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Review of
Police Overtime Practices

Report of Audit 08/09-XX-13

August 2, 2010



Office of Management and Budget

Internal Audit

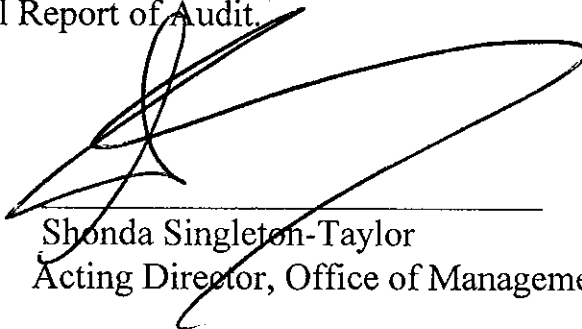
MEMORANDUM NO. 10-29

DATE: August 2, 2010

TO: Frank Adderley, Chief of Police

SUBJECT: *Review of Police Overtime Practices*

Enclosed is the "subject" Final Report of Audit.



Shonda Singleton-Taylor
Acting Director, Office of Management and Budget

Attachment - Final Report of Audit No. 08/09-XX-13

c: City Commission
Allyson C. Love, Acting City Manager
David Hebert, Assistant City Manager
Ted Lawson, Assistant City Manager
Averill Dorsett, Director of Human Resources
Tim Edkin, Information Technology Systems Director
Lynda Flynn, Interim Director of Finance

SST/am

REPORT OF AUDIT NO. 08/09-XX-13

DATE: August 31, 2009

TO: Frank Adderley, Chief of Police

FROM: Renée C. Foley, Assistant Internal Audit Director

BY: Dede T. Alexakis and Diane Lichenstein, Financial Management Analysts

SUBJECT: *Review of Police Overtime Practices*

BACKGROUND

The City of Fort Lauderdale (City) Police Department contains more than 719 full-time equivalents currently serving a population of over 180,000. The Police Department's mission is to "*Provide a safe and orderly environment in our City through professionalism, dedication, and active partnership with the community and concern for individual dignity.*" This environment is achieved through the operation of Police divisions, including Office of the Chief, Support Services, Investigations and Operations.

The Police Officers work for the City as collective bargaining units under Agreements with the Fort Lauderdale Police Lodge 31 Fraternal Order of Police (FOP). The Agreements between the City and the FOP Lodge 31 establish guidelines for work weeks, pay rates, compensation for work in excess of 40 hours for one week and compensation for different types of overtime and compensatory time off (court, etc.). Additionally, the City pays overtime to officers in compliance with the Federal Government Fair Labor Standards Act at one-half the employee's "regular rate" of pay, plus other monetary benefits made by the City to the employee (i.e., longevity pay, assignment pay, clothing allowance, etc.).

The City's Police Finance Payroll/Personnel is responsible for the overall administration and processing of Police overtime. Police Officers incur overtime for work performed for staffing shortages, court proceedings, late arrests, etc. Police Officers submit an overtime form (OT form) based on the type of overtime worked. The OT form contains data including officer's name/CCN,¹ shifts, overtime hours worked/earned, supervisor approval,

¹ County Control Number.

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offense report (OR) number, overtime code (OT code), etc. OT forms are scanned into the Scantron System for recording overtime, which is unique to this Department. The Scantron System reads the data on the OT form and records it on a file, which is uploaded into the City's Cyborg Payroll System to post to the biweekly payroll. This system, when purchased, was not programmed to perform any specific functions, but purchased with software to allow the Department to customize their own program.

The Department provides overtime for other law enforcement agencies and City special events, contingent on Agreement terms. The City may be reimbursed for services rendered. Overtime work is an unavoidable cost of providing police services. Unpredictable events, court appearances, and public safety demands often require Police Officers to work beyond normal work hours.

SCOPE

At the request of the City Manager, Internal Audit conducted a Review of Police Overtime. The overall objective of our audit was to determine whether overtime earned by employees was administered in accordance with the FOP, Lodge 31 Agreements, overtime policies and procedures, was properly authorized, justified and documented/retained, and was distributed in a fair and equitable manner. Judgmental sampling methods were used to test overtime transactions paid for pay periods during January 2009 through June 19, 2009, which consisted of divisions with the highest overtime expenditures in FAMIS² and their respective top earners in the Cyborg Payroll System, and traced these amounts to the Police Scantron System hours, OT forms for the appropriate supervisory approval and support documentation to substantiate reason/justification for overtime, as well as verified records of distribution of overtime and retention of the aforementioned. We also verified the adequacy of internal controls and procedures over the administration and management of overtime and determined what systems should be in place to help strengthen the control environment. The audit was conducted according to generally accepted government auditing standards during the months of June through September 2009. To gain an understanding of overtime management systems within the Department, we conducted interviews of Police personnel and other City employees. We reviewed City and Police policies and

² Financial Accounting Management Information System.

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procedures, FOP Agreements, and Florida Department of State retention guidelines, and other documents relating to overtime use. We gathered overtime (non court-related and court-related) data from both the Department's internal data management system (Scantron) and the City's systems (FAMIS and Cyborg). To assess the adequacy of the overtime-related internal control systems, we conducted tests and observations of the overtime processing system. We reviewed over 225 OT forms from the Department's respective top earners.

OVERALL EVALUATION

Immediate improvement is needed in the overall management, administration, and monitoring of overtime in order to substantiate the necessity for overtime to provide full accountability and minimize excessive/long-term usage. Overtime was not expensed to the division where it was worked in order to conduct accurate planning, analyses, and projections and has been historically over budget. Although OT forms scanned in the Scantron System were provided, documenting usage, overtime expenditures that totaled \$56,795 were not evidenced by written documentation to support the justification/reason for overtime and lack of review of OT forms resulted in overpayments for court-related overtime. Overtime was not fairly and equitably distributed and was not supported by written documentation to demonstrate staff of the same job classification and organizational unit had been given the opportunity to work and refusals were not evidenced. Prior supervisory approval was not obtained and overtime was not authorized by appropriate supervisors of the work assignments who would be more familiar with the details thereof in order to evaluate the justification and necessity. Also, employees of the same job classification were signing OT forms. Furthermore, overtime was not paid timely and the maximum daily/weekly hours were exceeded without prior approvals as required. Internal controls were not adequate due to the following: written policies in the City's Policy and Standards Manual and Florida Department of State pertaining to overtime records retention of payroll records were not included in Police Policies; complete audit trail to written documentation to support justification/reason/necessity for overtime usage was not monitored/maintained/retained; and time records were not always reviewed for accuracy by neither supervisors signing overtime nor the Police Finance/Payroll Division, as well as the Scantron System did not detect errors. The Scantron System currently utilized is antiquated and needed transitioning from manual Scantron cards to a fully automated system in

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order to manage overtime and improve efficiency/effectiveness. A new “TeleStaff” System³ (TeleStaff System) was purchased for implementation by the Police Department.

FINDING 1

Actual overtime expenditures consistently exceeded budgeted levels. Furthermore, actual overtime was expensed to index codes in FAMIS where employees were budgeted opposed to cost allocation to index codes where overtime assignments were worked, which is not conducive for reliable estimates in budget projections and financial planning purposes, as well as analyzing and monitoring overtime usage.

Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked states, “...It is each supervisor’s responsibility to ensure that sufficient funds are available in their Department budget to cover all overtime expenses, and that all overtime is justified and properly documented....”

Our comparison of total budgeted to actual overtime expenditures for the Department to determine overtime usage and trends over the past three years revealed the following:

| Fiscal Year | Budgeted | Actual | Over/ (Under) | Status |
|------------------------|--------------|--------------|------------------|-----------------|
| 2008/2009 ⁴ | \$ 4,800,664 | \$ 4,217,157 | (\$ 583,507) | 12% remaining |
| 2007/2008 | 3,400,164 | 5,391,611 | 1,991,447 | 59% over budget |
| 2006/2007 | 3,385,164 | 4,871,785 | 1,486,621 | 44% over budget |

In approximately 8.5 months the Department expended 88% of the overtime budget with 3.5 months remaining in the fiscal year; thus, if the current usage continues, actual expenditures will be over budget by \$1,152,969.⁵ Despite exceeding its overtime budget, the Department has managed its total personnel funding within authorized levels in the past via the funding of excess overtime expenditures through salary savings in vacant positions. Furthermore, since overtime was not expensed to the divisions where it was

³ The TeleStaff System is an automated scheduling and notification system.

⁴ Fiscal Year 2008/2009 through to 6/19/09.

⁵ Based on an average monthly overtime payroll of \$496,136.

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worked, the projection of overtime costs would not have been reliable estimates.

According to the Chief of Police, budgeting for overtime was based on the prior fiscal year's budget and actual results since overtime is not tracked by the division where it was worked. According to the Police Budget Coordinator, salary savings for vacant positions to cover overtime shortages were reduced by an attrition factor.⁶ It was further stated that \$378,889 of \$4,217,157 (9%) overtime was reimbursed to the City in FY08/09 by outside agencies, grants and task forces, and other City Departments; however, these reimbursements were not taken into consideration to reduce overtime expenditures.

Effective budgeting and financial planning/reporting will enhance the City's ability to facilitate forecasting/planning, tracking and monitoring overtime costs, and administering programs to available resources to cover overtime that is necessary.

RECOMMENDATIONS AND MANAGEMENT COMMENTS⁷

The *Chief of Police* should:

Recommendation 1. *Require the Police Budget Coordinator to consult with the City's Assistant Budget Director to prepare a FAMIS division/index code-specific methodology to use for budgeting overtime and tracking expenses to work assignment units, until the new TeleStaff System is implemented.*

Management Comment. *Management concurred with the finding and recommendation and stated:* "TeleStaff will be able to make the adjustments once implemented; our Budget Coordinator and the Assistant Budget Director will ensure that FAMIS WEB System will be configured to accommodate the tracking of expenditures by division for budgeting overtime." **This item is open.**

⁶ Attrition factor uses vacancies and turnover as a percentage, based on historical salaries (budgeted versus actual).

⁷ Although the Police Department purchased a new scheduling and notification system for implementation, recommendations regarding the existing system should be addressed until such time and applied to the new system where applicable.

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Recommendation 2. *Require the Police Budget Coordinator to consult with the City's Assistant Budget Director and Director of Finance to develop a specific methodology to transfer/allocate grant-related revenue received as a reimbursement for overtime worked to offset overtime expenditures.*

Management Comment. *Management concurred with the finding and recommendation and stated: "Our Budget Coordinator is working in conjunction with the City's Assistant Budget Director and the City's Acting Director of Finance to implement a method that would allow reimbursed overtime funds to offset overtime expenditures. The Finance Director indicated that the above would be completed by July 1, 2010." Estimated completion date July 1, 2010.*

Recommendation 3. *Require the Captain of Support Services Bureau to consult with the Police Information Technology Manager and the City's Information Technology Manager of Distributed Systems to establish a field to input FAMIS index codes of overtime work assignment areas into the new TeleStaff System⁷ to interface with the Cyborg Payroll System in order to ultimately, upload to FAMIS.*

Management Comment. *Management concurred with the finding and recommendation and stated: "Police management has developed multiple, additional overtime codes which will be implemented as part of the new TeleStaff Scheduling/Payroll system. These codes, as well as the existing overtime codes, will be loaded into the TeleStaff software and mirrored in Cyborg. TeleStaff possesses the ability to perform this function and the creation of an interface program is required as part of the contract and stipulated in the original Request for Proposal. Police IT will consult with City IT to include the overtime work assignment areas to the interface program between TeleStaff scheduling and Cyborg, which will upload to FAMIS. TeleStaff is scheduled to be launched on or around October 1, 2010." Estimated completion date October 1, 2010.*

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FINDING 2

Written support documentation was not evidenced/provided to substantiate/justify the reasons recorded via OT codes and OR numbers on OT forms paid totaling \$56,795.

Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked states, "...all overtime is justified and properly documented.... Form J-224...will be used to document overtime unless the Department uses an automated timekeeping system (Scantron,...)."

Police Policy 109, Overtime/Compensatory Time Policy, Revised 06/07, Section B. Policy states, "It is the policy of the Fort Lauderdale Police Department to keep overtime at a minimum. It shall only be utilized, when necessary, for the completion of a particular assignment, for appearance in court or in the best interest of the Department in fulfilling its mission...."

Agreement between the City and the Fort Lauderdale Police Lodge 31 Police Officers and Sergeants May 27, 2008 through September 30, 2009, Article 30-Basic Workweek and Overtime, Section 5. states, "No employee within a unit assigned standard work hours shall have his/her hours of work or days of work changed within his/her area of assignments as a punitive measure or specifically for the purpose of avoiding the payment of overtime...Article 37-Shift Assignment, Section 1. Shift pick preference shall be conducted during November 1 through December 31 of each calendar year. During this pick, a permanent employee assigned to routine patrol duties...may indicate preference for shift, district and days off assignment. Such shift assignment shall be based upon the employee's preference and departmental seniority...6. In recognition of the City's right to determine the mission of the Police Department, the Union agrees that it is the City's sole right to determine the number of personnel allocated to any particular shift, district, or assignment, and to alter the composition of any shifts, districts, or assignments when it is in the Police Department's best interest to do so."

Florida Department of State, General Records Schedule GSI-SL for State and Local Government Agencies, WORK SCHEDULES, Item #289 states, "This record series consists of work scheduling documentation for employees.... These records may provide such information as hours scheduled to work, assignments, the switching of hours with another employee, the location or route of work assignment, and anticipated starting and ending times. RETENTION: a) Record copy. 1 fiscal year after obsolete or superseded provided applicable audits have been released...."

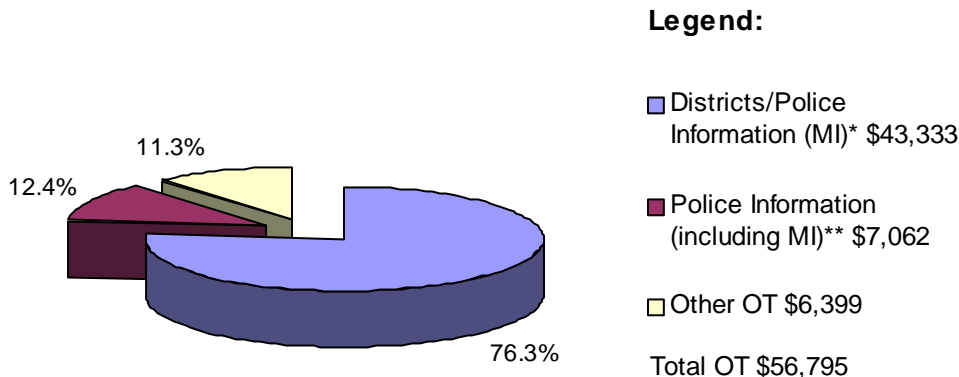
Our review of overtime earnings for pay periods during January 2009 through June 2009, revealed written support documentation for \$56,795 of \$61,930 (92%) was not evidenced to substantiate/justify the reason/need for overtime due to the following conditions found (**Schedule 1**):

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Patrol – Staffing Shortage

- No written policy and procedure was evidenced to support “staffing minimums” verbally conveyed, which accounted for the majority/\$43,333 (76.3%) of overtime expended.

**OT Distribution
by OR Descriptions**



* Occurrences with OT code "Staffing Shortage-Detention."

** Occurrences with various OT codes, excluding "Staffing Shortage-Detention."
MI Miscellaneous Incident

- Shift picks are conducted once a year; however, the City did not exercise its right to alter the composition of shifts, districts or assignments, when it was in the best interest of the Department. According to the Assistant Chief of Operations when positions became vacant (i.e., transfers, promotions, resignations, etc.), shift pick selections could not be changed.
- Current regular 4-day work week/10-hour shifts opposed to a 5-day/8-hour workweek created 52 less appearances/workdays a year per officer and resulted in overlapping shifts.⁸
- While verifying Daily Attendance Schedules (DASs), we noted the majority of employees selected weekends (Friday, Saturday, and Sunday) as their days. Thus, according to the Assistant Chief of Operations, officers were required to work overtime on weekends in order to meet “staffing minimums.”

⁸ Three (3) 10-hour shifts do not divide evenly into a 24-hour day.

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- We were unable to determine from support documentation (OT forms and DASs) provided whether staffing minimums were met or exceeded and that overtime was only utilized when necessary since not all information was evidenced on the DASs.
- Although it was indicated that sign-up sheets/schedules were utilized, none were provided/evidenced for the period tested that could have possibly assisted in the substantiation of the justification/reason for overtime. Furthermore, requirement for the retention of work scheduling documentation was not enforced.
- Pre-designated OR numbers dating back to 2004, not attributed to any specific case, were recorded on OT forms with the “staffing shortage” OT code (**Exhibit 1**). Thus, the reason for overtime on a particular work assignment could not be determined.

All Divisions, including Patrol

- OT forms included OT codes and OR numbers that were not adequate and same OR numbers were used repeatedly 85% of the time. Furthermore, support documentation thereof was not evidenced to confirm overtime was kept to a minimum, only utilized when necessary for the completion of a particular assignment, was justified, properly documented, and retained as required.
- Employees worked overtime on a regular/continuous basis as a practice (i.e., 59% of overtime was coded as “staffing shortage” for numerous pay periods) opposed to particular work assignments as needed.

| OT Code | Description | # of Occurrences | % |
|---------------------------|-----------------------------|------------------|-----|
| 404 | Staffing Shortage-Patrol | 81 | 38% |
| 402 | Staffing Shortage-Detention | 46 | 21% |
| Total ⁹ | | 127 | 59% |

⁹ Total sample was 216 OT forms.

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| OR Description | # of Occurrences | % |
|-------------------------------------|------------------|-----|
| District #/Shift # | 92 | 43% |
| Police Information | 19 | 9% |
| Police Information (Misc. Incident) | 73 | 34% |
| Total ⁹ | 184 | 85% |

- 74 of 216 (34%) OT form occurrences were not documented for officers on either the DASs or the Computer Aided Dispatch reports provided to evidence that overtime was actually worked. According to the Assistant Chief of Operations, an officer should be recorded on the DAS and if not, the Computer Aided Dispatch report.
- Policy 109 Overtime/Compensatory Time did not address supervisors to justify and properly document the need for overtime; however, Policy and Standards Manual, Chapter 6, Section 32 required all overtime to be justified and properly documented. Methodology for documentation of overtime justification was described differently during interviews with supervisors (i.e., via telephone and sign-up sheets, which were not retained).

Policies were not enforced including requirements for all overtime to be justified, only utilized when necessary, properly documented, and retained.

Enforcement/revision to existing policies and establishment/implementation of “staffing minimums” policy and procedure and controls to ensure overtime has been evaluated for necessity, justification is properly documented, and evidence to support usage is retained to provide full accountability and minimize excessive use.

RECOMMENDATIONS AND MANAGEMENT COMMENTS⁵

The *Chief of Police* should:

Recommendation 4. *Establish a written policy and procedure to include, but not limited to, the following requirements to:*

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- a. *Define “staffing minimums,” including exceptions that could arise due to the City's needs, in order to limit, manage, and monitor overtime usage.*
- b. *Document whether staffing minimums are met or exceeded, including total officers and details thereof, and maintain records for one (1) fiscal year as required.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- a. “Although minimum staffing numbers for essential personnel are unique to each shift, district and event, this number will be determined and documented in writing/TeleStaff for overtime that exceeds staffing minimums at the weekly CompStat Meetings and approved by the Chief of Operations. Each District Major will be responsible to monitor their shifts’ overtime usage and utilize available resources to reduce overtime expense.” **This item is open.**
- b. “Each District Major will document whether their district’s staffing minimums are met/exceeded during the weekly Compsat Meeting. Their documentation will be given to the Department’s Budget Coordinator, who will generate a monthly report indicating each district and shift’s findings. This report will be maintained a minimum of one year. Written procedure will be established and implemented on or before July 1, 2010.” **Estimated completion date July 1, 2010.**

Recommendation 5. *Upon initial shift assignment and between shift picks (transfers, promotions, retirements/resignations, etc.), assign officers equitably (i.e., reverse-seniority) in order to fill shifts/vacant positions immediately to the Department’s best interest/ability.*

Management Comment. *Management concurred with the finding and nonconcurred with the recommendation and stated:* “Patrol Officers and sergeants working conditions are defined in a collective bargaining agreement between the City and the Fraternal Order of Police Lodge 31. Although the Police Department currently moves probationary personnel as described above to fill vacancies, the Police Department can not move tenured employees from their chosen assignment once the annual shift bid is

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concluded. To do so would violate articles mutually agreed upon in the labor contract.” **This item is closed.**

Recommendation 6. *Consult with the City Manager prior to collective bargaining for the renewal of the FOP, Lodge 31 Agreement between the City and Police Officers and Sergeants, in order to reduce the staffing shortage category of overtime (i.e., Patrol) and determine whether to propose:*

- a. *Shift pick preference selection be conducted on a semi-annual to accommodate, where possible, vacancies in organizational units combined with a five (5)-day workweek and eight (8)-hour shifts to minimize overtime.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- a. “Although management agrees with this recommendation, the City elected not to open this article for discussion during contract negotiations.
- b. The Department has explored alternative work shifts for the Operations Bureau. The Chief, at his discretion, will implement the shift of his choosing based on what he believes is most beneficial in meeting the goals and objectives of the Department.
- c. As a result of this study, the Operations Bureau (Patrol Force) will be moving to a three shift work wheel consisting of one 8 hour shift, and two 10 hour shifts.

