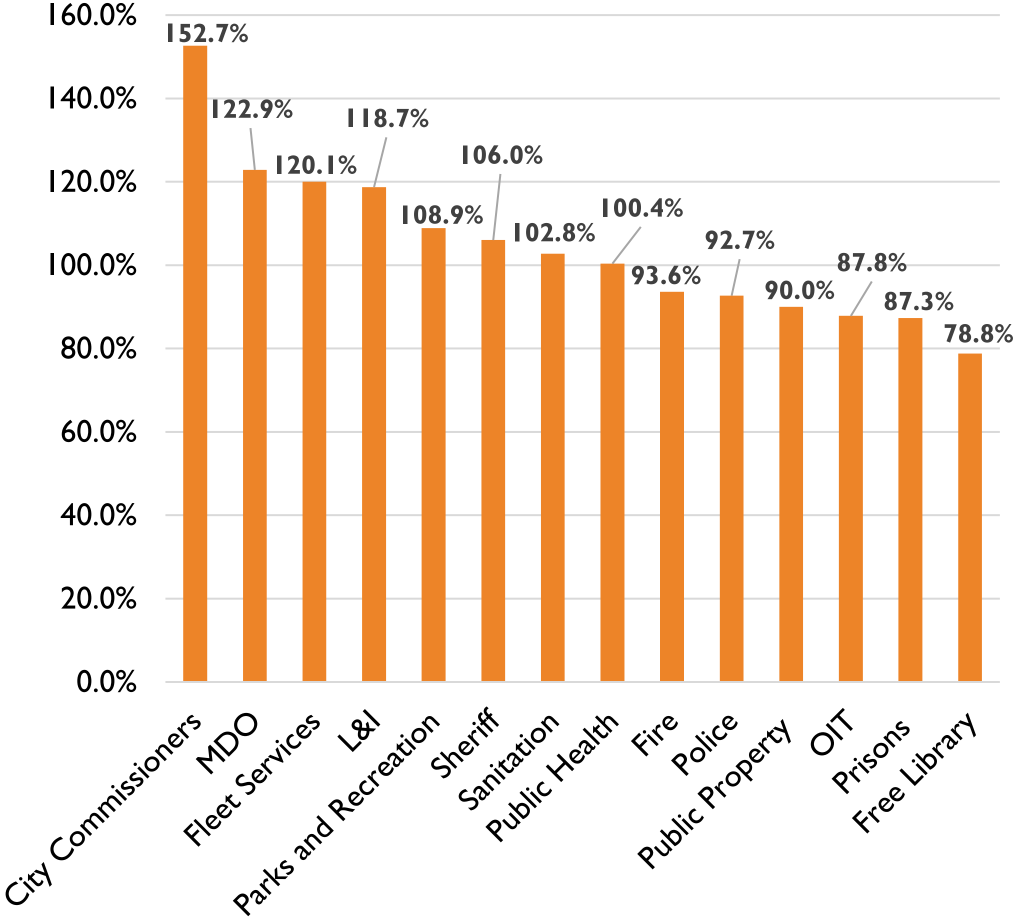
Overtime as a % of Class 100 as of FY26 Q4 was above the Q4 average (12.7%) for the prior 4 fiscal years (FY22-25)



DEPARTMENTAL BREAKDOWN

- 14 departments account for 95.6% of Citywide OT Spending in Q4.
- Top three FY26 Year-End OT increases compared to FY25 Year-End:
  - Police ($7.1M) primarily due to wage increases from a new labor contract and operational needs related to special events in the spring and early summer of 2026.
  - Sanitation ($4.5M) due to increased winter weather response and special events.
  - Fleet ($1.3M) due to increased winter weather response.
- Top three FY26 Q4 OT decreases compared to FY25 Q4:
  - Fire ($6.1M) due to improved staffing, a decrease in employee injuries, and restructured administrative units that decreased overtime requirements.
  - Prisons ($4.8M) due to the implementation of 12-hour shifts and improved staffing levels.
  - City Commissioners ($448K), although total FY26 OT spending is projected to be overbudget by $735K. Workload varies from year-to-year due to the number and type of elections.

8 of the top 14 overtime spending departments spent more than their target FY26 year-end overtime budget



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 typically correspond with lower reliance on OT. Lower staffing levels correspond with higher reliance on OT.

- **Median staffing: 86.6%**
- **Median OT as % of C100: 13.3%**
- Outliers with higher staffing + higher reliance on OT suggest above-average service needs such as snow response and special events for Sanitation. Though above average and above departmental targets, OT usage for City Commissioners was lower than FY25 Q4.
- Outliers with lower staffing + lower reliance on OT could suggest OT management, lower service levels, or improved (but still below average) staffing.

Department	% Staffed	YTD OT as % YTD C100	Note
Staffing Above Median + Reliance on OT Below Median			
Free Library	91.0%	4.2%	
OIT	90.2%	2.9%	
MDO	89.8%	5.9%	
Public Property	89.3%	12.2%	
Licenses & Inspections	86.7%	7.1%	
Staffing Below Median + Reliance on OT Above Median			
Fire	85.0%	22.4%	Staffing requirements
Sheriff	86.5%	28.4%	Staffing requirements
Police	81.7%	14.4%	Staffing requirements
Prisons	83.9%	20.8%	Staffing requirements
Fleet Services	84.6%	18.7%	
Staffing Above Median + Reliance on OT Above Median			
City Commissioners	91.1%	16.7%	
Sanitation	95.7%	21.4%	Snow event response, increased Clean and Green, post-strike catch up, and special events
Staffing Below Median + Reliance on OT Below Median			
Public Health	85.9%	3.9%	
Parks + Recreation	84.3%	9.9%	