



Public Safety Overtime





Fire Department Overtime and Staffing

Staffing



DAILY STAFFING

- Seven fire stations across the city
- 3 shifts cover the 365 days (A,B,C)
- 28 positions are staffed every day
- Plus 4 rovers per shift to assist with constant staffing requirements

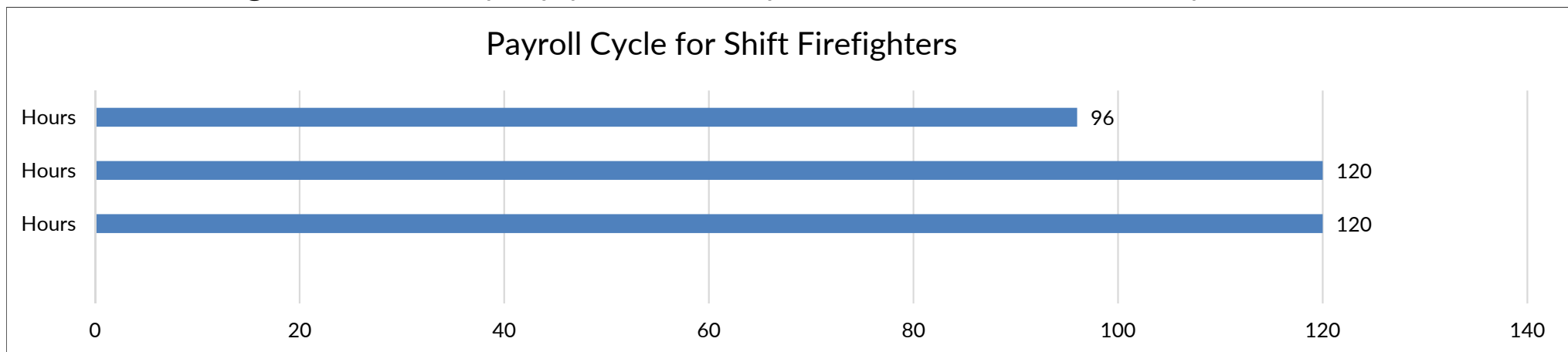
Types of Overtime



FLSA

Fair Labor Standards Act overtime (FLSA): Federal mandate that requires overtime to be paid to a firefighter after they have reached 106 hours of work in a pay period.

- This occurs twice over a 6 week period
- During a 120 hour pay period they would have 14 hours paid at overtime



Types of Overtime



CONSTANT STAFFING

Constant staffing overtime:

For absences longer than 4 hours for:

- *Work related injuries
- *Sick leave
- *Vacation (4 allowed off per shift)
- *Training

Types of Overtime



- **Special Events**: Goodyear signature events such as 4th of July or Spring Training
- **City or FD Business**: City meetings which requires the employee to attend.
- **Wildland Deployment**: Deployment of wildland resources in or out of state.

Causes of Overtime



Cause of OT	FY 17	FY 18	FY 19	FY 20
City or FD Business	3,257 (hrs)	5,148	7,069	5,360
Special Events	953	826	852	649
Sick & Vacation	14,265	21,853	14,186	18,189
Injury leave	2,413	7,319	2,228	2,275
Training	3,921	1,933	5,631	7,702
Wildland deployment	1,654	641	3,128	3,741
Total Overtime Hours	26,465	37,721	33,096	37,926
Sworn Authorized FTE	92	100	107	109

Overtime Reduction



Action	Percent	Comment	Recommend
Add firefighter rovers	25% reduction in overtime	Need 12 new firefighters to cover rover positions	No
Eliminate wildland deployment	7.5% reduction in overtime	Eliminate reimbursement from wildland deployments	No
Allow staffing to be less than 4 for 8 hours	2.4% reduction in overtime	Would require a second unit to respond to a call	No
Kelly Days	Would save some of the FLSA overtime only	Would require a change in the MOU	No
No longer cover special events	1.6% reduction in overtime	Private contractor would have a contract to cover the event	No
Overstaff positions	Difficult to directly attribute a % reduction. Anticipate 2-3 positions per year.	Overstaffing 6-8 months prior to employee leaving	Yes