The newly organized patrol shifts were implemented as of departmental shift change on February 21, 2010.” **This item is closed.**

Recommendation 7. *Enforce the Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked requirement Department-wide regarding the justification and proper documentation of overtime by supervisors.*

Management Comment. *Management concurred with the finding and recommendation and stated:* “Department overtime is currently justified by

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supervisory review upon the approval of the event (all overtime) by the supervisor placing his signature on the overtime document. Supervisors within the Bureau/Division/Workgroup where the overtime is authorized will review, confirm and sign off on any overtime forms for work conducted in each of the respective Bureaus. Additionally, see management's responses to recommendations 8, 9, 19 and 21." **This item is open.**

Recommendation 8. *Revise Police Policy 109 Overtime/Compensatory Time to include, but not limited to, the following requirements:*

- a. Use of a uniform methodology to evidence written support documentation to justify/substantiate the reason for overtime.*
- b. Reason for overtime should be specifically documented to identify utilization was necessary and kept to a minimum, providing justification for each particular overtime assignment.*
- c. Retention of all written support documentation for the justification of overtime for one (1) fiscal year as required.*
- d. Include the processing of overtime via the new TeleStaff System.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- “a. and b. will be accomplished by the District Majors’ daily review that will be documented in their weekly report.*
- c. The District Majors’ documentation will be given to the Department’s Budget Coordinator, who will generate a monthly report indicating each district and shift’s findings. This report will be maintained a minimum of one year.*
- d. This process will be included in the TeleStaff System. Procedure will be established, written into policy and implemented with the launching of the TeleStaff system on or around October 1, 2010.”*
Estimated completion date October 1, 2010.

Recommendation 9. *Discontinue the use of OR numbers dating back to 2004, since overtime should be used for a particular assignment and only*

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when necessary. Furthermore, establish explicit OT codes and include on the OT forms that define the purpose/need for overtime to be utilized in the TeleStaff System.

Management Comment. *Management concurred with the finding and recommendation and stated:* “Currently the use of OR numbers to track specific overtime expenditures is the only way to track funds utilized for a respective event. We concur this practice is confusing and antiquated. Police Administration has developed multiple new overtime codes, which will compile statistical information regarding any overtime worked into specific categories unique to each district, shift and type of event worked. These overtime codes will be loaded into TeleStaff and Cyborg and will enable management to generate reports and projections for any time period, area or individual desired. Once established this will effectively allow management to compile an infinite amount of reports related to the tracking of overtime events. This recommendation will be achieved with the launching of the TeleStaff system on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

Recommendation 10. *Establish and implement reports for management to monitor and control overtime usage. Reports should include but not limited to, purpose of overtime, frequency, distribution, and potential use for each report.*

Management Comment. *Management concurred with the finding and recommendation and stated:* “This recommendation is currently in practice. Information Systems currently distributes a periodical report detailing overtime expenditures to management department wide. Although this report is limited to the capabilities of the Cyborg payroll system, the practice will continue once the TeleStaff System is implemented. If the submitted report was insufficient to satisfy the recommendation, TeleStaff will be able to provide the information desired once the system is implemented on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

Recommendation 11. *Require the Captain of Support Services Bureau to incorporate fields in the new TeleStaff System to include, but not limited to, the following:*

- a. Police Policy 109 Overtime/Compensatory Time revisions, where applicable, and store scanned/filed support documentation.*

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b. Overtime codes established in recommendation 9.

c. Management reports established in recommendation 10.

Management Comment. *Management concurred with the finding and recommendation and stated:* “Fields will be incorporated in TeleStaff for A, B, and C which will be established and implemented with the launching of the TeleStaff system on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

FINDING 3

No support documentation was evidenced to substantiate \$1,918 from court related overtime and \$5,816 was overpaid to officers due to errors found on OT forms.

Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked states, “...all overtime is justified and properly documented...” Form J-224...will be used to document overtime unless the department uses an automated timekeeping system (Scantron,...).”

Agreement between the City and the Fort Lauderdale Police Lodge 31 Police Officers and Sergeants May 27, 2008 through September 30, 2009, Article 24-Court Appearances, Section 1(D), states, “Any employee who is required to appear as a witness as a result of employment with the City shall be entitled to the following: a minimum of two (2) hours at one and one-half (1-1/2) times the regular rate....”

Police Policy 103.0, Court Policy, L. Subpoenas 1. (j), Revised 06/07 states, “ ... Court Liaison will note the return of the subpoena and forward the returned subpoena to the appropriate office....”

Police Policy 109, Overtime/Compensatory Time Policy, Revised 06/07 states, “C. Procedure 7. Supervisors shall review overtime forms to ensure the form is properly completed (time, shift, O.R. #, etc.).... D. Court Appearance 1. All employees subpoenaed to appear in court shall report to the Court Liaison office, 110 SE 6th Street, 22nd floor, prior to their appearance at court. Upon reporting to Court Liaison, employees shall prepare an Overtime Form and time stamp the back of the form. 2. Upon completion of their court appearance, employees shall return to the Court Liaison office to clock-out and submit their Overtime Forms. 3. If an employee’s court appearance extends past the normal business hours of the Court Liaison office, the employee should notify the Court Liaison office by telephone on the next business day. 4. All Overtime Forms involving actual court appearance (not court standby) shall be processed through the Court Liaison office. ”

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Special Investigations Division (SID) Standard Operating Procedures (SOPs), Revised 02/08, AA. Overtime 2. Procedure, Court Overtime: states, "... No overtime cards are to be submitted through Court Liaison. Court related overtime cards will have subpoenas or copies of extended standby attached to the overtime card. All deposition overtime requests will have prior approval by the S.I.D. Captain."

Florida Department of State, General Records Schedule GSI-SL for State and Local Government Agencies, WORK SCHEDULES, Item #289 states, "This record series consists of work scheduling documentation for employees.... These records may provide such information as hours scheduled to work, assignments, the switching of hours with another employee, the location or route of work assignment, and anticipated starting and ending times. RETENTION: a) Record copy. 1 fiscal year after obsolete or superseded provided applicable audits have been released...." Florida Records Storage Center, recommends, "record series should be kept together because they relate to the same subject or function, or result from the same activity; thus, it is recommended to maintain the record series of the tear-off portion of the subpoena which is used for the verification of overtime."

Our review of 28 court-related overtime occurrences totaling \$10,261 to determine whether the hours were paid accurately and if OT forms were approved by the Court Liaison as required revealed the following (**Schedule 2**):

- \$5,816 (57%) court-related overtime was overpaid due to supervisors not performing a thorough review of OT forms (i.e., incorrect hours and CCN¹). Furthermore, the Scantron System did not compare the overtime "start time" to "end time" recorded on the OT forms and verify that the "hours worked" column agreed.
- \$1,918 (19%) court-related overtime paid did not evidence subpoena photocopies, extended standby and/or support documentation by the Court Liaison or SID to confirm that officers attended court and judicial proceedings took place as required in Police Policy 109.
- 25 (89%) OT forms were not time-stamped on the backside of the OT forms as required in Police Policy 109.
- 17 (60%) OT forms were not approved by the Court Liaison Office as required.
- Police Policy 109 language for all court-related OT forms to be processed through the Court Liaison Office conflicted with SID SOP that no OT forms be submitted through the Court Liaison Office, which would have

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accounted for 9 of the above OT forms without proof of time-stamps and approvals since they were submitted via SID opposed to the Court Liaison Office.

The Court Liaison's Office did not enforce requirements to time-stamp and review court-related OT forms. According to the Court Liaison Supervisor, not all subpoenas were sent from attorneys or redirected by officers to the Court Liaison's Office as required. It was further stated subpoena information is downloaded daily from the State Attorney's Office to the Court Liaison's Office; thus, the subpoenas (bottom tear-off portions) provided by officers were not evidenced/maintained.¹⁰ Furthermore, policies and procedure were not in place to retain documentation in order to provide a complete audit trail to confirm judicial proceedings took place and officers attended court.

Enforcement of supervisory review of OT forms for accuracy and retention of subpoenas and/or other support documentation will avoid over/under payments and assure all court-related overtime is justified.

RECOMMENDATIONS AND MANAGEMENT COMMENTS

The *Captain of Support Services Bureau* should:

Recommendation 12. *Program the Police Payroll Scantron System to be able to compare the "start" and "end" time calculation to the "hours worked" column on the OT form and include supervisor verification box on the OT form.*

Management Comment. *Management concurred with the finding and recommendation and stated:* "Although the Scantron System is scheduled to be obsolete within the next six months, this recommendation will be implemented as soon as possible. Recommended procedure will be established and implemented on or before July 1, 2010." **Estimated completion date July 1, 2010.**

Recommendation 13. *Require the Clerk III to provide the Human Resources Personnel Records Specialist a detailed list of OT form*

¹⁰ Subpoena information is downloaded in the form of a "Praecipe" from the State Attorney's Office.

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errors resulting in over/underpayments in order to notify employees in writing and to correct court-related overtime hours paid erroneously in the Cyborg Payroll System.

Management Comment. *Management concurred with the finding and recommendation and stated:* “We are currently in the process of reconciling the list of overpayments provided as a result of the audit. The Payroll/Personnel unit is in communication with the Human Resources Personnel Records Specialist and is formulating a process for notification and repayment of the funds in question. We anticipate all funds should be collected by September 1, 2010. Should the Clerk III assigned to payroll become aware of future errors, which result in the over/under payment of a police employee, the Human Resources Specialist will be notified and the error will be corrected as soon as possible.” **Estimated completion date September 1, 2010.**

The *Chief of Police* should:

Recommendation 14. *Revise Police Policy 103.0, Section L. Court Policy, Subpoenas to include, but not limited to, the following:*

- a) *Procedure to maintain documentation to evidence subpoenas were sent and judicial proceedings took place, including cancellations, etc., for all court-related overtime.*
- b) *Requirement for officers, who are subpoenaed directly by attorneys, to notify the Court Liaison’s Office for redirection.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- a. “Currently subpoenas are required to be signed by the receiving officer and a portion returned to Court Liaison. Court Liaison tracks all subpoenas received by the Police Department and issued to officers through the Courtrak System.
- b. An estimate of 5% of subpoenas received from private attorneys is delivered directly to police officers. The remaining 95% are delivered to Court Liaison and tracked in the Courtrak System. A revision will be made and recorded into policy instructing officers receiving

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subpoenas directly from private attorneys to forward a copy to Court Liaison for documenting and redirection if needed. An addition to existing policy will be written/entered on or before July 1, 2010.”
Estimated completion date July 1, 2010.

Recommendation 15. *Enforce Police Policy 109, Overtime/Compensatory Time Policy requirements for:*

- a. Supervisors to review/verify OT forms are properly completed (i.e., start/end times, total hours, shift, OR number, etc.) prior to signature approval.*
- b. Employees to report prior to and upon completion of court appearance, with the exception of court standby, to the Court Liaison Office to time-stamp and clock-out the backside of all court-related OT forms.*
- c. All court-related OT forms be processed through the Court Liaison’s Office with the exception of SID revised in recommendation 14(b).*

Management Comment. *Management concurred with the finding and recommendation and stated:* “This recommendation calls for enforcement of current policy. Police management shall ensure the proper action is taken to ensure that employees conform to standing policy to include;

- a. Supervisory personnel properly review overtime cards for errors and omissions before approving.
- b. The Court Liaison Supervisor shall be instructed to ensure all department court appearances conform to current policy by having the officer respond to the Court Liaison Office to time stamp the issued subpoenas and cards.
- c. As a result of this recommendation the Chief of Police has directed Police Department Policy to be changed reflecting the following; all court related overtime, including stand-by pay, will be submitted to, tracked and approved by the Court Liaison Office. The Court Liaison Supervisor will ensure that all submitted overtime/standby requests is reconciled against the ‘*Court-track*’ software to make certain that the

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court proceedings did occur before approving the requested payments.” **This item is closed.**

Recommendation 16. *Revise Police Policy 109, Section D. Court Appearance to include, but not limited to, the following:*

- a. Option for alternate location for employees attending judicial proceedings to time-stamp in/clock-out at the Court Liaison’s Office located in the Court House, 201 SE 6th Street.*
- b. Requirement for all court-related overtime, except for SID, be processed through the Court Liaison’s Office.*
- c. Requirement for all subpoenas and other support documentation to accompany court-related OT forms be maintained for one (1) fiscal year, at a minimum, as required.*

Management Comment. *Management concurred with the finding and partially concurred with the recommendation and stated:*

- a. “Subpoenaed depositions and other court related appearances routinely take place outside the county courthouse but within the City.
- b. As a result of this recommendation, the Chief of Police has directed Police Department Policy to be changed reflecting the following; all court-related overtime, including stand-by pay, will be submitted to, tracked and approved by the Court Liaison Office. The Court Liaison Supervisor will ensure that all submitted overtime/standby requests is reconciled against the ‘Court-track’ software to make certain that the court proceedings did occur before approving the requested payments.
- c. The retention of court-related subpoenas for the sole purpose of justifying the payment of overtime for officers’ attendance would be counterproductive compared to the ‘Court-track’ system and TeleStaff once implemented.

An addition to existing policy will be entered detailing the second time clock on or before July 1, 2010.” **Estimated completion date July 1, 2010.**

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Recommendation 17. *Require the SID Captain to revise the SID SOPs to include the same procedures as in recommendation 14 accordingly.*

Management Comment. *Management concurred with the finding and recommendation and stated:* “As a result of the policy change detailed in above 15(b), SID personnel will now be required to submit all court-related overtime requests to the Court Liaison office to be reviewed and approved. An addition to existing policy will be entered on or before July 1, 2010.”
Estimated completion date July 1, 2010.

FINDING 4

Overtime was not equitably distributed among employees in their particular job classification within their organizational unit.

Agreement between the City and the Fort Lauderdale Police Lodge 31 Police Officers and Sergeants May 27, 2008 through September 30, 2009, Article 30-Basic Workweek and Overtime, Section 4 states, “...Overtime will be distributed equitably among employees in their particular job classification, in their organizational units, as far as the character of the work permits. Although temporary imbalances in the distribution of overtime may occur, nothing in this Section shall be construed as alleviating the continuing intent of Departmental management to distribute overtime fairly and equitably over an extended period of time. Departmental management will maintain overtime records and will make such Information available to a Steward upon request.”

Agreement between the City and the Fort Lauderdale Police Lodge 31 Police Lieutenants and Captains May 27, 2008 through September 30, 2009, Article 30-Workweek, Section 5 states, “...Overtime will be distributed equitably among the Lieutenants, in their organizational units, as far as the character of the work permits. . . Although temporary imbalances in the distribution of overtime may occur, nothing in this Section shall be construed as alleviating the continuing intent of Departmental management to distribute overtime fairly and equitably over an extended period of time. Departmental management will maintain overtime records and will make such Information available to a Steward upon request.”

Florida Department of State, General Records Schedule GS1-SL for State and Local Government Agencies, WORK SCHEDULES, Item #289 states, “This record series consists of work scheduling documentation for employees...records may provide such information as hours scheduled to work, assignments, the switching of hours with another employee, the location or route of work assignment, and anticipated starting and ending times. RETENTION: a) Record copy. 1 fiscal year after obsolete or superseded provided applicable audits have been released....”

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Our review of the Department’s overtime usage by organizational/work unit revealed overtime was not fairly and equitably distributed among various employees in their job classification (**Schedules 3-4**).¹¹

We also analyzed the relationship between overtime earned and total earned by employees and noted the following.

| Qty | Comparison of Overtime Earnings to Total Earnings |
|-----|--|
| 1 | Employee’s OT pay was greater than 50% of their total earnings |
| 7 | Employees’ OT pay was greater than 40% of their total earnings |
| 24 | Employees’ OT pay was greater than 30% of their total earnings |
| 61 | Employees’ OT pay was greater than 20% of their total earnings |

- 3 of 32 (9%) divisions expended 82% of overtime during period reviewed in 2009.¹²

| Index Code/ Division Title | OT Hours | OT Earnings | Total Earnings | % OT/Total Earnings |
|-------------------------------|-----------|-----------------|------------------|------------------------|
| Patrol | 27,912.82 | \$ 1,318,138.81 | \$ 11,759,187.88 | 48.67% |
| Criminal Investigations | 8,335.66 | 431,793.66 | 3,621,199.07 | 15.94% |
| Special Investigations | 9,072.42 | 474,568.64 | 2,919,460.96 | 17.52% |
| Total | 45,320.90 | \$ 2,224,501.11 | \$ 18,299,847.91 | 82.13% |

- Neither voluntary overtime sign-up schedules, nor overtime requested by supervisors through radio dispatch, telephone/verbal conversations, and refusals to work overtime was provided/evidenced.
- Police Scantron System did not detect an employee who was not eligible for overtime listed in the Agreement between the City and the FOP; thus, an erroneous overtime payment (\$481) was made. Although the payment was immaterial and corrected, the Scantron System did not detect errors recorded, including employees who are not eligible to receive overtime, resulting in potential undetected errors.¹³

¹¹ Internal Audit depicted the distribution of overtime by division (index code in FAMIS) within each job classification. We also depicted the distribution of overtime by division with those requiring a special expertise and all other divisions within each job classification. Regardless of reporting method, inequitable distribution of overtime resulted among various employees within their particular job class and work unit.

¹² Internal Audit tested January 1, 2009 through June 13, 2009, since IT could not provide a report for Fiscal Year 2009 during this review.

¹³ The erroneous payment was subsequently corrected through the Cyborg Payroll System.

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- Overtime was not fairly and equitably distributed even if overtime expended was allocated to the proper organizational unit where the overtime assignment was worked by employees.

Overtime was not distributed equitably since a policy documenting methodology had not been established requiring overtime sign-up/schedules/assignment and refusals to work overtime be used and maintained/retained as evidence that employees were given the opportunity to work overtime, as well as Florida Department of State records retention requirement for local government agencies was not enforced. According to the Assistant Chief of Operations, overtime sign-up/schedules, phone call information, including refusals to work, were not documented and/or maintained/retained.

Written documentation that is retained to support fair and equitable overtime distribution within employees' particular job classifications and organizational units, including refusals to work overtime, will demonstrate that everyone has been given an opportunity to work overtime.

RECOMMENDATIONS AND MANAGEMENT COMMENTS⁵

The *Chief of Police* should:

Recommendation 18. *Establish a written policy to ensure overtime is distributed fairly and equitably, including but not limited to developing rotational overtime roster(s) by job classification and organizational/work unit in order to assign overtime to employees to be used Department-wide. The roster(s) and reasons for not working overtime should be documented in writing and maintained. Furthermore, incorporate the aforementioned methodology in the TeleStaff System.*

Management Comment. *Management concurred with the finding and recommendation and stated:* “The TeleStaff system possesses the ability to identify and staff overtime events through a variety of methodology including seniority, reverse seniority, hours worked and first refusals. The Chief of Police will incorporate one or all of these methods for the distribution of overtime based on the type of event and the circumstances, which triggered the need for overtime funds to be utilized. Written procedure will be established and implemented with the launching of the

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TeleStaff system on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

Recommendation 19. *Enforce the requirement for the retention of all overtime work scheduling documentation be maintained for one (1) fiscal year as required (i.e., sign-up sheets/schedules, records of requests for employees to work overtime assignments and refusals, etc.).*

Management Comment. *Management concurred with the finding and recommendation and stated:* “TeleStaff will possess the ability to record and retain any and all worked overtime information indefinitely. The District Majors and other Unit Managers will collect the referenced documents until TeleStaff is implemented. The documents will be kept for 1 year. Written procedure will be established and implemented with the launching of the TeleStaff system on or around October 1, 2010.” **Estimated completion date is October 1, 2010.**

Recommendation 20. *Require the Captain of Support Services Bureau to establish a system control in the TeleStaff System to identify and reject non-eligible overtime according to the FOP, Lodge 31 Agreements.*

Management Comment. *Management concurred with the finding and recommendation and stated:* “The TeleStaff system is unique to each agency. The Ft. Lauderdale Police system is being built specifically for this agency using the rules and guidelines as defined in policy and labor contracts. Therefore, all rules and regulations within the product will conform to agency standards. Written procedure will be established and implemented with the launching of the TeleStaff system on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

FINDING 5

OT forms were not approved by immediate supervisors where the overtime was worked and were signed by employees of equal job classification. Furthermore, prior approval was not received as required; thus, supervisors reviewing OT forms may not have been aware of the overtime work assignments in order to evaluate the justification/necessity for overtime.

