



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 09/23/13)

Board Clerk Use Only

Meeting Date: 12/17/13
Agenda Item #: B.2
Est. Start Time: 10:30 am
Date Submitted: 12/9/13

Agenda Title: **Board Briefing on Overtime Audit**

Note: Title should not be more than 2 lines but sufficient to describe the action requested. Title on APR must match title on Ordinance, Resolution, Order or Proclamation.

Requested

Meeting Date: 12/17/2013 Time Needed: 30 Minutes

Department: Non-Departmental Division: Auditor's Office

Contact(s): Judy Rosenberger, Auditor's Office

Phone: (503) 988-3361 Ext. I/O Address: 503/601/Auditor

Presenter

Name(s) & Title(s): Steve March, Multnomah County Auditor, Craig Hunt and Marc Rose of Auditor's office

General Information

1. What action are you requesting from the Board?

Briefing

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Managing overtime costs has generally been a concern of both business and government and the County is no exception. We looked at overtime throughout the County, but focused on the Multnomah County Sheriff's Office (MCSO), because it accounted for the most hours and costs. In FY2013 over 70% of overtime hours were in MCSO operations. This is as one might expect, with two significant 24-hours-a-day, seven-days-a-week (24/7) operations: Corrections (jails) and Enforcement (patrol). Overtime in other departments was significantly less, with the highest, representing between four and nine percent of the County's total overtime hours: Health; Community Services (Bridges & Transportation); Community Justice; and County Assets (Facilities, IT). All other departments represented two percent or less of total overtime hours.

Corrections represented the largest portion of overtime hours with nearly two-thirds of MCSO's total, just under 100,000 hours in FY2013. At twelve percent of all Corrections hours, that was a decline of about three percent in overtime hours from the prior year. However, total hours worked in Corrections actually increased by almost two percent, and

along with that, so did costs. Thus, in the case of MCSO Corrections, we have found that the County should be more concerned with workload, total hours and total personnel costs than overtime. We also compared the cost of staffing with overtime compared to straight-time and for MCSO Corrections, with its current workforce demographics and longevity; there is no significant cost difference between overtime and straight-time. These audit findings represent an opportunity to shift our thinking and to look at what is driving total costs and total hours.

We've recommended that the MCSO better track total costs, workload (hours used for both posts and other duties) and work with the Board to accurately budget both regular and overtime hours, particularly for Corrections. For Patrol a workload study is also recommended. MCSO should be able to accurately inform the public and the Board as to what resources are needed to provide the appropriate levels of service for their operations and to detail the services those operations are actually providing.

3. Explain the fiscal impact (current year and ongoing).
4. Explain any legal and/or policy issues involved.
5. Explain any citizen and/or other government participation that has or will take place.

Required Signature

**Elected
Official or
Department
Director:**



Date: 12/7/13

Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved.