

Police Overtime vs. Hiring

Police Overtime vs. Hiring: Utilizing resources for overtime provides more patrol hours than hiring additional police officers.

Background

Overtime for police officers falls into two general categories: regular overtime and operational overtime. In 2014, total CPD overtime costs were \$101 million, of which \$57.5M was regular overtime and \$43.7M was operational overtime.

Regular overtime is based on an officer's day-to-day duties, primarily: extension of tour when an arrest occurs at the end of a shift, court appearances, and special events. This type of overtime increases as the number of officers increases: more officers mean more extensions of tour and more officers to appear in court.

Operational overtime results from strategic decisions by the Police Department to increase staffing in certain instances with overtime shifts. This gives the department the ability to adjust staffing levels due to emergency responses, crime trends, and seasonal variations. CPD has instituted two programs that use operational overtime in targeted locations. The Violence Reduction Initiative (VRI) began in October 2012 and was followed in June 2014 by the Violence Reduction Expansion. These programs put extra officers on the street in targeted "impact zones".

Comparing hourly rates provides a direct measure of the costs of adding officers through hiring or overtime. There are two factors that increase the cost of additional officers that do not occur for overtime officers. First, additional officers accrue benefits based on the fact of their employment. Pension, healthcare, and several pay elements are earned by being employed and are not dependent on hours worked. Second, for every two additional officers on the street each day, the City would need to add three positions. This staffing ratio results from the time off each officer receives, both regular days off and furlough days. To staff two additional officers on one shift for every day of the week requires three total straight time officers. See the table below for a comparison of the hourly cost of overtime and straight time officers.

Average Overtime Cost	
Salary	\$82,162
Supervision	\$9,858
Total Annual Cost	\$92,020
Hourly Rate	\$44.24
<i>Times 1.5 for overtime rate</i>	
TOTAL HOURLY COST, OVERTIME	\$66.36

Average Straight-time Cost	
Salary	\$82,162
Benefits	\$55,070
Supervision	\$9,858
Total Annual	\$149,362
<i>Times 2/3 for staffing ratio</i>	
TOTAL HOURLY COST, STRAIGHT TIME	\$107.71

Revenue/Cost Impact

The following table illustrates how many patrol hours can be provided utilizing overtime and by employing newly hired officers:

Funding Amount	Overtime Hours	Additional Officer Hours
\$1,000,000	15,069	9,284
\$5,000,000	75,347	46,421
\$10,000,000	150,693	92,842