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Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked states, "Prior to working any overtime, employees must receive approval from their immediate supervisor. Where practicable, employees must receive written approval prior to working overtime.... Employees must submit the appropriate timekeeping documentation to their immediate supervisor at the end of the work day/shift during which the overtime was worked. Form J-224...will be used to document overtime worked unless the department uses an automated timekeeping system (Scantron, Kronos, etc.) It is each supervisor's responsibility to train their employees regarding the following: ... 3) the requirement that all overtime documentation must be submitted for supervisory approval in a timely manner. Supervisors (including acting supervisors) are required to review overtime documentation submitted by their employees and to timely approve/disapprove this documentation...."

Police Policy 109, Overtime/Compensatory Time Policy, Revised 06/07, Section B. states, "Policy...Police Department to keep overtime at a minimum. It shall only be utilized, when necessary, for the completion of a particular assignment... C. Procedure 7 states, "Supervisors shall review overtime forms to ensure the form is properly completed (time, shift, O.R. #, etc.). The supervisor shall sign the overtime form indicating approval of the requested overtime payment...."

Florida Department of State, General Records Schedule GS1-SL for State and Local Government Agencies, WORK SCHEDULES, Item #289 states, "This record series consists of work scheduling documentation for employees.... These records may provide such information as hours scheduled to work, assignments, the switching of hours with another employee, the location or route of work assignment, and anticipated starting and ending times. RETENTION: a) Record copy. 1 fiscal year after obsolete or superseded provided applicable audits have been released...."

Our review to determine whether prior approvals were obtained and authorized by the immediate supervisor of overtime work assignment revealed the following:

- No support documentation was provided to evidence prior approval of overtime was obtained as required.
- Review and signature approval of OT forms was conducted by supervisors from different divisions, shifts, etc., opposed to the employee's immediate supervisor familiar with the work assignment for the verification of details (i.e., date, time/hours worked) recorded on the form and necessity. Furthermore, 21 OT forms were signed by employees of equal job classification.

According to the Assistant Chief of Operations, the OT form submitted after the overtime was worked is the approval. It was further stated that any supervisor could sign for the information recorded by the employee and it

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was based on the honor system. Thus, requirements to obtain prior approval and authorization by immediate supervisor where overtime was worked were not enforced.

Enforcement of policy to receive approvals (prior and OT form) from the appropriate supervisor will assure overtime is necessary and kept to a minimum.

RECOMMENDATIONS AND MANAGEMENT COMMENTS⁷

The *Chief of Police* should:

Recommendation 21. *Enforce the requirements for employees to obtain prior approval from and submit OT forms to their immediate supervisors where the overtime was worked at the end of the work day/shift and maintain evidence of same for a minimum of one (1) fiscal year as required.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- a. "Police overtime must always be approved by a supervisor and is most often a supervisory generated event.
- b. Evidence of worked overtime, including the approval chain, will be maintained and archived in the TeleStaff system.
- c. The overtime will be approved and signed by a supervisor within the Division/Workgroup where the overtime was worked.

Procedures will be established, written into policy and implemented with the launching of the TeleStaff system on or around October 1, 2010." **Estimated completion date October 1, 2010.**

Recommendation 22. *Revise/update Police Policy 109 to require the supervisor responsible for the overtime work assignment worked to approve in advance, sign, and date the OT form providing accountability for overtime processed for payment and retain for a minimum of one (1) fiscal year as required.*

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Management Comment. *Management concurred with the finding and nonconcurred with the recommendation and stated:*

“Policy 109 states;

- *“Supervisors shall review overtime forms to ensure the form is properly completed (time, shift, O.R. #, etc.). The supervisor shall sign the overtime form indicating approval of the requested overtime payment....”*

We feel the verbiage in the current policy is sufficient enough for the approval process. As previously stated, we find it difficult to impose a requirement that employees seek prior approval to attend the myriad of possible overtime scenarios especially court mandated events. After the implementation of the TeleStaff system on or around October 1, 2010, TeleStaff will possess the ability to record and retain overtime event (all overtime) information indefinitely. Procedures will be established and written into policy and implemented to conform with the recommendation above.” **Estimated completion date October 1, 2010.**

Recommendation 23. *Require the Captain of Support Services Bureau to develop fields in the TeleStaff System to include, but not limited to, the following:*

- a. Incorporate recommendation 18 revisions/updates.*
- b. For occurrences where the supervisor is not the same supervisor where overtime assignment is worked (i.e., mandatory event), include a detailed list of supervisors who can approve/authorize overtime prior to processing for payment.*

Management Comment. *Management concurred with the finding and recommendation and stated:*

- a. “This is currently being built into the TeleStaff system and will be in effect once the system is launched.
- b. A list of all supervisors who can approve/authorize overtime prior to the processing of payment will be built, maintained and uploaded into the TeleStaff system.

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Fields will be developed and implemented with the launching of the TeleStaff system on or around October 1, 2010.” **Estimated completion date October 1, 2010.**

FINDING 6

Overtime was not paid timely and maximum daily/weekly hours were exceeded without evidence of required approvals.

Policy and Standards Manual, Chapter 6, Section 32 Reporting of Overtime Worked states, “...Employees must submit the appropriate timekeeping documentation to their immediate supervisor at the end of the work day/shift during which the overtime was worked.... It is each supervisor’s responsibility to train their employees regarding the following: ... 3) the requirement that all overtime documentation must be submitted for supervisory approval in a timely manner. Supervisors (including acting supervisors) are required to review overtime documentation submitted by their employees and to timely approve/disapprove this documentation so that the payment of the cash overtime or crediting of comp time is included in the pay check issued for the bi-weekly pay period during which the overtime was worked....”

Police Policy 109, Overtime/Compensatory Time Policy, Revised 06/07 states, “C. Procedure 2. Employees shall be limited to work a total of 16-hours of per day, not to exceed 70-hours per week unless mandated by the Department.... The Bureau Assistant Chief must authorize any exceptions to this policy in advance....4. The completed overtime form shall be forwarded by the employee to their immediate supervisor within two weeks of the date of the overtime.... 7. Supervisors shall review overtime forms to ensure the form is properly completed (time, shift, O.R. #, etc.). The supervisor shall sign the overtime form indicating approval of the requested overtime payment....”

Police Policy 104.1, Details and Off-Duty Employment, Revised 06/07 states, “E. Limitations 2. Employees shall be limited to work a total of 16-hours of per day, not to exceed 70-hours per week unless mandated by the Department.... The Bureau Assistant Chief must authorize any exceptions to this policy in advance.”

Police Information Bulletin (I.B.) No. 2008-070 dated 5/12/08 states “The Department recently conducted an internal audit, which revealed that numerous overtime cards were not submitted within two weeks of the date the overtime occurred. Those overtime cards that were not submitted in accordance with Policy #109, will be returned via the employee’s chain of command for review and appropriate action.... In the future overtime cards that are submitted to supervisors in violation of policy 109 must be accompanied by a memo indicating the reason for the delay....”

Florida Department of State, General Schedule for State and Local Government Agencies GS1-SL Payroll Records: Supporting Documents states: "This record series consist of, but is not limited to, time sheets/cards and certification reports signed by supervisor approving hours worked by employees, correction forms to rectify errors in payroll

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processing, pay lists used to verify the payroll certification report, and other related supporting materials.... RETENTION a) Record copy. 3 calendar years provided applicable audits have been released."

Our review of 226 OT forms for hours worked/paid during January 2009 through June 15, 2009, revealed the following conditions found.

- 22 of 226 (10%) OT forms were not paid timely and up to 34 days subsequent to date of overtime worked.
- 54 of 226 (24%) dates of supervisor's authorization appeared to be recorded by the employee opposed to the supervisor who approved the OT form; thus, verification of the actual date of supervisor's approval could not be determined.
- Exception reports were not maintained by Police Finance/Payroll as required; thus, we were unable to determine if employees were paid late because of OT forms returned for corrections by Police Payroll. Furthermore, we were unable to verify OT forms were submitted within two weeks of the date overtime occurred, since forms were not date-stamped.
- 22 of 187 (12%) days in which overtime was worked exceeded 16-hours daily and 14 of 60 (23%) weeks exceeded 70-hours weekly maximums with no evidence of prior approval from the Bureau Assistant Chief as required. Maximums were exceeded by employees working as much as 22 (+6) hours in one day and 95.5 (+25.5) hours in one week.

No system was in place to enforce the policy requirements for the timely payment of overtime in the bi-weekly pay period during which the overtime was worked. According to the Assistant Chief of Operations Policies 109 and 104.1, stating not to exceed 16-hour daily/70-hour weekly maximums, were outdated based on five (5)/8-hour days opposed to the current four (4)/10-hour days; thus, not enforced and under review. However, we noted neither policy has been revised.

Enforcement of policies for the timely submission of OT forms and review/dated approval by supervisors will assure employees are paid in the proper bi-weekly pay period and meet retention requirements.

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RECOMMENDATIONS AND MANAGEMENT COMMENTS⁵

The *Chief of Police* should:

Recommendation 24. *Enforce Policy and Standards Manual Chapter 6, Section 32 and Police I.B. No. 2008-070 to submit OT forms timely in order for employees to be paid in the proper bi-weekly pay period.*

Management Comment. *Management concurred with the finding and recommendation and stated: “Police management shall enforce current policy and will ensure overtime requests are submitted timely and conform to existing procedure.” This item is closed.*

Recommendation 25. *Enforce policies for supervisors to review/verify hours recorded on OT forms are within daily/weekly maximums unless advance approval is obtained from the Bureau Assistant Chief and that supervisors record their authorization dates on forms.*

Management Comment. *Management concurred with the finding and recommendation and stated: “This recommendation can be achieved electronically through rules established in the TeleStaff system. The Administrative Support Captain will ensure this, as well as other overtime rules, are incorporated into the system to detect those events which conflict with departmental rules and regulations. Police management shall enforce current policy with the launching of the TeleStaff system on or around October 1, 2010.” Estimated completion date October 1, 2010.*

Recommendation 26. *Require the Clerk III to maintain Exception Reports for a minimum of three (3) years as required.*

Management Comment. *Management concurred with the finding and recommendation and stated: “The TeleStaff system will archive overtime events electronically and will be retained pursuant to public records laws. Recommendation will be implemented with the launching of the TeleStaff system on or around October 1, 2010.” Estimated completion date October 1, 2010.*

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EVALUATION OF MANAGEMENT COMMENTS

Management comments provided and actions taken and/or planned are considered responsive.

**Police Overtime Occurrences for Pay Period End Dates
1/24/2009, 2/7/2009, 3/21/2009, 4/4/2009, and 5/30/2009**

Schedule 1

| Item # | Per Police Scantron System (OT Forms) | | | | | | | Per Cyborg Payroll System | | | | | Per IA | | | | | Stamped Description Listed on front side of original OT form "Reimbursable Federal/other agency task forces" | | | |
|--------|---------------------------------------|---------------|-------------|--------------|---------|------------|----------------|---------------------------|------------|----------------|-----------------|------------------|---------------------|---------------------|------------------------------------|--------------------------------------|--|--|-----------------------------|--|--|
| | A | | B | | C | | | Pay Period End Date | HED Number | HED Hours Paid | HED Amount Paid | Index Code | F | | G | | | | | | |
| | OT Date | OT Start Time | OT End Time | Hours Worked | OT Code | OR Number | Supervisor CCN | | | | | | OT Hours ((B-A)*24) | OT Paid (F*OT Rate) | Hours Variance Over/ (Under) (D-F) | OT Paid Variance Over/ (Under) (E-G) | Written Support for OT Justification/ Reason | | Hours-No Written Support =C | Amount-No Written Support for OT Justification/ Reason | |
| 68 | 1/24/2009 | 07:30 | 15:30 | 8.00 | 708 | 2009005*** | **27 | | | | | | 8.00 | 475 | | | None | 8.00 | 475 | N/A | |
| 69 | 1/25/2009 | 09:00 | 14:00 | 5.00 | 017 | 2008104*** | **27 | | | | | | 5.00 | 297 | | | Reimbursable Agency Task Force | - | - | OCDETF | |
| 70 | 1/25/2009 | 14:00 | 18:00 | 4.00 | 001 | 2009005*** | **81 | | | | | | 4.00 | 238 | | | None | 4.00 | 238 | N/A | |
| 71 | 1/26/2009 | 21:00 | 01:30 | 4.50 | 502 | 2008104*** | **13 | | | | | | 4.50 | 267 | | | Reimbursable Agency Task Force | - | - | OCDETF | |
| 72 | 1/27/2009 | 09:00 | 13:00 | 4.00 | 017 | 2009010*** | **13 | | | | | | 4.00 | 238 | | | None | 4.00 | 238 | | |
| 73 | 1/29/2009 | 10:00 | 11:00 | 2.00 | 207 | 2008006*** | **13 | | | | | | 2.00 | 119 | | | See Schedule 4 - Court-Related OT Item# 1 | | | N/A | |
| 74 | 1/25/2009 | 19:00 | 21:00 | 2.00 | 502 | 2007069*** | **51 | | | | | | 2.00 | 119 | | | None | 2.00 | 119 | | |
| 75 | 1/30/2009 | 12:00 | 17:00 | 5.00 | 017 | 2007134*** | **13 | | | | | | 5.00 | 297 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN | |
| | | | | | | | | 2/7/2009 | 003 | 34.50 | 2,050 | POL040401 | 34.50 | 2,050 | - | 0 | | | 18.00 | 1,069 | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 76 | 3/2/2009 | 21:00 | 01:30 | 4.50 | 502 | 2009023*** | **13 | | | | | | 4.50 | 267 | | | None | 4.50 | 267 | | |
| 77 | 3/14/2009 | 16:00 | 22:00 | 6.00 | 802 | 2006138*** | **90 | | | | | | 6.00 | 356 | | | None | 6.00 | 356 | N/A | |
| 78 | 3/6/2009 | 15:00 | 00:00 | 9.00 | 001 | 2007135*** | **76 | | | | | | 9.00 | 535 | | | None | 9.00 | 535 | | |
| 79 | 3/13/2009 | 11:00 | 14:30 | 3.50 | 017 | 2007134*** | **13 | | | | | | 3.50 | 208 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN | |
| 80 | 3/13/2009 | 15:00 | 00:00 | 9.00 | 017 | 2007135*** | **76 | | | | | | 9.00 | 535 | | | None | 9.00 | 535 | | |
| 81 | 3/20/2009 | 16:00 | 21:30 | 5.50 | 802 | 2006138*** | **90 | | | | | | 5.50 | 327 | | | None | 5.50 | 327 | N/A | |
| 82 | 3/20/2009 | 21:30 | 00:00 | 2.50 | 802 | 2006138*** | **38 | | | | | | 2.50 | 149 | | | None | 2.50 | 149 | | |
| | | | | | | | | 3/21/2009 | 003 | 40.00 | 2,377 | POL040401 | 40.00 | 2,377 | - | 0 | | | 36.50 | 2,169 | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 83 | 3/22/2009 | 00:00 | 05:00 | 5.00 | 404 | 2006138*** | **14 | | | | | | 5.00 | 297 | | | None | 5.00 | 297 | N/A | |
| 84 | 3/22/2009 | 16:00 | 21:30 | 5.00 | 802 | 2006138*** | **90 | | | | | | 5.50 | 327 | | | None | 5.00 | 297 | | |
| 85 | 3/24/2009 | 21:00 | 23:00 | 2.00 | 502 | 2007134*** | **13 | | | | | | 2.00 | 119 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN | |
| 86 | 3/27/2009 | 14:00 | 21:30 | 7.50 | 802 | 2006138*** | **76 | | | | | | 7.50 | 446 | | | None | 7.50 | 446 | N/A | |
| 87 | 3/25/2009 | 21:00 | 23:00 | 2.00 | 502 | 2007134*** | **13 | | | | | | 2.00 | 119 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN | |
| 88 | 3/26/2009 | 21:00 | 22:00 | 1.00 | 502 | 2008028*** | **13 | | | | | | 1.00 | 59 | | | Reimbursable Agency Task Force | - | - | CRYSTAL MANORS | |
| 89 | 3/30/2009 | 10:00 | 10:30 | 2.00 | 208 | 2008053*** | **13 | | | | | | 2.00 | 119 | | | See Schedule 4 - Court-Related OT Item# 2 | | | N/A | |
| 90 | 3/31/2009 | 21:00 | 23:00 | 2.00 | 502 | 2007013*** | **13 | | | | | | 2.00 | 119 | | | Reimbursable Agency Task Force | - | - | CREOLE EXPRESS | |
| | | | | | | | | 4/4/2009 | 003 | 26.50 | 1,575 | POL040401 | 27.00 | 1,604 | (0.50) | (30) | | | 17.50 | 1,040 | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 91 | 5/12/2009 | 09:00 | 11:00 | 2.00 | 017 | 2006138*** | **13 | | | | | | 2.00 | 125 | | | None | 2.00 | 125 | | |
| 92 | 5/18/2009 | 21:00 | 22:00 | 1.00 | 502 | 2006138*** | **13 | | | | | | 1.00 | 62 | | | None | 1.00 | 62 | | |
| 93 | 5/20/2009 | 21:00 | 22:00 | 1.00 | 017 | 2006138*** | **13 | | | | | | 1.00 | 62 | | | None | 1.00 | 62 | N/A | |
| 94 | 5/21/2009 | 09:00 | 11:00 | 2.00 | 017 | 2006138*** | **13 | | | | | | 2.00 | 125 | | | None | 2.00 | 125 | | |

