



## Request for City Council Committee Action from the Department of Police

Date: August 12, 2009  
To: Paul Ostrow, Chair-Ways and Means Committee  
Referral to: N/A

**Subject:** MPD Overtime Update

**Recommendation:** That the committee receive and file this item.

**Previous Directives:** In March of 2009, the Mayor directed that all departments provide a report to him about their top 15 overtime earners. In addition, departments were asked to list the steps they were taking to decrease that overtime.

An update of this information was requested as part of the 2010 budget information provided to the Mayor.

Prepared by: Gaynell Schandel

Approved by: DC Scott Gerlicher

Presenters in Committee: DC Gerlicher

### Reviews

- Permanent Review Committee (PRC): Approval \_\_\_ Date \_\_\_\_\_
- Civil Rights Affirmative Action Plan Approval \_\_\_ Date \_\_\_\_\_
- Policy Review Group (PRG): Approval \_\_\_ Date \_\_\_\_\_

### Financial Impact

- No financial impact
- Action requires an appropriation increase to the \_\_\_ Capital Budget or \_\_\_ Operating Budget
- Action provides increased revenue for appropriation increase
- Action requires use of contingency or reserves
- Action is within the Business Plan
- Action requires a change to the Business Plan
- Other financial impact
- Request provided to the Finance Department when provided to the Committee Coordinator

### Community Impact

- Neighborhood Notification
- City Goals
- Comprehensive Plan
- Zoning Code
- Other

### Supporting Information:

The attached pages include:

- 2008 Total of OT Hours for the TOP 15 in MPD
- Top 35 OT hours for the first 13 pay periods of 2009
- Response to Mayor Rybak from 3/13/2009
- A comparison of overtime hours for the first 14 pay periods of the years 2006-2008 as compared with 2009.
- Overtime information for the department from 1196-2009 to date.

The top overtime earners continue to be included in Homicide Unit, the Violent Offenders Task Force (VOTF), the Joint Terrorism Task Force (JTTF) and the Gang Enforcement Team (GET) some of whom previously worked with the Metro Gang Strike Force.

The most recent projections based on the 8/1 payroll is that 2009 overtime will be \$2,636,534 which is a 38.7% decrease.

**2008 Total OT Hours for Top 15 in MPD**

<b>Name</b>	<b>Hours YTD</b>	<b>Gross YTD</b>	<b>Rank</b>	<b>Assignment</b>	<b>Hours 1st 13 PPE 2009</b>
Kroll, Robert J	1367.52	69532.43	LT	Pct 2 Sector	288.78
Nimlos, Mike Todd	2000.38	61762.62	Officer	MGSF	708.65
Smith, Andrew J	1305.50	56841.05	LT	VOTF	448.42
Thomas, Richard K	868.27	55039.59	LT	I-CARE	128.25
Peterson, Lucas Robert	1751.25	52489.44	Officer	MGSF	629.75
King, Patrick S	1421.19	52233.67	Sgt	VOTF	672
Granger, DeChristopher John	1419.50	51359.66	Sgt	Homicide	409.43
Kjos, Ann Margaret	1296.25	48601.36	Sgt	Homicide	341
Biederman, John K	1417.00	48445.74	Sgt	VOTF	182
Porras, Luis Carlos	1314.75	48168.60	Sgt	Homicide	282.75
Burns, James L	1477.25	46041.66	Officer	VOTF	686
Snyder, Grant A	1354.50	45546.89	Sgt	VOTF	430.5
Karakostas, Christopher	1220.75	44855.76	Sgt	Homicide	210.75
Hoepfner, Timothy John	253.25	44416.94	Sgt	Pct 2 Investigations	652.25
Jindra, Jeffrey Raymond	1228.00	43262.43	Sgt	MGSF	511.25