Discussion



Police Department Overtime and Staffing



Definitions

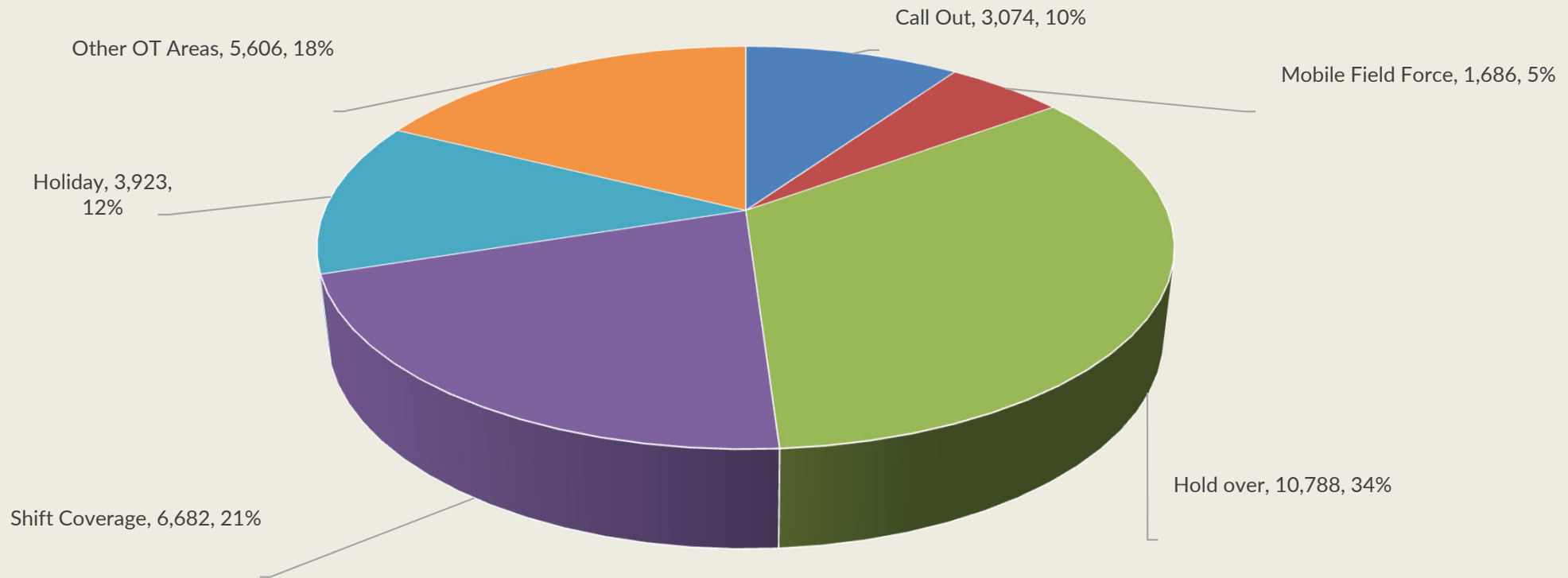


- Shift Work: 24 hours/7 days a week/365 a year
 - Sworn officers: 3 shifts per day
 - Dispatch: 2 shifts per day
- Staffing:
 - Sworn: Minimum staffing is 6 officers (12AM – 1PM) and 7 officers(1PM-12AM)
 - Dispatch: 4 operators and 1 supervisor

Causes of Overtime



FISCAL YEAR 2020

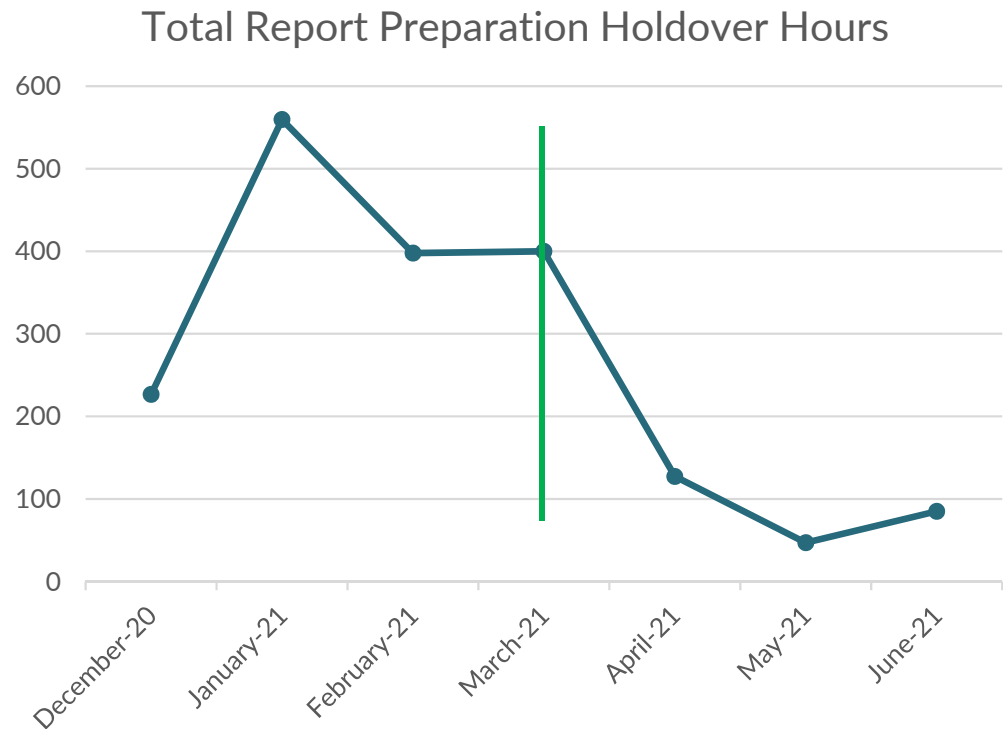


Reduction Options



IMPLEMENTED CHANGES

- Report Preparation Policy
 - Updated March 2021
 - 9% reduction
- Partial Shift Coverage
- Enhanced Overtime Tracking



Overtime Reduction



Action	Reduction	Comment	Recommend
Add Officer and Dispatch Rovers	24%	2 Officers and 2 Dispatchers	No
Add Police Assistants for all Shifts	4%	3 additional PAs	Yes
Add Certified Reserve Officers	11%	Requires Equipment Investment	Yes
Stop Staffing City Events	2%	Private Security Agency	No
Reduce Community Policing Programs	2%	GAIN, Citizen's Academy, Shop with a Cop	No
Overstaff Positions	Difficult to directly attribute a % reduction. Anticipate 2-3 positions per year.	Overstaffing 9 months prior to employee leaving	Yes

Discussion



Concluding Thoughts