**Police Overtime Occurrences for Pay Period End Dates
1/24/2009, 2/7/2009, 3/21/2009, 4/4/2009, and 5/30/2009**

Schedule 1

| Item # | Per Police Scantron System (OT Forms) | | | | | | | Per Cyborg Payroll System | | | | | Per IA | | | | | Stamped Description Listed on front side of original OT form "Reimbursable Federal/other agency task forces" | | |
|--------|---------------------------------------|---------------|-------------|--------------|---------|------------|----------------|---------------------------|------------|----------------|-----------------|------------------|---------------------|---------------------|------------------------------------|--------------------------------------|--|--|-----------------------------|--|
| | A | | B | | C | | | D | | | E | | F | | G | | | | | |
| | OT Date | OT Start Time | OT End Time | Hours Worked | OT Code | OR Number | Supervisor CCN | Pay Period End Date | HED Number | HED Hours Paid | HED Amount Paid | Index Code | OT Hours ((B-A)*24) | OT Paid (F*OT Rate) | Hours Variance Over/ (Under) (D-F) | OT Paid Variance Over/ (Under) (E-G) | Written Support for OT Justification/ Reason | | Hours-No Written Support =C | Amount-No Written Support for OT Justification/ Reason |
| 95 | 5/22/2009 | 11:00 | 16:00 | 5.00 | 017 | 2009019*** | **13 | | | | | | 5.00 | 312 | | | Reimbursable Agency Task Force | - | - | OCDETF |
| 96 | 5/23/2009 | 15:00 | 00:00 | 9.00 | 001 | 2007135*** | **76 | | | | | | 9.00 | 561 | | | None | 9.00 | 561 | N/A |
| 97 | 5/24/2009 | 18:00 | 21:00 | 3.00 | 017 | 2007013*** | **13 | | | | | | 3.00 | 187 | | | Reimbursable Agency Task Force | - | - | CREOLE EXPRESS |
| 98 | 5/27/2009 | 08:00 | 11:00 | 3.00 | 017 | 2009040*** | **13 | | | | | | 3.00 | 187 | | | Reimbursable Agency Task Force | - | - | OCDETF |
| 99 | 5/29/2009 | 09:00 | 11:00 | 2.00 | 017 | 2007134*** | **13 | | | | | | 2.00 | 125 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN |
| 100 | 5/29/2009 | 14:30 | 15:00 | 2.00 | 203 | 2008118*** | **13 | | | | | | 2.00 | 125 | | | See Schedule 4 - Court-Related OT Item# 3 | | | N/A |
| 101 | 5/29/2009 | 17:30 | 20:30 | 3.00 | 017 | 2007134*** | **13 | | | | | | 3.00 | 187 | | | Reimbursable Agency Task Force | - | - | CRACKDOWN |
| | | | | | | | | 5/30/2009 | 003 | 33.00 | 2,059 | POL040401 | 33.00 | 2,059 | - | 0 | | 15.00 | 936 | |
| | | | | | | | | | | | | | | | | | Special Investigations | | | |
| 102 | 1/9/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **24 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | |
| 103 | 1/10/2009 | 14:30 | 21:30 | 7.00 | 404 | 2006138*** | **24 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | |
| 104 | 1/12/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **34 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 105 | 1/13/2009 | 16:30 | 20:00 | 3.50 | 105 | 2009003*** | **26 | | | | | | 3.50 | 178 | | | None | 3.50 | 178 | |
| 106 | 1/13/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **34 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 107 | 1/15/2009 | 16:30 | 20:30 | 4.00 | 001 | 2008148*** | **90 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | |
| 108 | 1/16/2009 | 16:30 | 21:30 | 5.00 | 001 | 2009004*** | **84 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | N/A |
| 109 | 1/17/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **96 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 110 | 1/18/2009 | 08:30 | 14:30 | 6.00 | 404 | 2006138*** | **96 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | |
| 111 | 1/19/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **34 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 112 | 1/19/2009 | 18:00 | 22:00 | 4.00 | 001 | 2009005*** | **90 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | |
| 113 | 1/20/2009 | 16:30 | 20:00 | 3.50 | 105 | 2009003*** | **26 | | | | | | 3.50 | 178 | | | None | 3.50 | 178 | |
| 114 | 1/22/2009 | 18:00 | 22:00 | 4.00 | 001 | 2009006*** | **90 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | |
| | | | | | | | | 1/24/2009 | 003 | 74.00 | 3,760 | POL030201 | 74.00 | 3,760 | - | 0 | | 74.00 | 3,760 | |
| | | | | | | | | | | | | | | | | | Patrol | | | |
| 115 | 1/24/2009 | 08:30 | 14:30 | 6.00 | 404 | 2006138*** | **85 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | |
| 116 | 1/24/2009 | 14:30 | 21:30 | 7.00 | 404 | 2006138*** | **69 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | |
| 117 | 1/25/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **85 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 118 | 1/27/2009 | 18:00 | 22:00 | 4.00 | 001 | 2009006*** | **35 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | |
| 119 | 1/29/2009 | 18:00 | 22:00 | 4.00 | 001 | 2009006*** | **90 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | N/A |
| 120 | 1/31/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **22 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 121 | 2/1/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **22 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| 122 | 2/2/2009 | 18:00 | 22:00 | 4.00 | 001 | 2009006*** | **90 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 | |
| 123 | 2/2/2009 | 06:30 | 14:30 | 8.00 | 404 | 2006138*** | **85 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | |
| | | | | | | | | 2/7/2009 | 003 | 57.00 | 2,896 | POL030201 | 57.00 | 2,896 | - | 0 | | 57.00 | 2,896 | |
| | | | | | | | | | | | | | | | | | Patrol | | | |
| 124 | 3/7/2009 | 08:30 | 14:30 | 6.00 | 404 | 2006138*** | **85 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | N/A |

**Police Overtime Occurrences for Pay Period End Dates
1/24/2009, 2/7/2009, 3/21/2009, 4/4/2009, and 5/30/2009**

Schedule 1

| Item # | Per Police Scantron System (OT Forms) | | | | | | | Per Cyborg Payroll System | | | | | Per IA | | | | | Stamped Description Listed on front side of original OT form "Reimbursable Federal/other agency task forces" | | | |
|--------|---------------------------------------|---------------|-------------|--------------|---------|------------|----------------|---------------------------|------------|----------------|-----------------|----------------|---------------------|---------------------|------------------------------------|--------------------------------------|--|--|-----------------------------|--|--|
| | A | | B | | C | | | Pay Period End Date | HED Number | HED Hours Paid | HED Amount Paid | Index Code | F | | G | | | | | | |
| | OT Date | OT Start Time | OT End Time | Hours Worked | OT Code | OR Number | Supervisor CCN | | | | | | OT Hours ((B-A)*24) | OT Paid (F*OT Rate) | Hours Variance Over/ (Under) (D-F) | OT Paid Variance Over/ (Under) (E-G) | Written Support for OT Justification/ Reason | | Hours-No Written Support =C | Amount-No Written Support for OT Justification/ Reason | |
| 125 | 3/8/2009 | 07:00 | 14:00 | 7.00 | 404 | 2006138*** | **67 | 3/21/2009 | 003 | 13.00 | 660 | POL030201 | 13.00 | 660 | - | 0 | None | 7.00 | 356 | N/A | |
| | | | | | | | | | | | | Patrol | | | | | | | | | |
| 126 | 3/7/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **81 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | N/A | |
| 127 | 3/23/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **81 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |
| 128 | 3/26/2009 | 16:30 | 19:30 | 3.00 | 503 | 2009033*** | **34 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 129 | 3/28/2009 | 07:30 | 14:30 | 7.00 | 404 | 2006138*** | **85 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 130 | 3/30/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **81 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |
| 131 | 3/29/2009 | 07:00 | 14:00 | 7.00 | 404 | 2006138*** | **34 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| | | | | | | | | 4/4/2009 | 003 | 32.00 | 1,626 | POL030201 | 32.00 | 1,626 | - | 0 | | 32.00 | 1,626 | | |
| | | | | | | | | | | | | Patrol | | | | | | | | | |
| 132 | 5/3/2009 | 07:30 | 14:00 | 6.50 | 404 | 2006138*** | **85 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 | N/A | |
| 133 | 5/24/2009 | 07:30 | 14:00 | 6.50 | 404 | 2006138*** | **85 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 | | |
| 134 | 5/25/2009 | 07:30 | 14:00 | 6.50 | 404 | 2006138*** | **85 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 | | |
| 135 | 5/25/2009 | 14:00 | 15:30 | 1.50 | 502 | 2009057*** | **85 | | | | | | 1.50 | 76 | | | None | 1.50 | 76 | | |
| 136 | 5/29/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **22 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |
| 137 | 5/30/2009 | 07:00 | 14:00 | 7.00 | 404 | 2006138*** | **32 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 138 | 5/30/2009 | 16:30 | 21:30 | 5.00 | 404 | 2006138*** | **22 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |
| | | | | | | | | 5/30/2009 | 003 | 38.00 | 1,931 | POL030201 | 38.00 | 1,931 | - | 0 | | 38.00 | 1,931 | | |
| | | | | | | | | | | | | Patrol | | | | | | | | | |
| 139 | 1/11/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **67 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | N/A | |
| 140 | 1/11/2009 | 07:30 | 15:30 | 8.00 | 707 | 2006140*** | **02 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | | |
| 141 | 1/12/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **67 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 142 | 1/13/2009 | 17:00 | 20:00 | 3.00 | 003 | 2009003*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 143 | 1/13/2009 | 23:30 | 07:30 | 8.00 | 404 | 2006138*** | **82 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | | |
| 144 | 1/16/2009 | 18:30 | 21:30 | 3.00 | 001 | 2006109*** | **99 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 145 | 1/17/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **73 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 146 | 1/18/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **73 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 147 | 1/19/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **73 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 148 | 1/20/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **73 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 149 | 1/16/2009 | 15:00 | 18:30 | 3.50 | 707 | 2009005*** | **02 | | | | | | 3.50 | 178 | | | None | 3.50 | 178 | | |
| 150 | 1/20/2009 | 17:00 | 20:00 | 3.00 | 003 | 2009003*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 151 | 1/22/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **14 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 152 | 1/24/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **90 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| | | | | | | | | 1/24/2009 | 003 | 108.50 | 5,512 | POL030407 | 108.50 | 5,512 | - | 0 | | 108.50 | 5,512 | | |
| | | | | | | | | | | | | Mounted Patrol | | | | | | | | | |
| 153 | 1/27/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **14 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | N/A | |
| 154 | 1/31/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **14 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 155 | 2/1/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **14 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 | | |
| 156 | 1/28/2009 | 18:00 | 20:30 | 2.50 | 104 | 2008106*** | **02 | | | | | | 2.50 | 127 | | | None | 2.50 | 127 | | |
| 157 | 1/29/2009 | 15:00 | 18:00 | 3.00 | 001 | 2009006*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |

**Police Overtime Occurrences for Pay Period End Dates
1/24/2009, 2/7/2009, 3/21/2009, 4/4/2009, and 5/30/2009**

Schedule 1

| Item # | Per Police Scantron System (OT Forms) | | | | | | | Per Cyborg Payroll System | | | | | Per IA | | | | | | Stamped Description Listed on front side of original OT form "Reimbursable Federal/other agency task forces" |
|--------|---------------------------------------|---------------|-------------|--------------|---------|------------|----------------|---------------------------|------------|----------------|-----------------|------------|---------------------|---------------------|------------------------------------|--------------------------------------|--|-----------------------------|--|
| | A | | B | | C | | | Pay Period End Date | HED Number | HED Hours Paid | HED Amount Paid | Index Code | F | | G | | | | |
| | OT Date | OT Start Time | OT End Time | Hours Worked | OT Code | OR Number | Supervisor CCN | | | | | | OT Hours ((B-A)*24) | OT Paid (F*OT Rate) | Hours Variance Over/ (Under) (D-F) | OT Paid Variance Over/ (Under) (E-G) | Written Support for OT Justification/ Reason | Hours-No Written Support =C | |
| 158 | 1/30/2009 | 15:00 | 18:00 | 3.00 | 001 | 2009006*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 159 | 1/31/2009 | 17:30 | 21:30 | 4.00 | 001 | 2008106*** | **02 | | | | | | 4.00 | 203 | | | None | 4.00 | 203 |
| 160 | 2/3/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **14 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 |
| 161 | 2/7/2009 | 21:30 | 07:30 | 10.00 | 404 | 2006138*** | **82 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 |
| | | | | | | | | 2/7/2009 | 003 | 62.50 | 3,175 | POL030407 | 62.50 | 3,175 | - | 0 | | 62.50 | 3,175 |
| | | | | | | | | | | | | | | | | | | | |
| 162 | 3/4/2009 | 13:30 | 14:00 | 2.00 | 203 | 2008053*** | **63 | | | | | | - | - | | | See Schedule 4 - Court-Related OT Item# 4 | | |
| 163 | 3/11/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 164 | 3/12/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 165 | 3/13/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | Spring Break | - | - |
| 166 | 3/20/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | Spring Break | - | - |
| 167 | 3/21/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | Spring Break | - | - |
| | | | | | | | | 3/21/2009 | 003 | 17.00 | 864 | POL030407 | 15.00 | 762 | 2.00 | 102 | | 6.00 | 305 |
| | | | | | | | | | | | | | | | | | | | |
| 168 | 3/22/2009 | 11:00 | 18:00 | 7.00 | 101 | 2009008*** | **02 | | | | | | 7.00 | 356 | | | Spring Break | - | - |
| 169 | 3/26/2009 | 15:00 | 19:30 | 4.50 | 707 | 2009033*** | **02 | | | | | | 4.50 | 229 | | | Spring Break | - | - |
| 170 | 3/28/2009 | 15:00 | 18:00 | 3.00 | 101 | 2009008*** | **02 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| | | | | | | | | 4/4/2009 | 003 | 14.50 | 737 | POL030407 | 14.50 | 737 | - | 0 | | 3.00 | 152 |
| | | | | | | | | | | | | | | | | | | | |
| 171 | 5/17/2009 | 23:30 | 09:30 | 10.00 | 404 | 2006138*** | **74 | | | | | | 10.00 | 508 | | | None | 10.00 | 508 |
| 172 | 5/19/2009 | 23:30 | 06:30 | 7.00 | 404 | 2006138*** | **14 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 173 | 5/20/2009 | 23:30 | 06:30 | 7.00 | 404 | 2006138*** | **14 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 174 | 5/23/2009 | 00:00 | 06:30 | 6.50 | 404 | 2006138*** | **82 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 |
| | | | | | | | | 5/30/2009 | 003 | 30.50 | 1,550 | POL030407 | 30.50 | 1,550 | - | 0 | | 30.50 | 1,550 |
| | | | | | | | | | | | | | | | | | | | |
| 175 | 1/10/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 176 | 1/11/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 177 | 1/15/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 178 | 1/16/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 179 | 1/17/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 180 | 1/18/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 |
| 181 | 1/19/2009 | 08:00 | 14:00 | 6.00 | 001 | 2009004*** | **22 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 |
| 182 | 1/17/2009 | 14:00 | 00:00 | 8.00 | 404 | 2006138*** | **88 | | | | | | 10.00 | 508 | | | None | 8.00 | 406 |
| 183 | 1/22/2009 | 14:00 | 22:00 | 8.00 | 404 | 2006138*** | **84 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 |
| 184 | 1/22/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 185 | 1/23/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 |
| 186 | 1/19/2009 | 14:00 | 00:00 | 10.00 | 901 | 2006138*** | **88 | 1/24/2009 | 003 | 62.00 | 3,150 | POL030201 | 10.00 | 508 | | | Martin Luther King Day | - | - |
| | | | | | | | | 1/24/2009 | 009 | 10.00 | 508 | POL030201 | 74.00 | 3,760 | (2.00) | (102) | | 62.00 | 3,150 |
| | | | | | | | | | | | | | | | | | | | |
| 187 | 1/24/2009 | 16:00 | 00:00 | 8.00 | 404 | 2006138*** | **88 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 |

**Police Overtime Occurrences for Pay Period End Dates
1/24/2009, 2/7/2009, 3/21/2009, 4/4/2009, and 5/30/2009**

Schedule 1

| Item # | Per Police Scantron System (OT Forms) | | | | | | | Per Cyborg Payroll System | | | | | Per IA | | | | | Stamped Description Listed on front side of original OT form "Reimbursable Federal/other agency task forces" | | | |
|--------|---------------------------------------|---------------|-------------|--------------|---------|------------|----------------|---------------------------|------------|----------------|-----------------|------------------|---------------------|---------------------|------------------------------------|--------------------------------------|--|--|-----------------------------|--|-----|
| | A | | B | | C | | | D | | | E | | F | | G | | | | | | |
| | OT Date | OT Start Time | OT End Time | Hours Worked | OT Code | OR Number | Supervisor CCN | Pay Period End Date | HED Number | HED Hours Paid | HED Amount Paid | Index Code | OT Hours ((B-A)*24) | OT Paid (F*OT Rate) | Hours Variance Over/ (Under) (D-F) | OT Paid Variance Over/ (Under) (E-G) | Written Support for OT Justification/ Reason | | Hours-No Written Support =C | Amount-No Written Support for OT Justification/ Reason | |
| 188 | 1/24/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | N/A | |
| 189 | 1/25/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 190 | 1/26/2009 | 00:00 | 06:00 | 6.00 | 001 | 2009005*** | **95 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | | |
| 191 | 1/29/2009 | 00:00 | 06:00 | 6.00 | 001 | 2009005*** | **72 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | | |
| 192 | 1/30/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 193 | 1/31/2009 | 16:00 | 00:00 | 8.00 | 404 | 2006138*** | **88 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | | |
| 194 | 1/31/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 195 | 2/1/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 196 | 2/2/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 197 | 2/4/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 198 | 2/4/2009 | 13:15 | 14:00 | 2.00 | 207 | 2006158*** | **88 | | | | | | 2.00 | 102 | | | See Schedule 4 - Court-Related OT Item# 5 | | | | |
| 199 | 2/5/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 200 | 2/2/2009 | 03:00 | 06:00 | 3.00 | 001 | 2009006*** | **34 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 201 | 2/7/2009 | 16:00 | 00:00 | 8.00 | 404 | 2006138*** | **88 | | | | | | 8.00 | 406 | | | None | 8.00 | 406 | | |
| 202 | 2/7/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| | | | | | | | | 2/7/2009 | 003 | 88.00 | 4,471 | POL030201 | 88.00 | 4,471 | - | 0 | | 86.00 | 4,369 | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 203 | 3/8/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | N/A |
| 204 | 3/10/2009 | 00:00 | 06:00 | 6.00 | 404 | 2006138*** | **65 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | | |
| 205 | 3/11/2009 | 00:00 | 06:30 | 6.50 | 404 | 2006138*** | **65 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 | | |
| 206 | 3/12/2009 | 00:00 | 05:30 | 5.50 | 404 | 2006138*** | **65 | | | | | | 5.50 | 279 | | | None | 5.50 | 279 | | |
| 207 | 3/12/2009 | 18:00 | 00:00 | 6.00 | 402 | 2004128*** | **25 | | | | | | 6.00 | 305 | | | None | 6.00 | 305 | | |
| 208 | 3/14/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 209 | 3/17/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 210 | 3/11/2009 | 08:30 | 09:30 | 2.00 | 204 | 2008100*** | **72 | | | | | | 2.00 | 102 | | | See Schedule 4 - Court-Related OT Item# 6 | | | | |
| 211 | 3/19/2009 | 10:00 | 12:00 | 2.00 | 204 | 2006158*** | **72 | | | | | | 2.00 | 102 | | | See Schedule 4 - Court-Related OT Item# 7 | | | | |
| 212 | 3/19/2009 | 14:00 | 15:00 | 2.00 | 206 | 2006142*** | **72 | | | | | | 2.00 | 102 | | | See Schedule 4 - Court-Related OT Item# 8 | | | | |
| 213 | 3/21/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| | | | | | | | | 3/21/2009 | 003 | 50.00 | 2,540 | POL030201 | 50.00 | 2,540 | - | 0 | | 44.00 | 2,235 | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 214 | 3/22/2009 | 00:00 | 06:30 | 6.50 | 402 | 2004128*** | **25 | | | | | | 6.50 | 330 | | | None | 6.50 | 330 | N/A | |
| 215 | 3/24/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 216 | 3/28/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 217 | 3/29/2009 | 00:00 | 07:00 | 7.00 | 402 | 2004128*** | **25 | | | | | | 7.00 | 356 | | | None | 7.00 | 356 | | |
| 218 | 3/30/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 219 | 3/31/2009 | 00:00 | 03:00 | 3.00 | 402 | 2004128*** | **25 | | | | | | 3.00 | 152 | | | None | 3.00 | 152 | | |
| 220 | 4/3/2009 | 15:00 | 16:00 | 2.00 | 204 | 2008082*** | **81 | | | | | | 2.00 | 102 | | | See Schedule 4 - Court-Related OT Item# 9 | | | | |
| | | | | | | | | 4/4/2009 | 003 | 31.50 | 1,600 | POL030201 | 31.50 | 1,600 | - | 0 | | 29.50 | 1,499 | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| 221 | 5/18/2009 | 00:00 | 05:00 | 5.00 | 404 | 2006138*** | **65 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |
| 222 | 5/19/2009 | 00:00 | 05:00 | 5.00 | 404 | 2006138*** | **65 | | | | | | 5.00 | 254 | | | None | 5.00 | 254 | | |