**Top 35 - 1st 13 PPE 2009**

<b>Name</b>	<b>Rank</b>	<b>Assignment</b>	<b>Total Hrs All Funds</b>
Garman, David	Officer	GET*	828.25
Nimlos, Mike	Officer	GET*	708.65
Burns, James	Officer	VOTF*	686
King, Patrick	Sgt	VOTF*	672
Villamor, Jomar	Officer	VOTF*	664.5
Peterson, Lucas	Officer	GET*	629.75
Biederman, John	Sgt	VOTF*	628
Larson, Scott	Sgt	Homicide	560.98
Gaiters, Christopher	Sgt	Homicide	553.43
Costello, Tim	Officer	Pct 3 CRT	525.5
Jindra, Jeffrey	Sgt	GET*	511.25
Wehr, Gerhard	Sgt	Homicide	504.75
Thomsen, Christopher	Sgt	Homicide	504.15
Klund, Darcy	Sgt	Homicide	496
Smith, Roger	Officer	Pct 3 Daywatch	464.25
Lenzen, Mark	Sgt	JTTF*	450.17
Green, Karen	Officer	VOTF*	449.25
Smith, Andrew	Lt	VOTF*	448.42
Doran, Michael	Officer	VOTF*	440.75
Wallerich, Gerald	Sgt	Homicide	437.25
Snyder, Grant	Sgt	VOTF*	430.5
Merten, Justin	Officer	VOTF*	427.75
Dale, Robert	Sgt	Homicide	419.68
Olson, Randall	Sgt	Pct 1 Investigations	414
Granger, DeChristopher	Sgt	Homicide	409.43
Loonsfoot, Lawrence	Officer	GET*	369
O'Rourke, Kelly	Sgt	VOTF*	357.5
Kjos, Ann	Sgt	Homicide	341
Derhaag, Steven	Officer	Pct 2 Middlewatch	337.25

McCarthy, Nicholas	Officer	Pct 4 Directed Patrol	336.5
Hentges, Michael	Officer	VOTF*	321
Porras, Francisco	Officer	GET*	323.25
Eck, Timothy	Officer	VOTF*	319.25
Folkens, Bruce	Sgt	Homicide	303.21
May, Daniel	Sgt	Canine	301

GET-Previously on MN Gang Strike Force  
\*grant funds pay a portion of this overtime

To The Mayor 3/13/2009

Mayor Rybak,

Attached is a spreadsheet showing the Minneapolis Police Department's response to the survey questions, and the detail on the top 15 overtime earners for 2008 in the Department. Detail is provided for each of the 15 officers in a separate worksheet within the spreadsheet, indicated by their name on the worksheet tabs. The information by individual is broken down into overtime type – OT1 or regular overtime, OT2 or buyback overtime, and OTA or Detox Van. All overtime earned within those three categories has been broken down by specific overtime code and the number of hours earned in each code. The Rank and Assignment location of the individuals is also included. I believe the detail provided should cover the majority of your questions.

In the case of Lt. Kroll and the overtime he earned last year, 44% of the overtime he earned was associated with filling in on staffing shortages within the precincts; 24% of the overtime was associated with attending meetings; 12.7% of the overtime was associated with Watch Commander Duty and 10% of the overtime was associated the RNC. Below there is a list of measures that the Department has implemented to help reduce several of these types of overtime within the Department.

**To reduce overtime in the Police Department the following measures have been implemented:**

All overtime is to be reviewed and approved by the Precinct or Unit Commander, rather than the immediate Supervisor of the employee as has been the past practice.

Discretionary overtime for Lieutenant's and Captain's has been eliminated, including for the Lieutenant in charge of VOTF.

Staffing shortages on shifts within the precincts are being back-filled by persons of the same rank, rather than a Lieutenant or

Sergeant filling in to cover an Officer shortage.

The VOTF Unit has changed from working 8 hour days to 10 hour days, effective with the March 15<sup>th</sup> pay period. This change will be monitored to determine whether there is a reduction in the number of overtime hours incurred by the Unit.

Overtime for Community Project and Community Meetings is being eliminated for the entire department. Employees (where possible in accordance with union contracts) are being asked to plan ahead and adjust their work hours to accommodate normally scheduled meetings that fall outside their normal work hours. A greater effort to have staff attend meetings that fall during their normally scheduled hours is being made, rather than sending someone to attend a meeting that falls outside their normal shift.

Lieutenants who cover Watch Commander Duty (which is a 10 hours shift) are being instructed to turn over Watch Commander Duty at the end of their 8 hour shift, to the senior working Sergeant for the remaining 2 hours of the Watch Commander shift. Hours of Watch Commander Duty are being adjusted to allow for the 2 hours of coverage by the senior on duty Sergeant to fall within a typically lighter call-load time-frame.

**Schandel, Gaynell**

**From:** MacDonald, Kimberlee S.  
**Sent:** Tuesday, July 14, 2009 4:44 PM  
**To:** Schandel, Gaynell  
**Subject:** OT Info you requested  
**Importance:** High

Gaynell,

In 2008 we had 114,984.02 hours of OT for the first 14 pay periods of the year.

Of that total, 11,577.25 hours were RNC related. There is no way to determine how many of the hours associated with back-filling there were that were associated with RNC, so I am just using the OT codes that were labeled RNC.

In 2009, we have a total of 71,091 hours of OT for the first 14 pay periods of the year, a 38% decrease from the 114,984.02 total for 2008. When deducting the RNC hours from the 2008 total, we have a balance of 103,406.77 hours for 2008 compared to the 71,091 for 2009, which is a 31.25% decrease.

Just an FYI, for the same 14 pay periods in 2006 we had a total of 100,691 OT hours. Compared to 2009, we have showed a 29% decrease. For the same 14 pay periods in 2007 (which was prior to bridge collapse) we had 77,189.86 hours of OT. Compared to 2009, we showed a 7.9% decrease.

Needless to say, we have made a serious dent in reducing our OT for 2009 when compared to 2008. That said, there are still areas where OT could be reduced further for additional savings.

I am putting this in a table for ease of reading.

<b>Year</b>	<b>Total OT Hrs*</b>	<b>Year</b>	<b>Total OT Hrs*</b>	<b>% Incr/Decr</b>
2008	103,406	2009	71,091	31.25% decrease
2007	77,189	2009	71,091	7.9% decrease
2006	100,691	2009	71,091	29% decrease

*\*represents total number of OT hours for first 14 pay periods of year, less RNC and bridge collapse for years prior to 2009.*

Let me know if you need anything else.

Kim

**Minneapolis Police Department  
Overtime, % of budget and FTEs  
1996-2009**

Year	Budgeted – Sworn FTEs	Adopted Budget	OT Allocation	% of Budget	Actual Overtime General Fund	Actual % OT
1996	914	\$68,598,683	\$2,677,222	3.90%	\$2,272,105	3.31%
1997	922	\$77,216,097	\$2,600,652	3.37%	\$3,083,688	3.99%
1998	923	\$80,179,416	\$2,150,738	2.68%	\$2,867,764	3.58%
1999	919	\$81,729,253	\$0	0.00%	\$2,551,261	3.12%
2000	902	\$87,596,482	\$2,431,951	2.78%	\$2,855,513	3.26%
2001	896	\$90,797,569	\$2,378,342	2.62%	\$3,139,582	3.46%
2002	893	\$92,943,978	\$2,455,637	2.64%	\$2,778,308	2.99%
2003	873	\$98,030,798	\$2,530,416	2.58%	\$2,310,783	2.36%
2004	796	\$89,445,997	\$1,746,940	1.95%	\$2,442,001	2.73%
2005	779	\$94,749,237	\$2,334,565	2.46%	\$3,625,795	3.83%
2006	850	\$107,525,757	\$2,714,174	2.52%	\$5,627,239	5.23%
2007	862	\$119,687,375	\$2,428,553	2.03%	\$2,776,272	2.32%
2008	880	\$122,532,539	\$3,123,827*	2.5%	\$3,524,625	2.9%
2009	880	\$122,619,597	\$2,786,304	2.3%	\$1,408,029**	

\*Includes \$400,000 of potential funding from the Convention Center

\*\* as of 7/20/2009