OVERTIME CODES

Exhibit 2

| <u>CODE</u> | <u>DESCRIPTION</u> | <u>CODE</u> | <u>DESCRIPTION</u> |
|-------------|---|-------------|--|
| 001 | ACTION PLAN SUPPORT | 210 | COURT-STANDBY-NON-DUTY DAY-SWORN |
| 002 | CALL BACK | 211 | COURT-STANDBY-DUTY DAY-CIVILIAN |
| 003 | CIVIL DISTURBANCE/PROTEST | 212 | COURT-STANDBY-NON-DUTY DAY-CIVILIAN |
| 004 | COMMUNITY MEETING | 301 | DISASTER - HURRICANE |
| 005 | CONFISCATION | 302 | DISASTER - OTHER |
| 006 | HOSPITAL-GUARD PRISONER | 401 | STAFFING SHORTAGE - COMPLAINT OPERATORS |
| 007 | LABOR DISTURBANCE | 402 | STAFFING SHORTAGE - DETENTION |
| 008 | OFF-DUTY ASSISTS | 403 | STAFFING SHORTAGE - DISPATCH |
| 009 | PATROL STANDBY AT SCENE | 404 | STAFFING SHORTAGE - PATROL |
| 010 | RAIDS/WARRANTS | 405 | STAFFING SHORTAGE - TELETYPE |
| 011 | RANGE | 406 | STAFFING SHORTAGE - OTHER |
| 012 | SCHOOL-SECURITY | 408 | SCHEDULED COMMUNICATIONS OT |
| 013 | SCHOOL-SPORTING EVENT | 501 | LATE REPORT |
| 016 | STATION REPORT OFFICER | 502 | LATE ARREST |
| 017 | SURVEILLANCE/STAKEOUT | 503 | LATE BACK-UP |
| 018 | TRAFFIC-HOMICIDE/FATALITY | 601 | CID CALL OUT - AUTO THEFT |
| 019 | TRAINING-INSTRUCTOR | 602 | CID CALL OUT - BURGLARY |
| 020 | TRAINING STUDENT | 603 | CID CALL OUT - ECONOMIC CRIMES |
| 021 | STANDBY-OTHER-THAN-COURT-DUTY | 604 | CID CALL OUT - HOMICIDE |
| 022 | STANDBY-OTHER-THAN-COURT-NON-DUTY DAY | 605 | CID CALL OUT - VIOLENT CRIMES |
| 023 | STANDBY-MAINTENANCE-DUTY DAY | 606 | CID CALL OUT - SPECIAL VICTIMS |
| 024 | STANDBY-MAINTENANCE-NON-DUTY DAY | 607 | CID CALL OUT-CRIME SCENE INVESTIGATOR |
| 030 | ADMINISTRATIVE TASKS | 702 | SPECIAL UNIT CALL OUT - RAIDERS |
| 050 | INTERNAL AFFAIRS-INVESTIGATORS | 703 | SPECIAL UNIT CALL OUT - TRAFFIC |
| 051 | INTERNAL AFFAIRS-STATEMENT | 704 | SPECIAL UNIT CALL OUT - DIVE TEAM/BOMB SQUAD |
| 101 | CITY EVENT-BEACH | 705 | SPECIAL UNIT CALL OUT - K-9 |
| 102 | CITY EVENT-YANKEE STADIUM | 706 | SPECIAL UNIT CALL OUT - MARINE |
| 103 | CITY EVENT-LOCKHART STADIUM | 707 | SPECIAL UNIT CALL OUT - MOUNTED |
| 104 | CITY EVENT-RIVERWALK | 708 | SPECIAL UNIT CALL OUT - S.I.D. |
| 105 | CITY EVENT OTHER | 709 | SPECIAL UNIT CALL OUT - SWAT TEAM |
| 201 | COURT - CASE FILING | 711 | SPECIAL UNIT CALL OUT - TECH SERVICES |
| 202 | COURT-CITY CIVIL CASE | 801 | SUPERVISOR - ACTING SUPERVISOR |
| 203 | COURT-DEPOSITION | 802 | SUPERVISOR - COVERAGE |
| 204 | COURT-MOTION/HEARING/PRE-TRIAL CONFERENCE | 803 | SUPERVISOR - LATE PAPER REVIEW |
| 205 | COURT-PAROLE/PROBATION HEARING | 901 | HOLIDAY - WORKING ON HOLIDAY |
| 206 | COURT-MANDATORY-TRAFFIC | 905 | STC/CLERICAL WORKING ON HOLIDAY |
| 207 | COURT-MANDATORY-FELONY | 906 | STC/CLERICAL DAY OFF HOLIDAY |
| 208 | COURT-MANDATORY-MISDEMEANOR | 910 | FLSA RECONCILIATION |
| 209 | COURT-STANDBY-DUTY DAY-SWORN | | |

| Per Scanton System | | | | | | | | | | | Per Court Liaison and/or Case Information sheet | Per Case Summary (Clerk of Courts System) | Per Court Liaison/IA | Per IA (using OT form) | | | | | | | | | | | | |
|--------------------|------|---------|----------|---------------|-------------|--------------|------------|----------|------|---------|---|---|----------------------|---|----------------------------------|---|-----------------------------------|------------|----------|------------|---------------------------------------|-----------------|---------------------|-------------------------|-------------------------|----------------|
| Item # | CCN | OT code | OT date | OT start time | OT end time | Hours worked | OR number | Pay | CCN | OT type | Case # | Scheduled event (date OT was worked) | Time | Comment | Approved by Court Liaison (Y/N)? | Court-Related OT forms Date and Time Stamped (Y/N)? | Court-related OT Justified (Y/N)? | Time | | | Comment | Hours Justified | Hours Not Justified | \$ Amount Not Justified | Comp Time Not Justified | OT Form Errors |
| | | | | | | | | | | | | | | | | | | Start time | End time | Hrs worked | | | | | | |
| 1 | **80 | 207 | 1/29/09 | 10:00 | 11:00 | 2.00 | 2008006*** | \$118.83 | **13 | 0 | 08001015CF10A | 1/29/09 | 10:00 | | N* | N* | Y | 10:00 | 11:00 | 2.00 | | 2.00 | \$0.00 | \$0.00 | | |
| 2 | **80 | 208 | 3/30/09 | 10:00 | 10:30 | 2.00 | 2008053*** | 118.83 | **13 | 0 | 08010734MM10A | 3/30/09 | 9:00&10:00 | | N* | N* | Y | 10:00 | 10:30 | 2.00 | | 2.00 | - | - | | |
| 3 | **80 | 203 | 5/29/09 | 14:30 | 15:00 | 2.00 | 2008118*** | 124.77 | **13 | 0 | ND | UTD | UTD | | N* | N* | N | 10:30 | 15:00 | 2.00 | | - | 2.00 | 124.77 | | |
| 4 | **03 | 203 | 3/4/09 | 13:30 | 14:00 | 2.00 | 2008053*** | 101.61 | **63 | 0 | ND | UTD | UTD | | N* | N* | N | 13:30 | 14:00 | 2.00 | | - | 2.00 | 101.61 | | |
| 5 | **75 | 207 | 2/4/09 | 13:15 | 14:00 | 2.00 | 2006158*** | 101.61 | **88 | 0 | 06022678CF10A | N/A | N/A | Per praecipe "canceled per officers 2/4/09" (2hrs minimum) | N* | N* | Y | 13:15 | 14:00 | 2.00 | | 2.00 | - | - | | |
| 6 | **75 | 204 | 3/11/09 | 08:30 | 09:30 | 2.00 | 2008100*** | 101.61 | **72 | 0 | 08016088CF10A | 3/11/09 | 8:30 | | N* | N* | Y | 8:30 | 9:30 | 2.00 | | 2.00 | - | - | | |
| 7 | **75 | 204 | 3/19/09 | 10:00 | 12:00 | 2.00 | 2006158*** | 101.61 | **72 | 0 | 06022678CF10A | 3/19/09 | 10:00 | | N* | N* | Y | 10:00 | 12:00 | 2.00 | | 2.00 | - | - | | |
| 8 | **75 | 206 | 3/19/09 | 14:00 | 15:00 | 2.00 | 2006142*** | 101.61 | **72 | 0 | 08034173TI10A | 3/19/08 | 14:00 | | N* | N* | Y | 14:00 | 15:00 | 2.00 | | 2.00 | - | - | | |
| 9 | **75 | 204 | 4/3/09 | 15:00 | 16:00 | 2.00 | 2008082*** | 101.61 | **81 | 0 | 08012992CF10A | 4/3/09 | 15:00 | | N* | N* | Y | 15:00 | 16:00 | 2.00 | | 2.00 | - | - | | |
| 10 | **33 | 204 | 3/23/09 | 09:30 | 12:30 | 3.00 | 2006108*** | 152.42 | **96 | 0 | 06021674CF10A | 3/23/09 | 13:30 | | N | N | Y | 9:30 | 12:30 | 3.00 | | 3.00 | - | - | | |
| 11 | **23 | 202 | 1/5/09 | 06:30 | 18:30 | 12.00 | 2005147*** | 609.66 | **23 | 0 | ND | UTD | UTD | Directed by a Private Attorney (letter was provided) | Y | N | Y | 6:30 | 18:30 | 12.00 | | 12.00 | - | - | | |
| 12 | **02 | 206 | 4/3/09 | 10:00 | 02:00 | 16.00 | 2008151*** | 366.72 | **11 | 0 | 09001203TI10A | 4/3/09 | 10:00 | | Y | Y | Y | 10:00 | 12:00 | 2.00 | bubbled in 02:00 end time=16:00 | 2.00 | - | - | | \$320.88 |
| 13 | **48 | 205 | 4/16/09 | 09:00 | 14:00 | 5.00 | 2008135*** | 254.03 | **11 | 0 | 08022273CF10A | 4/16/09 | 11:00 | | Y | N | Y | 9:00 | 14:00 | 5.00 | | 5.00 | - | - | | |
| 14 | **79 | 206 | 2/12/09 | 14:00 | 13:15 | 23.25 | 2006142*** | 1,181.22 | **11 | 0 | 08034450TI10A | 2/12/09 | 14:00 | | Y | Y | Y | 14:00 | 13:15 | 2.00 | start and end time transposed | 2.00 | - | - | | 1,079.61 |
| 15 | **53 | 201 | 1/23/09 | 07:30 | 10:30 | 3.00 | 2009000*** | 152.42 | **11 | 0 | ND | UTD | UTD | SAO has not record of this court date | Y | N | N | 7:30 | 10:30 | 3.00 | | - | 3.00 | 152.42 | | |
| 16 | **08 | 207 | 1/6/09 | 09:30 | 05:00 | 19.50 | 2008060*** | 990.70 | **97 | 0 | ND | UTD | UTD | OR # has no match in system | N | N | N | 19:30 | 5:00 | 7.50 | did not use end military time 15:00 | - | 7.50 | 381.04 | | 609.66 |
| 17 | **41 | 208 | 1/26/09 | 12:00 | 16:00 | 4.00 | 2003113*** | 117.66 | **11 | 0 | 03020443MM10A | 1/26/09 | 9:00 | | Y | N | Y | 12:00 | 16:00 | 4.00 | | 4.00 | - | - | | |
| 18 | **89 | 203 | 12/10/08 | 14:00 | 17:00 | 3.00 | 2008009*** | 72.23 | **11 | 1 | ND | N/A | N/A | "Deposition might have been directed by Private Attorney" (no support was provided) | Y | N | N | 14:00 | 17:00 | 3.00 | | - | 3.00 | | 72.23 | |
| 19 | **48 | 204 | 2/13/09 | 08:45 | 11:45 | 3.00 | 2008104*** | 152.42 | **11 | 0 | 08018176CF10A | 2/13/09 | 9:00 | | Y | N | Y | 8:45 | 11:45 | 3.00 | | 3.00 | - | - | | |
| 20 | **95 | 207 | 1/21/09 | 09:00 | 14:30 | 5.50 | 2006132*** | 295.68 | **23 | 0 | 08021581CF10A | 1/21/09 | 9:00 | | Y | N | Y | 9:00 | 14:30 | 5.50 | | 5.00 | 0.50 | 26.88 | | |
| 21 | **81 | 207 | 5/19/09 | 11:00 | 01:00 | 14.00 | 2008087*** | 354.69 | **43 | 0 | 08015756CF10A | ND | ND | | N | N | N | 11:00 | 1:00 | 2.00 | did not use end military time 13:00 | - | 2.00 | 50.67 | | 304.02 |
| 22 | **25 | 207 | 12/16/08 | 11:30 | 01:30 | 14.00 | 2008074*** | 584.85 | **01 | 0 | ND | UTD | UTD | OR # has no match in system | N | N | N | 11:30 | 1:30 | 2.00 | did not use end military time 13:30 | - | 2.00 | 83.55 | | 501.31 |
| 23 | **26 | 206 | 2/5/09 | 14:00 | 06:00 | 16.00 | 2006142*** | 619.92 | **11 | 0 | 08028439TI10A | 2/5/09 | 14:00 | | Y | N | Y | 14:00 | 16:00 | 2.00 | bubbled in 06:00 end time=16:00 | 2.00 | - | - | | 542.43 |
| 24 | **38 | 203 | 10/8/08 | 03:30 | 17:30 | 14.00 | 2007155*** | 516.60 | **11 | 1 | 08009395CF10A | N/A | N/A | deposition on 10-7-08 not 10-8-08 | Y | N | N | 3:30 | 17:30 | 2.00 | did not use military start time=15:30 | - | 2.00 | | 73.80 | 442.80 |

| Per Scanton System | | | | | | | | | | | Per Court Liaison and/or Case Information sheet | Per Case Summary (Clerk of Courts System) | Per Court Liaison/IA | Per IA (using OT form) | | | | | | | | | | | | | | | |
|--------------------|---|---------|----------|---------------|-------------|--------------|------------|----------|------|---------|---|---|----------------------|---|----------------------------------|---|-----------------------------------|------------|----------|------------|--------------------------------------|-----------------|---------------------|-------------------------|-------------------------|----------------|--|--|--|
| Item # | CCN | OT code | OT date | OT start time | OT end time | Hours worked | OR number | Pay | CCN | OT type | Case # | Scheduled event (date OT was worked) | Time | Comment | Approved by Court Liaison (Y/N)? | Court-Related OT forms Date and Time Stamped (Y/N)? | Court-related OT Justified (Y/N)? | Time | | | Comment | Hours Justified | Hours Not Justified | \$ Amount Not Justified | Comp Time Not Justified | OT Form Errors | | | |
| | | | | | | | | | | | | | | | | | | Start time | End time | Hrs worked | | | | | | | | | |
| 25 | **71 | 203 | 9/24/08 | 01:45 | 14:00 | 12.25 | 2008007*** | 557.68 | **63 | 0 | 08001198CF10A | N/A | N/A | | N | UTD | N | UTD | UTD | UTD | | - | UTD | 592.78 | | | | | |
| 26 | **52 | 203 | 1/6/09 | 00:30 | 14:00 | 13.50 | 2008021*** | 563.96 | **54 | 0 | 08022698CF10A | 1/6/09 | 8:00 | officer who worked the OT not in the court system | N | N | N | 0:30 | 14:00 | 2.00 | did not use correct start time=12:30 | - | 2.00 | 83.55 | | 480.42 | | | |
| 27 | **02 | 203 | 9/19/08 | 12:00 | 02:00 | 14.00 | 2008104*** | 516.60 | **97 | 0 | ND | UTD | UTD | OR # has no match in system | N | N | N | 12:00 | 2:00 | 2.00 | did not use correct end time=14:00 | - | 2.00 | 73.80 | | 442.80 | | | |
| 28 | **03 | 203 | 11/18/08 | 14:30 | 14:00 | 23.50 | 2007014*** | 1,193.92 | **81 | 0 | 07002282CF10A | | | Officer does not appear in data base with this case # | N | N | N | 13:30 | 14:00 | 2.00 | bubbled in 14:30 start time=14:00 | - | 2.00 | 101.61 | | 1,092.32 | | | |
| | | | | | | | | | | | | | | | Count if N (No) | 8 | 16 | 12 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Count if N* | 9 | 9 | 16 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Count if Y (Yes) | 11 | 2 | 0 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Count if UTD | 0 | 1 | 0 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | Total | 28 | 28 | 28 | | | | | | | | | | | |
| Legend: | Lodge Agreement 31, Article 24, Section 1, D. states, "...a minimum of two (2) hours at one and one-half (1-1/2) times the regular rate...." | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Scantron OT form was paid to incorrect officer (Officer recorded incorrect CCN # on OT form). | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Same case numbers; however, overtime occurred 2 different days. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OT form provided was not the one requested. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CCN | County Control Number | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IA | Internal Audit | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| N* | OT forms were processed through Special Investigations Division (SID); however, language in Police Policy 109 conflicts with SID Standard Operating Procedures. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| N/A* | Not applicable since it was not in original sample selection. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ND | Not documented | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OR | Offense Report | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OT | Overtime | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OT form | Card used to submit OT in the Scantron System. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OT Type "0" | Paid as time 1.5X | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OT Type "1" | Paid as comp time 1.5X | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Scantron System | Police Department system for recording OT | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SOA | State Attorney's Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| UTD | Unable to Determine | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | Conclusion | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | Amount Not Justified (F + G) | \$1,918.71 | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | Time Card Errors | 5,816.25 | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | Amount Justified | 2,525.65 | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | Total tested | \$10,260.62 | | | | | | | | | | | | | | | | |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------------|---------------------------|------------------------|-----------|-----------------------------|------------------|-------------------|-----------------|------------------------|
| POL010101 | OFFICE OF THE CHIEF | 011672 | 0620T | POLICE CAPTAIN | - | \$ - | \$ 56,104.40 | 0.00% |
| | | 015205 | 0914M | POLICE CHIEF | - | - | 79,481.60 | 0.00% |
| | | POL010101 Total | | | | - | - | 135,586.00 |
| POL010201 | INTERNAL AFFAIRS | 021426 | 0016C | CLERK TYPIST II | - | - | 22,314.88 | 0.00% |
| | | 012285 | 0112C | ADMIN AIDE | - | - | 28,662.40 | 0.00% |
| | | 010667 | 0616P | POLICE SERGEANT | 40.50 | 2,470.77 | 45,668.85 | 5.41% |
| | | 021095 | 0616P | POLICE SERGEANT | 12.50 | 732.95 | 43,248.34 | 1.69% |
| | | 020780 | 0616P | POLICE SERGEANT | 8.00 | 515.75 | 45,337.75 | 1.14% |
| | | 014024 | 0620M | POLICE CAPTAIN | - | - | 59,044.36 | 0.00% |
| POL010201 Total | | | | 61.00 | 3,719.47 | 244,276.58 | 0.14% | |
| POL010301 | STAFF INSPECTIONS | 023304 | 0085L | ADMIN ASST I | - | - | 27,189.60 | 0.00% |
| | | 011132 | 0614P | POLICE OFFICER | 27.00 | 1,466.27 | 37,381.07 | 3.92% |
| | | 021752 | 0616P | POLICE SERGEANT | 30.50 | 1,863.48 | 45,007.88 | 4.14% |
| | | 020581 | 0616P | POLICE SERGEANT | 10.75 | 690.76 | 45,234.36 | 1.53% |
| POL010301 Total | | | | 68.25 | 4,020.51 | 154,812.91 | 0.15% | |
| POL020101 | SUPPORT SERVICES | 018932 | 0621M | POLICE MAJOR | - | - | 70,611.20 | 0.00% |
| | | POL020101 Total | | | | - | - | 70,611.20 |
| POL020201 | ADMINISTRATIVE SUPPORT | 018592 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| | | 014825 | 0112A | ADMIN AIDE | - | - | 12,205.86 | 0.00% |
| | | 020547 | 0620T | POLICE CAPTAIN | - | - | 56,227.52 | 0.00% |
| | | 019930 | 0649T | POLICE LIEUTENANT | 64.00 | 4,411.76 | 51,986.67 | 8.49% |
| | | POL020201 Total | | | | 64.00 | 4,411.76 | 141,802.45 |
| POL020208 | FINANCE/PAYROLL PERSONNEL | 019591 | 0008A | CLERK III | 56.75 | 1,886.63 | 24,381.83 | 7.74% |
| | | 011442 | 0012A | SERVICE CLERK | - | - | 21,382.40 | 0.00% |
| | | 022415 | 0012A | SERVICE CLERK | - | - | 21,382.40 | 0.00% |
| | | 024159 | 0012A | SERVICE CLERK | - | - | 19,554.40 | 0.00% |
| | | 023609 | 0018A | ACCOUNTING CLERK | - | - | 15,558.40 | 0.00% |
| | | 025229 | 0018A | ACCOUNTING CLERK | - | - | 17,526.40 | 0.00% |
| | | 011860 | 0019A | SR ACCOUNTING CLERK | 3.00 | 110.80 | 26,070.48 | 0.43% |
| | | 024458 | 0144M | DEPT BUDGET COORDINATOR | - | - | 38,313.60 | 0.00% |
| | | POL020208 Total | | | | 59.75 | 1,997.43 | 184,169.91 |
| POL020209 | RECRUITING | 023086 | 0616P | POLICE SERGEANT | 66.50 | 4,144.54 | 49,328.32 | 8.40% |
| | | POL020209 Total | | | | 66.50 | 4,144.54 | 49,328.32 |
| POL020210 | BACKGROUND INVESTIGATIONS | 011224 | 0008A | CLERK III | 88.00 | 2,970.17 | 26,503.61 | 11.21% |
| | | 017451 | 0600A | POLICE AIDE III | 76.50 | 2,737.97 | 27,099.03 | 10.10% |
| | | 010409 | 0600A | POLICE AIDE III | - | - | 21,151.89 | 0.00% |
| | | 011822 | 0600A | POLICE AIDE III | - | - | 22,810.16 | 0.00% |
| | | 015515 | 0600A | POLICE AIDE III | - | - | 11,357.36 | 0.00% |
| | | 013585 | 0614P | POLICE OFFICER | 18.50 | 1,036.04 | 36,979.88 | 2.80% |
| | | 012960 | 0614P | POLICE OFFICER | - | - | 35,914.80 | 0.00% |
| | | 019816 | 0614P | POLICE OFFICER | - | - | 35,914.80 | 0.00% |
| | | 020238 | 0614P | POLICE OFFICER | - | - | 36,259.80 | 0.00% |
| | | 023593 | 0614P | POLICE OFFICER | - | - | 36,514.80 | 0.00% |
| | | 023098 | 0616P | POLICE SERGEANT | 44.50 | 2,710.29 | 46,425.89 | 5.84% |
| | | POL020210 Total | | | | 227.50 | 9,454.47 | 336,932.02 |
| POL020211 | SUPPORT SERVICES TRAINING | 020141 | 0012A | SERVICE CLERK | 32.00 | 1,009.57 | 22,391.97 | 4.51% |
| | | 025335 | 0012A | SERVICE CLERK | 18.00 | 445.52 | 17,605.52 | 2.53% |
| | | 019166 | 0411A | VIDEO PRODUCTION SPECIALIST | - | - | 25,407.20 | 0.00% |
| | | 015034 | 0414M | RANGE MASTER | - | - | 34,155.60 | 0.00% |
| | | 021222 | 0600A | POLICE AIDE III | 66.00 | 2,383.40 | 27,197.80 | 8.76% |
| | | 018428 | 0614P | POLICE OFFICER | 25.50 | 1,380.16 | 37,294.96 | 3.70% |
| | | 018535 | 0614P | POLICE OFFICER | 20.50 | 1,128.95 | 38,125.75 | 2.96% |
| | | 017567 | 0614P | POLICE OFFICER | 9.50 | 524.59 | 37,244.39 | 1.41% |
| | | 012343 | 0614P | POLICE OFFICER | - | - | 36,154.80 | 0.00% |
| | | 022090 | 0616P | POLICE SERGEANT | 182.50 | 10,527.95 | 50,378.75 | 20.90% |
| POL020211 Total | | | | 354.00 | 17,400.14 | 325,956.74 | 0.64% | |
| POL020401 | STAFF SUPPORT | 025817 | 0022A | SECRETARY I | 28.00 | 641.76 | 16,532.96 | 3.88% |
| | | 023230 | 0558A | CONSTRUCTION WKR II | 114.00 | 4,424.66 | 30,755.22 | 14.39% |
| | | 014209 | 0559A | CONSTRUCTION WKR III | 100.75 | 5,014.72 | 38,229.04 | 13.12% |
| | | 024520 | 0600A | POLICE AIDE III | 141.25 | 4,356.15 | 25,918.55 | 16.81% |
| | | 022961 | 0611A | PHOTOGRAPHIC TECHNICIAN | 20.50 | 689.16 | 23,787.56 | 2.90% |
| | | 024169 | 0611A | PHOTOGRAPHIC TECHNICIAN | - | - | 13,596.00 | 0.00% |
| | | 019019 | 0616P | POLICE SERGEANT | 73.50 | 4,294.19 | 47,008.54 | 9.13% |
| | | 014980 | 0620T | POLICE CAPTAIN | - | - | 56,614.40 | 0.00% |
| 019065 | 0649T | POLICE LIEUTENANT | - | - | 47,367.20 | 0.00% | | |
| POL020401 Total | | | | 478.00 | 19,420.64 | 299,809.47 | 0.72% | |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings | | |
|------------------------|-----------------------------|------------------------|-----------|----------------------------|---------------|----------------------|-------------------|------------------------|-------------------|--------------|
| POL020404 | COURT LIASION | 020828 | 0134V | COURT LIAISON SUPERVISOR | - | - | 35,095.20 | 0.00% | | |
| | | 013646 | 0609A | POLICE AIDE II | - | - | 19,895.20 | 0.00% | | |
| | | 017290 | 0609A | POLICE AIDE II | - | - | 21,376.00 | 0.00% | | |
| | | 020905 | 0609A | POLICE AIDE II | - | - | 19,895.20 | 0.00% | | |
| | | 023456 | 0609A | POLICE AIDE II | - | - | 18,033.60 | 0.00% | | |
| POL020404 Total | | | | | - | - | 114,295.20 | 0.00% | | |
| POL020406 | EVIDENCE/POLICE SUPPLY | 016113 | 0038A | RECEPTIONIST | 303.50 | 8,286.67 | 29,188.05 | 28.39% | | |
| | | 018809 | 0038A | RECEPTIONIST | 130.00 | 3,421.13 | 21,519.05 | 15.90% | | |
| | | 025075 | 0062A | STOREKEEPER I | 156.00 | 3,470.10 | 18,690.94 | 18.57% | | |
| | | 023645 | 0062A | STOREKEEPER I | 66.00 | 1,865.80 | 21,102.28 | 8.84% | | |
| | | 023237 | 0062A | STOREKEEPER I | 32.00 | 920.10 | 20,332.46 | 4.53% | | |
| | | 020829 | 0062A | STOREKEEPER I | 24.00 | 694.62 | 20,126.10 | 3.45% | | |
| | | 018401 | 0062A | STOREKEEPER I | 16.00 | 468.78 | 20,143.50 | 2.33% | | |
| | | 014571 | 0062A | STOREKEEPER I | - | - | 2,605.26 | 0.00% | | |
| POL020406 Total | | | | | 727.50 | 19,127.20 | 153,707.64 | 0.71% | | |
| POL020408 | EVIDENCE | 016690 | 0115V | POLICE PROPERTY SUPV | - | - | 33,505.60 | 0.00% | | |
| | | 015933 | 0654A | POLICE AIDE II-SPECIALIST | 75.50 | 2,624.70 | 25,545.42 | 10.27% | | |
| | | 010651 | 0654A | POLICE AIDE II-SPECIALIST | 25.50 | 942.20 | 24,040.60 | 3.92% | | |
| | | 016064 | 0654A | POLICE AIDE II-SPECIALIST | 24.50 | 851.19 | 23,949.59 | 3.55% | | |
| | | 012669 | 0654A | POLICE AIDE II-SPECIALIST | 3.00 | 105.48 | 23,203.88 | 0.45% | | |
| POL020408 Total | | | | | 128.50 | 4,523.57 | 130,245.09 | 0.17% | | |
| POL020601 | POLICE INFORMATION SERVICES | 023517 | 0122M | POLICE INFO TECHNOLOGY MGR | - | - | 56,850.38 | 0.00% | | |
| | POL020601 Total | | | | | - | - | 56,850.38 | 0.00% | |
| POL020602 | POLICE INFORMATION SYSTEMS | 025795 | 0045A | TECHNICAL SUPPORT COORD | - | - | 16,692.00 | 0.00% | | |
| | | 024596 | 0112A | ADMIN AIDE | - | - | 19,668.00 | 0.00% | | |
| | | 023637 | 0147L | SR TECHNOLOGY STRATEGIST | - | - | 52,535.83 | 0.00% | | |
| | | 022236 | 0154L | SYSTEMS ADMINISTRATOR | - | - | 48,532.00 | 0.00% | | |
| | | 025879 | 0154L | SYSTEMS ADMINISTRATOR | - | - | 18,868.80 | 0.00% | | |
| | | 014703 | 0156L | SR TECH SUPPORT ANALYST | - | - | 41,729.60 | 0.00% | | |
| | | 019031 | 0156L | SR TECH SUPPORT ANALYST | - | - | 41,729.60 | 0.00% | | |
| | | 023320 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 37,216.24 | 0.00% | | |
| | | 023776 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 26,261.17 | 0.00% | | |
| | | 025318 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 29,879.20 | 0.00% | | |
| | | 010949 | 0614P | POLICE OFFICER | 187.50 | 10,056.28 | 46,031.08 | 21.85% | | |
| | | POL020602 Total | | | | | 187.50 | 10,056.28 | 379,143.52 | 0.37% |
| | | POL020604 | RECORDS | 011229 | 0034A | POLICE RECORDS CLERK | 161.00 | 4,925.01 | 25,458.77 | 19.35% |
| 025230 | 0034A | | | POLICE RECORDS CLERK | 153.50 | 3,483.53 | 19,587.33 | 17.78% | | |
| 013777 | 0034A | | | POLICE RECORDS CLERK | 144.00 | 4,352.17 | 24,870.33 | 17.50% | | |
| 025615 | 0034A | | | POLICE RECORDS CLERK | 144.00 | 3,076.32 | 18,026.72 | 17.07% | | |
| 024330 | 0034A | | | POLICE RECORDS CLERK | 132.00 | 3,387.96 | 21,652.00 | 15.65% | | |
| 023234 | 0034A | | | POLICE RECORDS CLERK | 128.00 | 3,709.95 | 23,911.23 | 15.52% | | |
| 024918 | 0034A | | | POLICE RECORDS CLERK | 113.00 | 2,406.90 | 17,355.38 | 13.87% | | |
| 020359 | 0034A | | | POLICE RECORDS CLERK | 98.50 | 2,907.08 | 23,303.36 | 12.47% | | |
| 025163 | 0034A | | | POLICE RECORDS CLERK | 98.00 | 2,775.55 | 22,929.79 | 12.10% | | |
| 022466 | 0034A | | | POLICE RECORDS CLERK | 84.50 | 2,451.09 | 22,346.29 | 10.97% | | |
| 024434 | 0034A | | | POLICE RECORDS CLERK | 73.00 | 1,806.75 | 18,966.75 | 9.53% | | |
| 023140 | 0034A | | | POLICE RECORDS CLERK | 70.00 | 1,757.99 | 19,628.01 | 8.96% | | |
| 015128 | 0034A | | | POLICE RECORDS CLERK | 64.00 | 1,918.59 | 21,813.79 | 8.80% | | |
| 024468 | 0034A | | | POLICE RECORDS CLERK | 52.00 | 1,317.42 | 18,883.02 | 6.98% | | |
| 025337 | 0034A | | | POLICE RECORDS CLERK | 36.00 | 815.78 | 16,656.38 | 4.90% | | |
| 025189 | 0034A | | | POLICE RECORDS CLERK | 16.00 | 359.04 | 16,384.64 | 2.19% | | |
| 025132 | 0034A | | | POLICE RECORDS CLERK | 15.25 | 345.96 | 16,754.90 | 2.06% | | |
| 024064 | 0034A | | | POLICE RECORDS CLERK | 11.25 | 319.16 | 20,029.76 | 1.59% | | |
| 023594 | 0034A | | | POLICE RECORDS CLERK | 5.25 | 150.08 | 19,730.68 | 0.76% | | |
| 016265 | 0034A | | | POLICE RECORDS CLERK | - | - | 11,608.50 | 0.00% | | |
| 020096 | 0034A | | | POLICE RECORDS CLERK | - | - | 4,304.25 | 0.00% | | |
| 022248 | 0034A | | | POLICE RECORDS CLERK | - | - | 8,947.20 | 0.00% | | |
| 023534 | 0034A | | | POLICE RECORDS CLERK | - | - | 7.92 | 0.00% | | |
| 024373 | 0034A | | | POLICE RECORDS CLERK | - | - | 7,100.00 | 0.00% | | |
| 024991 | 0034A | | | POLICE RECORDS CLERK | - | - | 15,891.20 | 0.00% | | |
| 025070 | 0034A | | | POLICE RECORDS CLERK | - | - | 5,456.35 | 0.00% | | |
| 025071 | 0034A | | | POLICE RECORDS CLERK | - | - | 8,772.05 | 0.00% | | |
| 025078 | 0034A | | | POLICE RECORDS CLERK | - | - | 6,816.00 | 0.00% | | |
| 025087 | 0034A | | | POLICE RECORDS CLERK | - | - | 7,660.90 | 0.00% | | |
| 025088 | 0034A | | | POLICE RECORDS CLERK | - | - | 2,012.85 | 0.00% | | |
| 025129 | 0034A | | | POLICE RECORDS CLERK | - | - | 1,015.30 | 0.00% | | |
| 025186 | 0034A | | | POLICE RECORDS CLERK | - | - | 8,111.75 | 0.00% | | |
| 025188 | 0034A | | | POLICE RECORDS CLERK | - | - | 42.60 | 0.00% | | |
| 025540 | 0034A | POLICE RECORDS CLERK | - | - | 3,294.40 | 0.00% | | | | |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|------------------------|-----------|-----------|---------------------------|-----------------|------------------|-------------------|------------------------|
| | | 025700 | 0034A | POLICE RECORDS CLERK | - | - | 1,817.60 | 0.00% |
| | | 025763 | 0034A | POLICE RECORDS CLERK | - | - | 8,047.85 | 0.00% |
| | | 025809 | 0034A | POLICE RECORDS CLERK | - | - | 3,098.00 | 0.00% |
| | | 020176 | 0037A | SR POLICE RECORDS CLERK | 49.00 | 1,648.89 | 24,997.29 | 6.60% |
| | | 024586 | 0037A | SR POLICE RECORDS CLERK | 13.50 | 371.20 | 20,786.72 | 1.79% |
| | | 023458 | 0037A | SR POLICE RECORDS CLERK | 3.00 | 97.41 | 22,376.81 | 0.44% |
| | | 025808 | 0092V | POLICE RECORDS SUPERVISOR | - | - | 26,359.79 | 0.00% |
| | POL020604 Total | | | | 1,664.75 | 44,383.83 | 586,814.46 | 1.64% |
| POL020605 | CRIME ANALYSIS | 020954 | 0588A | CRIME ANALYST II | 9.00 | 344.00 | 26,815.20 | 1.28% |
| | | 024659 | 0588A | CRIME ANALYST II | 9.00 | 292.01 | 24,359.21 | 1.20% |
| | | 020953 | 0588A | CRIME ANALYST II | - | - | 26,471.20 | 0.00% |
| | | 020383 | 0589V | CRIME ANALYSIS SUPERVISOR | - | - | 41,628.80 | 0.00% |
| | POL020605 Total | | | | 18.00 | 636.01 | 119,274.41 | 0.02% |
| POL030101 | OPERATIONS | 022356 | 0005A | SECRETARY II | - | - | 24,128.72 | 0.00% |
| | | 021640 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| | | 015317 | 0621M | POLICE MAJOR | - | - | 66,412.10 | 0.00% |
| | POL030101 Total | | | | - | - | 109,926.42 | 0.00% |
| POL030201 | PATROL | 020625 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| | | 021966 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| | | 022387 | 0022A | SECRETARY I | - | - | 20,558.30 | 0.00% |
| | | 024367 | 0598A | PUBLIC SAFETY AIDE | 117.00 | 3,072.55 | 20,650.29 | 14.88% |
| | | 025657 | 0598A | PUBLIC SAFETY AIDE | 104.25 | 2,409.34 | 18,008.18 | 13.38% |
| | | 022417 | 0598A | PUBLIC SAFETY AIDE | 100.00 | 3,368.61 | 26,638.57 | 12.65% |
| | | 024374 | 0598A | PUBLIC SAFETY AIDE | 92.50 | 2,609.00 | 21,789.12 | 11.97% |
| | | 020148 | 0598A | PUBLIC SAFETY AIDE | 70.00 | 2,302.34 | 24,077.42 | 9.56% |
| | | 025441 | 0598A | PUBLIC SAFETY AIDE | 60.50 | 1,456.54 | 17,891.74 | 8.14% |
| | | 019037 | 0598A | PUBLIC SAFETY AIDE | 57.75 | 1,867.48 | 23,773.84 | 7.86% |
| | | 024970 | 0598A | PUBLIC SAFETY AIDE | 55.00 | 1,406.64 | 19,032.12 | 7.39% |
| | | 025340 | 0598A | PUBLIC SAFETY AIDE | 55.00 | 1,324.12 | 17,569.72 | 7.54% |
| | | 024399 | 0598A | PUBLIC SAFETY AIDE | 53.50 | 1,965.81 | 26,317.40 | 7.47% |
| | | 025339 | 0598A | PUBLIC SAFETY AIDE | 51.25 | 1,404.52 | 20,764.82 | 6.76% |
| | | 025544 | 0598A | PUBLIC SAFETY AIDE | 51.00 | 1,198.20 | 17,936.21 | 6.68% |
| | | 023410 | 0598A | PUBLIC SAFETY AIDE | 50.50 | 1,358.59 | 19,998.58 | 6.79% |
| | | 024977 | 0598A | PUBLIC SAFETY AIDE | 49.50 | 1,265.85 | 18,942.00 | 6.68% |
| | | 025015 | 0598A | PUBLIC SAFETY AIDE | 44.50 | 1,091.50 | 17,928.22 | 6.09% |
| | | 023229 | 0598A | PUBLIC SAFETY AIDE | 43.75 | 1,270.42 | 21,035.81 | 6.04% |
| | | 020130 | 0598A | PUBLIC SAFETY AIDE | 38.00 | 1,241.87 | 23,387.03 | 5.31% |
| | | 024483 | 0598A | PUBLIC SAFETY AIDE | 33.00 | 876.65 | 18,870.01 | 4.65% |
| | | 024722 | 0598A | PUBLIC SAFETY AIDE | 30.50 | 772.72 | 18,068.08 | 4.28% |
| | | 025066 | 0598A | PUBLIC SAFETY AIDE | 29.50 | 710.20 | 17,812.00 | 3.99% |
| | | 021790 | 0598A | PUBLIC SAFETY AIDE | 27.75 | 886.68 | 23,074.08 | 3.84% |
| | | 020127 | 0598A | PUBLIC SAFETY AIDE | 26.00 | 884.25 | 22,358.85 | 3.95% |
| | | 025102 | 0598A | PUBLIC SAFETY AIDE | 23.50 | 594.97 | 18,430.48 | 3.23% |
| | | 017732 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 639.46 | 21,692.90 | 2.95% |
| | | 024481 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 531.30 | 18,306.34 | 2.90% |
| | | 024391 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 525.56 | 18,546.08 | 2.83% |
| | | 020069 | 0598A | PUBLIC SAFETY AIDE | 16.00 | 506.14 | 21,559.58 | 2.35% |
| | | 025796 | 0598A | PUBLIC SAFETY AIDE | 14.00 | 320.88 | 16,212.08 | 1.98% |
| | | 022222 | 0598A | PUBLIC SAFETY AIDE | 13.50 | 402.16 | 20,639.68 | 1.95% |
| | | 024485 | 0598A | PUBLIC SAFETY AIDE | 12.00 | 312.12 | 18,072.61 | 1.73% |
| | | 025734 | 0598A | PUBLIC SAFETY AIDE | 12.00 | 275.58 | 16,179.54 | 1.70% |
| | | 025336 | 0598A | PUBLIC SAFETY AIDE | 10.00 | 239.36 | 16,751.96 | 1.43% |
| | | 021651 | 0598A | PUBLIC SAFETY AIDE | 8.50 | 264.92 | 21,647.32 | 1.22% |
| | | 023784 | 0598A | PUBLIC SAFETY AIDE | 5.00 | 170.43 | 21,522.23 | 0.79% |
| | | 020952 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 136.27 | 21,857.59 | 0.62% |
| | | 020951 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 126.38 | 21,673.26 | 0.58% |
| | | 020133 | 0598A | PUBLIC SAFETY AIDE | - | - | 22,369.28 | 0.00% |
| | | 020135 | 0598A | PUBLIC SAFETY AIDE | - | - | 9,375.36 | 0.00% |
| | | 020145 | 0598A | PUBLIC SAFETY AIDE | - | - | 21,577.40 | 0.00% |
| | | 017834 | 0614P | POLICE OFFICER | 577.50 | 31,468.06 | 67,654.86 | 46.51% |
| | | 019862 | 0614P | POLICE OFFICER | 516.25 | 27,281.30 | 63,866.42 | 42.72% |
| | | 024838 | 0614P | POLICE OFFICER | 452.50 | 18,481.52 | 46,891.32 | 39.41% |
| | | 019213 | 0614P | POLICE OFFICER | 435.00 | 22,456.29 | 58,161.09 | 38.61% |
| | | 024691 | 0614P | POLICE OFFICER | 418.00 | 16,841.39 | 45,175.53 | 37.28% |
| | | 017998 | 0614P | POLICE OFFICER | 371.50 | 20,294.68 | 56,118.60 | 36.16% |
| | | 023070 | 0614P | POLICE OFFICER | 359.00 | 19,013.22 | 55,319.63 | 34.37% |
| | | 024509 | 0614P | POLICE OFFICER | 347.50 | 16,898.54 | 50,973.45 | 33.15% |
| | | 017792 | 0614P | POLICE OFFICER | 336.75 | 18,894.37 | 54,040.64 | 34.96% |
| | | 019102 | 0614P | POLICE OFFICER | 332.25 | 17,673.36 | 54,391.68 | 32.49% |
| | | 020310 | 0614P | POLICE OFFICER | 323.50 | 17,213.02 | 54,637.93 | 31.50% |
| | | 020561 | 0614P | POLICE OFFICER | 310.50 | 17,465.89 | 56,264.40 | 31.04% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| | | 024476 | 0614P | POLICE OFFICER | 293.50 | 12,710.86 | 42,714.76 | 29.76% |
| | | 024732 | 0614P | POLICE OFFICER | 279.00 | 14,495.67 | 50,579.51 | 28.66% |
| | | 025548 | 0614P | POLICE OFFICER | 273.50 | 9,879.55 | 34,858.40 | 28.34% |
| | | 024546 | 0614P | POLICE OFFICER | 270.75 | 14,298.83 | 50,943.06 | 28.07% |
| | | 024694 | 0614P | POLICE OFFICER | 258.33 | 10,228.38 | 38,336.77 | 26.68% |
| | | 016560 | 0614P | POLICE OFFICER | 252.50 | 13,306.56 | 49,316.84 | 26.98% |
| | | 024934 | 0614P | POLICE OFFICER | 243.50 | 11,676.80 | 46,375.26 | 25.18% |
| | | 012281 | 0614P | POLICE OFFICER | 238.50 | 13,056.17 | 48,497.83 | 26.92% |
| | | 024604 | 0614P | POLICE OFFICER | 236.50 | 12,403.48 | 48,728.54 | 25.45% |
| | | 023068 | 0614P | POLICE OFFICER | 216.25 | 11,163.98 | 46,014.60 | 24.26% |
| | | 020387 | 0614P | POLICE OFFICER | 199.50 | 10,598.44 | 47,009.76 | 22.55% |
| | | 025578 | 0614P | POLICE OFFICER | 195.00 | 6,924.58 | 31,011.85 | 22.33% |
| | | 025134 | 0614P | POLICE OFFICER | 194.00 | 7,818.78 | 35,361.70 | 22.11% |
| | | 025577 | 0614P | POLICE OFFICER | 184.50 | 6,451.81 | 30,108.49 | 21.43% |
| | | 012506 | 0614P | POLICE OFFICER | 180.50 | 10,540.06 | 47,859.83 | 22.02% |
| | | 025016 | 0614P | POLICE OFFICER | 178.25 | 7,219.21 | 35,444.88 | 20.37% |
| | | 024558 | 0614P | POLICE OFFICER | 178.00 | 7,463.81 | 36,372.11 | 20.52% |
| | | 025429 | 0614P | POLICE OFFICER | 174.00 | 8,571.66 | 43,547.16 | 19.68% |
| | | 013651 | 0614P | POLICE OFFICER | 173.00 | 9,946.64 | 45,917.67 | 21.66% |
| | | 025068 | 0614P | POLICE OFFICER | 169.75 | 7,977.60 | 40,762.63 | 19.57% |
| | | 025014 | 0614P | POLICE OFFICER | 164.00 | 6,398.72 | 34,811.28 | 18.38% |
| | | 024846 | 0614P | POLICE OFFICER | 162.25 | 6,297.22 | 32,669.65 | 19.28% |
| | | 010085 | 0614P | POLICE OFFICER | 161.50 | 8,979.58 | 45,400.42 | 19.78% |
| | | 025226 | 0614P | POLICE OFFICER | 157.50 | 6,058.96 | 32,889.58 | 18.42% |
| | | 025465 | 0614P | POLICE OFFICER | 157.00 | 5,757.32 | 31,196.16 | 18.46% |
| | | 024275 | 0614P | POLICE OFFICER | 152.00 | 6,539.77 | 37,094.67 | 17.63% |
| | | 023372 | 0614P | POLICE OFFICER | 151.00 | 7,925.95 | 44,360.49 | 17.87% |
| | | 024249 | 0614P | POLICE OFFICER | 150.50 | 6,319.60 | 36,149.79 | 17.48% |
| | | 024109 | 0614P | POLICE OFFICER | 149.50 | 7,263.10 | 40,229.40 | 18.05% |
| | | 020926 | 0614P | POLICE OFFICER | 149.00 | 7,912.96 | 44,153.80 | 17.92% |
| | | 016550 | 0614P | POLICE OFFICER | 144.00 | 8,209.18 | 44,426.86 | 18.48% |
| | | 024281 | 0614P | POLICE OFFICER | 143.50 | 7,359.63 | 43,064.43 | 17.09% |
| | | 023497 | 0614P | POLICE OFFICER | 141.50 | 7,811.76 | 45,684.18 | 17.10% |
| | | 025592 | 0614P | POLICE OFFICER | 139.50 | 4,879.80 | 28,623.37 | 17.05% |
| | | 019109 | 0614P | POLICE OFFICER | 139.00 | 7,561.24 | 44,357.70 | 17.05% |
| | | 019851 | 0614P | POLICE OFFICER | 137.75 | 7,363.42 | 43,573.30 | 16.90% |
| | | 018867 | 0614P | POLICE OFFICER | 136.25 | 7,340.70 | 42,474.54 | 17.28% |
| | | 012736 | 0614P | POLICE OFFICER | 134.50 | 7,193.23 | 43,251.08 | 16.63% |
| | | 023499 | 0614P | POLICE OFFICER | 134.50 | 7,014.15 | 42,307.19 | 16.58% |
| | | 024402 | 0614P | POLICE OFFICER | 133.00 | 6,280.85 | 37,212.40 | 16.88% |
| | | 025467 | 0614P | POLICE OFFICER | 132.00 | 5,270.32 | 33,455.34 | 15.75% |
| | | 025754 | 0614P | POLICE OFFICER | 131.00 | 5,945.53 | 37,330.09 | 15.93% |
| | | 019828 | 0614P | POLICE OFFICER | 129.50 | 7,170.27 | 44,452.19 | 16.13% |
| | | 024625 | 0614P | POLICE OFFICER | 126.50 | 5,265.42 | 34,419.78 | 15.30% |
| | | 024689 | 0614P | POLICE OFFICER | 124.25 | 5,435.87 | 36,985.97 | 14.70% |
| | | 022259 | 0614P | POLICE OFFICER | 123.50 | 6,751.04 | 43,862.84 | 15.39% |
| | | 013567 | 0614P | POLICE OFFICER | 122.00 | 6,788.02 | 41,795.90 | 16.24% |
| | | 024695 | 0614P | POLICE OFFICER | 121.50 | 5,142.30 | 33,559.14 | 15.32% |
| | | 025579 | 0614P | POLICE OFFICER | 119.00 | 4,227.60 | 28,814.46 | 14.67% |
| | | 025673 | 0614P | POLICE OFFICER | 115.00 | 4,125.07 | 28,735.35 | 14.36% |
| | | 024690 | 0614P | POLICE OFFICER | 114.50 | 4,573.79 | 31,688.77 | 14.43% |
| | | 018425 | 0614P | POLICE OFFICER | 114.33 | 6,185.63 | 41,710.43 | 14.83% |
| | | 020227 | 0614P | POLICE OFFICER | 113.50 | 6,402.49 | 45,183.74 | 14.17% |
| | | 019880 | 0614P | POLICE OFFICER | 113.00 | 5,968.28 | 41,630.20 | 14.34% |
| | | 025819 | 0614P | POLICE OFFICER | 112.50 | 5,111.59 | 36,287.51 | 14.09% |
| | | 024840 | 0614P | POLICE OFFICER | 111.50 | 4,685.80 | 33,206.39 | 14.11% |
| | | 024167 | 0614P | POLICE OFFICER | 109.50 | 4,917.63 | 38,066.59 | 12.92% |
| | | 025330 | 0614P | POLICE OFFICER | 108.25 | 4,018.14 | 29,864.57 | 13.45% |
| | | 025421 | 0614P | POLICE OFFICER | 108.00 | 3,934.51 | 29,218.35 | 13.47% |
| | | 017029 | 0614P | POLICE OFFICER | 106.50 | 5,903.72 | 41,097.56 | 14.37% |
| | | 023186 | 0614P | POLICE OFFICER | 106.50 | 5,494.98 | 41,129.13 | 13.36% |
| | | 025580 | 0614P | POLICE OFFICER | 106.50 | 3,778.35 | 28,291.39 | 13.36% |
| | | 024548 | 0614P | POLICE OFFICER | 105.50 | 4,630.38 | 34,622.18 | 13.37% |
| | | 020950 | 0614P | POLICE OFFICER | 105.00 | 5,547.35 | 42,300.99 | 13.11% |
| | | 024440 | 0614P | POLICE OFFICER | 104.50 | 4,086.33 | 32,165.90 | 12.70% |
| | | 025590 | 0614P | POLICE OFFICER | 104.50 | 3,565.82 | 27,017.42 | 13.20% |
| | | 025508 | 0614P | POLICE OFFICER | 103.50 | 4,285.30 | 33,809.07 | 12.68% |
| | | 020081 | 0614P | POLICE OFFICER | 103.00 | 5,734.61 | 43,669.94 | 13.13% |
| | | 025333 | 0614P | POLICE OFFICER | 100.00 | 3,629.56 | 28,779.24 | 12.61% |
| | | 025552 | 0614P | POLICE OFFICER | 100.00 | 3,601.99 | 29,118.64 | 12.37% |
| | | 025818 | 0614P | POLICE OFFICER | 98.00 | 3,339.84 | 26,968.64 | 12.38% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| | | 021558 | 0614P | POLICE OFFICER | 97.00 | 5,010.23 | 40,560.03 | 12.35% |
| | | 025061 | 0614P | POLICE OFFICER | 95.50 | 5,001.01 | 42,872.87 | 11.66% |
| | | 025328 | 0614P | POLICE OFFICER | 95.50 | 3,535.06 | 29,489.86 | 11.99% |
| | | 020584 | 0614P | POLICE OFFICER | 95.00 | 5,043.67 | 41,430.47 | 12.17% |
| | | 025793 | 0614P | POLICE OFFICER | 94.00 | 3,203.52 | 26,832.32 | 11.94% |
| | | 025798 | 0614P | POLICE OFFICER | 94.00 | 3,203.52 | 26,832.32 | 11.94% |
| | | 024472 | 0614P | POLICE OFFICER | 92.00 | 3,910.97 | 33,162.92 | 11.79% |
| | | 025332 | 0614P | POLICE OFFICER | 90.00 | 3,092.88 | 26,583.16 | 11.63% |
| | | 024975 | 0614P | POLICE OFFICER | 88.75 | 4,690.26 | 41,387.39 | 11.33% |
| | | 024644 | 0614P | POLICE OFFICER | 88.25 | 4,389.35 | 39,916.23 | 11.00% |
| | | 021201 | 0614P | POLICE OFFICER | 88.00 | 4,560.81 | 43,432.26 | 10.50% |
| | | 025663 | 0614P | POLICE OFFICER | 87.00 | 3,025.55 | 26,718.71 | 11.32% |
| | | 025779 | 0614P | POLICE OFFICER | 84.00 | 2,862.72 | 26,309.76 | 10.88% |
| | | 024369 | 0614P | POLICE OFFICER | 80.75 | 3,398.12 | 32,916.45 | 10.32% |
| | | 025545 | 0614P | POLICE OFFICER | 80.50 | 2,844.27 | 27,667.41 | 10.28% |
| | | 025772 | 0614P | POLICE OFFICER | 79.00 | 2,698.92 | 26,369.95 | 10.23% |
| | | 025865 | 0614P | POLICE OFFICER | 78.75 | 2,683.80 | 18,133.40 | 14.80% |
| | | 025661 | 0614P | POLICE OFFICER | 76.00 | 2,590.08 | 6,774.46 | 38.23% |
| | | 025420 | 0614P | POLICE OFFICER | 75.50 | 2,781.83 | 28,054.71 | 9.92% |
| | | 024598 | 0614P | POLICE OFFICER | 75.00 | 4,042.53 | 40,777.38 | 9.91% |
| | | 025470 | 0614P | POLICE OFFICER | 74.75 | 2,762.90 | 29,104.28 | 9.49% |
| | | 011615 | 0614P | POLICE OFFICER | 74.50 | 4,147.81 | 40,435.92 | 10.26% |
| | | 025863 | 0614P | POLICE OFFICER | 73.00 | 2,487.84 | 17,937.44 | 13.87% |
| | | 024401 | 0614P | POLICE OFFICER | 72.50 | 3,058.02 | 31,901.42 | 9.59% |
| | | 022966 | 0614P | POLICE OFFICER | 71.00 | 3,342.16 | 35,227.98 | 9.49% |
| | | 024622 | 0614P | POLICE OFFICER | 70.50 | 2,829.28 | 31,179.78 | 9.07% |
| | | 011295 | 0614P | POLICE OFFICER | 69.75 | 3,771.05 | 38,182.97 | 9.88% |
| | | 020134 | 0614P | POLICE OFFICER | 69.50 | 3,248.30 | 35,738.44 | 9.09% |
| | | 018821 | 0614P | POLICE OFFICER | 68.50 | 3,222.58 | 34,538.91 | 9.33% |
| | | 024620 | 0614P | POLICE OFFICER | 68.50 | 2,897.68 | 32,785.25 | 8.84% |
| | | 021298 | 0614P | POLICE OFFICER | 68.00 | 3,562.04 | 38,724.92 | 9.20% |
| | | 025589 | 0614P | POLICE OFFICER | 67.50 | 2,334.72 | 25,711.84 | 9.08% |
| | | 019689 | 0614P | POLICE OFFICER | 66.50 | 3,492.66 | 38,783.28 | 9.01% |
| | | 025674 | 0614P | POLICE OFFICER | 66.50 | 2,297.32 | 26,069.36 | 8.81% |
| | | 024519 | 0614P | POLICE OFFICER | 66.25 | 3,408.84 | 39,140.08 | 8.71% |
| | | 023498 | 0614P | POLICE OFFICER | 64.50 | 3,418.42 | 39,388.30 | 8.68% |
| | | 025761 | 0614P | POLICE OFFICER | 64.50 | 2,198.16 | 25,826.96 | 8.51% |
| | | 025773 | 0614P | POLICE OFFICER | 64.50 | 2,198.16 | 25,826.96 | 8.51% |
| | | 024061 | 0614P | POLICE OFFICER | 64.00 | 2,940.54 | 34,630.10 | 8.49% |
| | | 024621 | 0614P | POLICE OFFICER | 63.50 | 2,539.10 | 30,898.65 | 8.22% |
| | | 024392 | 0614P | POLICE OFFICER | 62.00 | 3,204.84 | 40,143.31 | 7.98% |
| | | 022228 | 0614P | POLICE OFFICER | 61.00 | 3,255.12 | 41,294.36 | 7.88% |
| | | 025553 | 0614P | POLICE OFFICER | 60.00 | 2,058.73 | 25,605.77 | 8.04% |
| | | 024364 | 0614P | POLICE OFFICER | 57.50 | 2,572.84 | 33,148.59 | 7.76% |
| | | 024972 | 0614P | POLICE OFFICER | 57.00 | 2,571.65 | 33,217.57 | 7.74% |
| | | 025581 | 0614P | POLICE OFFICER | 56.83 | 1,951.34 | 10,596.73 | 18.41% |
| | | 015733 | 0614P | POLICE OFFICER | 54.00 | 2,909.77 | 38,072.65 | 7.64% |
| | | 025862 | 0614P | POLICE OFFICER | 53.00 | 1,806.24 | 18,164.64 | 9.94% |
| | | 024459 | 0614P | POLICE OFFICER | 52.50 | 2,780.85 | 39,516.69 | 7.04% |
| | | 024938 | 0614P | POLICE OFFICER | 52.50 | 2,066.62 | 29,434.82 | 7.02% |
| | | 025228 | 0614P | POLICE OFFICER | 51.00 | 1,978.00 | 28,651.33 | 6.90% |
| | | 025739 | 0614P | POLICE OFFICER | 50.50 | 1,768.33 | 25,761.08 | 6.86% |
| | | 025735 | 0614P | POLICE OFFICER | 47.50 | 1,618.80 | 20,677.70 | 7.83% |
| | | 025547 | 0614P | POLICE OFFICER | 46.50 | 2,139.64 | 34,970.03 | 6.12% |
| | | 016362 | 0614P | POLICE OFFICER | 46.00 | 2,438.11 | 37,391.95 | 6.52% |
| | | 025737 | 0614P | POLICE OFFICER | 45.50 | 1,550.64 | 25,329.44 | 6.12% |
| | | 025744 | 0614P | POLICE OFFICER | 45.00 | 1,549.13 | 25,616.88 | 6.05% |
| | | 025736 | 0614P | POLICE OFFICER | 45.00 | 1,545.00 | 25,321.68 | 6.10% |
| | | 025740 | 0614P | POLICE OFFICER | 44.75 | 1,537.00 | 25,579.75 | 6.01% |
| | | 020423 | 0614P | POLICE OFFICER | 44.00 | 1,594.12 | 26,263.53 | 6.07% |
| | | 025468 | 0614P | POLICE OFFICER | 43.00 | 1,552.98 | 26,286.82 | 5.91% |
| | | 025741 | 0614P | POLICE OFFICER | 43.00 | 1,467.92 | 25,119.60 | 5.84% |
| | | 024841 | 0614P | POLICE OFFICER | 42.75 | 1,701.25 | 28,710.30 | 5.93% |
| | | 025742 | 0614P | POLICE OFFICER | 42.50 | 1,452.86 | 25,074.90 | 5.79% |
| | | 011475 | 0614P | POLICE OFFICER | 42.00 | 2,304.96 | 36,838.66 | 6.26% |
| | | 022355 | 0614P | POLICE OFFICER | 40.25 | 2,102.78 | 37,977.58 | 5.54% |
| | | 025013 | 0614P | POLICE OFFICER | 39.83 | 1,561.92 | 12,047.77 | 12.96% |
| | | 024471 | 0614P | POLICE OFFICER | 39.75 | 1,724.05 | 33,916.42 | 5.08% |
| | | 024484 | 0614P | POLICE OFFICER | 39.75 | 1,625.32 | 30,057.51 | 5.41% |
| | | 010665 | 0614P | POLICE OFFICER | 39.50 | 2,197.21 | 36,729.13 | 5.98% |
| | | 025699 | 0614P | POLICE OFFICER | 39.50 | 1,714.79 | 31,808.39 | 5.39% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| | | 025858 | 0614P | POLICE OFFICER | 39.00 | 1,329.12 | 19,505.12 | 6.81% |
| | | 025067 | 0614P | POLICE OFFICER | 38.25 | 1,959.95 | 36,967.83 | 5.30% |
| | | 024615 | 0614P | POLICE OFFICER | 37.25 | 1,587.64 | 32,112.21 | 4.94% |
| | | 025591 | 0614P | POLICE OFFICER | 37.00 | 1,314.23 | 25,563.29 | 5.14% |
| | | 018436 | 0614P | POLICE OFFICER | 36.50 | 2,029.20 | 36,441.12 | 5.57% |
| | | 025659 | 0614P | POLICE OFFICER | 36.50 | 1,243.92 | 4,006.67 | 31.05% |
| | | 024060 | 0614P | POLICE OFFICER | 36.00 | 1,656.26 | 33,659.29 | 4.92% |
| | | 023638 | 0614P | POLICE OFFICER | 34.50 | 1,933.16 | 38,294.66 | 5.05% |
| | | 024628 | 0614P | POLICE OFFICER | 34.50 | 1,386.21 | 29,954.65 | 4.63% |
| | | 023688 | 0614P | POLICE OFFICER | 34.00 | 1,769.37 | 38,221.57 | 4.63% |
| | | 025466 | 0614P | POLICE OFFICER | 34.00 | 1,245.28 | 26,911.04 | 4.63% |
| | | 025738 | 0614P | POLICE OFFICER | 33.00 | 1,124.64 | 25,028.44 | 4.49% |
| | | 025176 | 0614P | POLICE OFFICER | 32.00 | 1,461.09 | 33,829.28 | 4.32% |
| | | 025130 | 0614P | POLICE OFFICER | 30.00 | 1,335.46 | 32,772.74 | 4.07% |
| | | 025672 | 0614P | POLICE OFFICER | 30.00 | 1,045.50 | 24,960.46 | 4.19% |
| | | 015817 | 0614P | POLICE OFFICER | 29.25 | 1,634.82 | 37,644.45 | 4.34% |
| | | 023069 | 0614P | POLICE OFFICER | 29.25 | 1,631.95 | 37,317.23 | 4.37% |
| | | 020078 | 0614P | POLICE OFFICER | 27.50 | 1,476.62 | 37,463.68 | 3.94% |
| | | 024063 | 0614P | POLICE OFFICER | 26.00 | 1,189.69 | 32,285.78 | 3.68% |
| | | 024619 | 0614P | POLICE OFFICER | 26.00 | 1,048.91 | 30,097.21 | 3.49% |
| | | 025660 | 0614P | POLICE OFFICER | 24.50 | 1,100.30 | 32,109.86 | 3.43% |
| | | 025762 | 0614P | POLICE OFFICER | 24.50 | 835.21 | 24,548.01 | 3.40% |
| | | 023635 | 0614P | POLICE OFFICER | 24.00 | 1,173.37 | 36,225.21 | 3.24% |
| | | 020226 | 0614P | POLICE OFFICER | 23.00 | 1,202.55 | 36,752.35 | 3.27% |
| | | 023087 | 0614P | POLICE OFFICER | 22.00 | 1,075.06 | 35,339.90 | 3.04% |
| | | 025658 | 0614P | POLICE OFFICER | 21.50 | 732.72 | 24,411.52 | 3.00% |
| | | 025866 | 0614P | POLICE OFFICER | 21.00 | 715.68 | 16,165.28 | 4.43% |
| | | 021367 | 0614P | POLICE OFFICER | 20.00 | 1,048.60 | 36,091.48 | 2.91% |
| | | 023307 | 0614P | POLICE OFFICER | 20.00 | 1,031.14 | 35,714.02 | 2.89% |
| | | 020577 | 0614P | POLICE OFFICER | 19.50 | 1,017.47 | 36,761.31 | 2.77% |
| | | 024842 | 0614P | POLICE OFFICER | 19.50 | 787.94 | 28,967.28 | 2.72% |
| | | 024617 | 0614P | POLICE OFFICER | 19.00 | 787.79 | 23,673.33 | 3.33% |
| | | 025422 | 0614P | POLICE OFFICER | 19.00 | 741.06 | 27,299.35 | 2.71% |
| | | 025662 | 0614P | POLICE OFFICER | 19.00 | 647.52 | 24,144.56 | 2.68% |
| | | 024273 | 0614P | POLICE OFFICER | 18.50 | 775.62 | 30,334.82 | 2.56% |
| | | 022431 | 0614P | POLICE OFFICER | 17.00 | 803.02 | 31,945.54 | 2.51% |
| | | 019108 | 0614P | POLICE OFFICER | 15.50 | 808.47 | 36,613.27 | 2.21% |
| | | 025895 | 0614P | POLICE OFFICER | 15.00 | 511.20 | 7,781.60 | 6.57% |
| | | 025898 | 0614P | POLICE OFFICER | 15.00 | 511.20 | 7,781.60 | 6.57% |
| | | 011175 | 0614P | POLICE OFFICER | 13.50 | 765.66 | 36,952.46 | 2.07% |
| | | 013365 | 0614P | POLICE OFFICER | 12.50 | 703.64 | 35,595.56 | 1.98% |
| | | 014249 | 0614P | POLICE OFFICER | 12.00 | 653.21 | 35,607.05 | 1.83% |
| | | 025084 | 0614P | POLICE OFFICER | 10.00 | 481.22 | 35,424.52 | 1.36% |
| | | 024616 | 0614P | POLICE OFFICER | 10.00 | 481.05 | 30,214.44 | 1.59% |
| | | 025797 | 0614P | POLICE OFFICER | 10.00 | 389.86 | 25,882.98 | 1.51% |
| | | 025864 | 0614P | POLICE OFFICER | 10.00 | 340.80 | 15,790.40 | 2.16% |
| | | 025897 | 0614P | POLICE OFFICER | 10.00 | 340.80 | 7,611.20 | 4.48% |
| | | 015467 | 0614P | POLICE OFFICER | 8.00 | 450.54 | 36,645.34 | 1.23% |
| | | 021299 | 0614P | POLICE OFFICER | 8.00 | 435.91 | 37,891.16 | 1.15% |
| | | 025698 | 0614P | POLICE OFFICER | 7.25 | 334.89 | 32,854.86 | 1.02% |
| | | 012742 | 0614P | POLICE OFFICER | 5.00 | 277.37 | 35,622.17 | 0.78% |
| | | 011474 | 0614P | POLICE OFFICER | 4.00 | 227.66 | 36,377.46 | 0.63% |
| | | 010379 | 0614P | POLICE OFFICER | 4.00 | 222.58 | 35,957.38 | 0.62% |
| | | 020460 | 0614P | POLICE OFFICER | 3.00 | 155.73 | 35,380.53 | 0.44% |
| | | 024477 | 0614P | POLICE OFFICER | 2.00 | 89.41 | 29,972.11 | 0.30% |
| | | 025135 | 0614P | POLICE OFFICER | 2.00 | 78.32 | 27,227.92 | 0.29% |
| | | 010886 | 0614P | POLICE OFFICER | - | - | 10,866.54 | 0.00% |
| | | 015207 | 0614P | POLICE OFFICER | - | - | 36,124.80 | 0.00% |
| | | 016168 | 0614P | POLICE OFFICER | - | - | 9,532.62 | 0.00% |
| | | 016545 | 0614P | POLICE OFFICER | - | - | 35,874.80 | 0.00% |
| | | 018426 | 0614P | POLICE OFFICER | - | - | 32,079.10 | 0.00% |
| | | 019774 | 0614P | POLICE OFFICER | - | - | 35,809.80 | 0.00% |
| | | 023191 | 0614P | POLICE OFFICER | - | - | 480.00 | 0.00% |
| | | 024166 | 0614P | POLICE OFFICER | - | - | 35,524.80 | 0.00% |
| | | 024313 | 0614P | POLICE OFFICER | - | - | 908.80 | 0.00% |
| | | 024493 | 0614P | POLICE OFFICER | - | - | 4,498.58 | 0.00% |
| | | 025138 | 0614P | POLICE OFFICER | - | - | 27,299.60 | 0.00% |
| | | 025227 | 0614P | POLICE OFFICER | - | - | 25,865.60 | 0.00% |
| | | 025794 | 0614P | POLICE OFFICER | - | - | 31,817.90 | 0.00% |
| | | 025857 | 0614P | POLICE OFFICER | - | - | 18,883.76 | 0.00% |
| | | 025894 | 0614P | POLICE OFFICER | - | - | 7,638.40 | 0.00% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------------|----------|-------------|----------------|------------------------|
| | | 025899 | 0614P | POLICE OFFICER | - | - | 7,270.40 | 0.00% |
| | | 025901 | 0614P | POLICE OFFICER | - | - | 7,798.00 | 0.00% |
| | | 025952 | 0614P | POLICE OFFICER | - | - | 1,114.00 | 0.00% |
| | | 025955 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 025956 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 023674 | 0616P | POLICE SERGEANT | 321.00 | 17,582.58 | 55,988.63 | 31.40% |
| | | 011994 | 0616P | POLICE SERGEANT | 261.00 | 17,089.48 | 64,927.18 | 26.32% |
| | | 022336 | 0616P | POLICE SERGEANT | 220.33 | 12,162.19 | 50,144.91 | 24.25% |
| | | 010443 | 0616P | POLICE SERGEANT | 154.00 | 9,825.67 | 53,302.47 | 18.43% |
| | | 020778 | 0616P | POLICE SERGEANT | 146.17 | 8,488.03 | 48,673.47 | 17.44% |
| | | 022225 | 0616P | POLICE SERGEANT | 139.50 | 9,445.32 | 56,539.43 | 16.71% |
| | | 020657 | 0616P | POLICE SERGEANT | 120.50 | 6,534.85 | 43,248.33 | 15.11% |
| | | 020862 | 0616P | POLICE SERGEANT | 115.00 | 6,403.28 | 47,423.44 | 13.50% |
| | | 023676 | 0616P | POLICE SERGEANT | 111.50 | 6,256.13 | 44,508.87 | 14.06% |
| | | 021407 | 0616P | POLICE SERGEANT | 80.50 | 4,907.17 | 47,051.41 | 10.43% |
| | | 019881 | 0616P | POLICE SERGEANT | 69.25 | 4,145.09 | 44,737.23 | 9.27% |
| | | 012581 | 0616P | POLICE SERGEANT | 68.00 | 4,620.86 | 50,133.98 | 9.22% |
| | | 021483 | 0616P | POLICE SERGEANT | 65.25 | 3,713.91 | 44,364.13 | 8.37% |
| | | 019025 | 0616P | POLICE SERGEANT | 57.00 | 3,549.18 | 46,985.32 | 7.55% |
| | | 016597 | 0616P | POLICE SERGEANT | 56.00 | 3,747.34 | 47,473.22 | 7.89% |
| | | 023794 | 0616P | POLICE SERGEANT | 53.00 | 3,053.97 | 44,446.37 | 6.87% |
| | | 016131 | 0616P | POLICE SERGEANT | 50.00 | 3,062.00 | 44,913.00 | 6.82% |
| | | 010899 | 0616P | POLICE SERGEANT | 46.83 | 3,290.88 | 54,026.43 | 6.09% |
| | | 023021 | 0616P | POLICE SERGEANT | 41.50 | 2,167.04 | 37,336.46 | 5.80% |
| | | 021400 | 0616P | POLICE SERGEANT | 41.00 | 2,274.87 | 40,816.57 | 5.57% |
| | | 011428 | 0616P | POLICE SERGEANT | 40.50 | 2,783.93 | 44,218.53 | 6.30% |
| | | 020388 | 0616P | POLICE SERGEANT | 36.50 | 2,231.38 | 43,452.02 | 5.14% |
| | | 023071 | 0616P | POLICE SERGEANT | 32.00 | 1,876.03 | 42,356.67 | 4.43% |
| | | 017113 | 0616P | POLICE SERGEANT | 30.00 | 1,856.66 | 47,787.32 | 3.89% |
| | | 016274 | 0616P | POLICE SERGEANT | 18.00 | 1,155.06 | 41,630.89 | 2.77% |
| | | 010854 | 0616P | POLICE SERGEANT | 15.00 | 925.44 | 42,860.24 | 2.16% |
| | | 018966 | 0616P | POLICE SERGEANT | 13.00 | 832.60 | 42,354.34 | 1.97% |
| | | 021751 | 0616P | POLICE SERGEANT | 13.00 | 758.60 | 40,559.04 | 1.87% |
| | | 012199 | 0616P | POLICE SERGEANT | 8.00 | 520.04 | 44,697.24 | 1.16% |
| | | 010849 | 0616P | POLICE SERGEANT | - | - | 15,974.93 | 0.00% |
| | | 019105 | 0616P | POLICE SERGEANT | - | - | 38,318.60 | 0.00% |
| | | 020738 | 0616P | POLICE SERGEANT | - | - | 43,253.60 | 0.00% |
| | | 012737 | 0620M | POLICE CAPTAIN | - | - | 57,188.00 | 0.00% |
| | * | 019212 | 0620T | POLICE CAPTAIN | 6.50 | 480.98 | 55,704.34 | 0.86% |
| | | 010283 | 0620T | POLICE CAPTAIN | - | - | 56,805.60 | 0.00% |
| | | 011783 | 0620T | POLICE CAPTAIN | - | - | 51,945.60 | 0.00% |
| | | 012523 | 0620T | POLICE CAPTAIN | - | - | 60,823.20 | 0.00% |
| | | 014352 | 0620T | POLICE CAPTAIN | - | - | 58,736.64 | 0.00% |
| | | 017724 | 0620T | POLICE CAPTAIN | - | - | 53,383.20 | 0.00% |
| | | 018130 | 0620T | POLICE CAPTAIN | - | - | 55,477.21 | 0.00% |
| | | 018555 | 0620T | POLICE CAPTAIN | - | - | 59,338.62 | 0.00% |
| | | 018563 | 0620T | POLICE CAPTAIN | - | - | 59,008.96 | 0.00% |
| | | 018570 | 0620T | POLICE CAPTAIN | - | - | 75,138.47 | 0.00% |
| | | 020033 | 0620T | POLICE CAPTAIN | - | - | 55,810.57 | 0.00% |
| | | 013537 | 0621M | POLICE MAJOR | - | - | 62,139.68 | 0.00% |
| | | 013678 | 0621M | POLICE MAJOR | - | - | 58,981.60 | 0.00% |
| | | 015432 | 0621M | POLICE MAJOR | - | - | 62,605.68 | 0.00% |
| | | 023600 | 0628P | POLICE OFFICER (K-9) | 592.00 | 31,584.29 | 69,538.86 | 45.42% |
| | | 020326 | 0628P | POLICE OFFICER (K-9) | 270.50 | 14,258.12 | 53,111.56 | 26.85% |
| | | 024403 | 0628P | POLICE OFFICER (K-9) | 249.50 | 11,613.72 | 46,510.82 | 24.97% |
| | | 023633 | 0628P | POLICE OFFICER (K-9) | 223.00 | 12,435.70 | 53,532.30 | 23.23% |
| | | 020066 | 0628P | POLICE OFFICER (K-9) | 178.25 | 9,449.30 | 48,036.04 | 19.67% |
| | | 022330 | 0628P | POLICE OFFICER (K-9) | 124.50 | 6,562.96 | 45,716.62 | 14.36% |
| | | 019927 | 0628P | POLICE OFFICER (K-9) | 32.75 | 1,755.86 | 41,693.28 | 4.21% |
| | | 018083 | 0740S | EVENT WORKER | 441.83 | 23,943.95 | 81,849.08 | 29.25% |
| | | 015086 | 0740S | EVENT WORKER | 206.17 | 11,280.83 | 73,510.21 | 15.35% |
| | | 014768 | 0740S | EVENT WORKER | 80.50 | 2,666.64 | 26,503.14 | 10.06% |
| | | 011075 | 0740S | EVENT WORKER | 69.00 | 2,568.84 | 22,718.84 | 11.31% |
| | | 011109 | 0740S | EVENT WORKER | 56.00 | 2,083.06 | 17,832.06 | 11.68% |
| | | 013463 | 0740S | EVENT WORKER | 45.50 | 2,669.35 | 53,944.25 | 4.95% |
| | | 014346 | 0740S | EVENT WORKER | 38.50 | 1,284.89 | 28,051.89 | 4.58% |
| | | 017441 | 0740S | EVENT WORKER | 27.50 | 1,585.33 | 62,367.95 | 2.54% |
| | | 016149 | 0740S | EVENT WORKER | 17.00 | 631.67 | 14,876.67 | 4.25% |
| | | 015327 | 0740S | EVENT WORKER | 17.00 | 561.00 | 12,258.00 | 4.58% |
| | | 016342 | 0740S | EVENT WORKER | 12.67 | 984.20 | 66,230.31 | 1.49% |
| | | 016261 | 0740S | EVENT WORKER | 11.00 | 420.48 | 22,131.30 | 1.90% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|----------------------------|-----------|-----------|--------------------------|------------------|---------------------|----------------------|------------------------|
| | | 016615 | 0740S | EVENT WORKER | 9.00 | 334.41 | 22,538.41 | 1.48% |
| | | 016637 | 0740S | EVENT WORKER | 2.00 | 67.98 | 18,592.98 | 0.37% |
| | | 010276 | 0740S | EVENT WORKER | - | - | 3,652.00 | 0.00% |
| | | 011907 | 0740S | EVENT WORKER | - | - | 5,837.00 | 0.00% |
| | | 012334 | 0740S | EVENT WORKER | - | - | 21,983.00 | 0.00% |
| | | 013273 | 0740S | EVENT WORKER | - | - | 12,685.00 | 0.00% |
| | | 013527 | 0740S | EVENT WORKER | - | - | 8,184.00 | 0.00% |
| | | 013937 | 0740S | EVENT WORKER | - | - | 5,720.00 | 0.00% |
| | | 014176 | 0740S | EVENT WORKER | - | - | 15,729.50 | 0.00% |
| | | 016577 | 0740S | EVENT WORKER | - | - | 7,301.00 | 0.00% |
| | | 016874 | 0740S | EVENT WORKER | - | - | 12,111.00 | 0.00% |
| | POL030201 Total | | | | 27,912.82 | 1,318,138.81 | 11,759,187.88 | 48.67% |
| POL030406 | OPERATIONS SUPPORT | 020123 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 126.24 | 21,508.64 | 0.59% |
| | | 011114 | 0614P | POLICE OFFICER | 374.50 | 20,204.18 | 56,308.98 | 35.88% |
| | | 024540 | 0614P | POLICE OFFICER | 326.00 | 16,688.02 | 52,348.30 | 31.88% |
| | | 021401 | 0614P | POLICE OFFICER | 195.50 | 10,080.10 | 45,994.90 | 21.92% |
| | | 010536 | 0614P | POLICE OFFICER | 178.75 | 9,861.26 | 45,866.06 | 21.50% |
| | | 016348 | 0614P | POLICE OFFICER | 171.00 | 9,384.51 | 45,374.31 | 20.68% |
| | | 022020 | 0614P | POLICE OFFICER | 22.50 | 1,179.15 | 37,123.95 | 3.18% |
| | | 025896 | 0614P | POLICE OFFICER | 19.00 | 647.52 | 7,917.92 | 8.18% |
| | | 013281 | 0614P | POLICE OFFICER | 9.00 | 507.72 | 36,092.52 | 1.41% |
| | | 014106 | 0614P | POLICE OFFICER | 0.83 | 46.31 | 66,965.39 | 0.07% |
| | | 018902 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 025953 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 019928 | 0616P | POLICE SERGEANT | 130.75 | 8,378.26 | 52,411.86 | 15.99% |
| | | 010900 | 0620T | POLICE CAPTAIN | - | - | 55,040.00 | 0.00% |
| | | 019049 | 0649T | POLICE LIEUTENANT | 15.50 | 1,155.75 | 52,100.55 | 2.22% |
| | POL030406 Total | | | | 1,447.33 | 78,259.02 | 611,333.46 | 2.89% |
| POL030407 | MOUNTED PATROL | 025104 | 0260A | MUN MNT WKR I | - | - | 12,425.98 | 0.00% |
| | | 018620 | 0614P | POLICE OFFICER | 548.50 | 29,565.14 | 65,634.77 | 45.04% |
| | | 020274 | 0614P | POLICE OFFICER | 236.00 | 12,454.35 | 48,140.76 | 25.87% |
| | | 020654 | 0614P | POLICE OFFICER | 97.75 | 5,250.90 | 41,495.78 | 12.65% |
| | | 010157 | 0616P | POLICE SERGEANT | 103.50 | 7,070.43 | 50,558.59 | 13.98% |
| | POL030407 Total | | | | 985.75 | 54,340.82 | 218,255.88 | 2.01% |
| POL030408 | K-9 | 021038 | 0614P | POLICE OFFICER | 220.50 | 11,818.58 | 47,542.42 | 24.86% |
| | | 014053 | 0628P | POLICE OFFICER (K-9) | 183.50 | 10,077.42 | 48,323.12 | 20.85% |
| | | 013107 | 0628P | POLICE OFFICER (K-9) | 80.00 | 4,432.25 | 42,954.73 | 10.32% |
| | | 012602 | 0628P | POLICE OFFICER (K-9) | 71.50 | 3,954.12 | 44,068.49 | 8.97% |
| | | 022226 | 0628P | POLICE OFFICER (K-9) | 70.25 | 3,653.87 | 41,628.61 | 8.78% |
| | | 018906 | 0629P | POLICE SERGEANT (K-9) | 30.50 | 2,057.17 | 49,504.79 | 4.16% |
| | POL030408 Total | | | | 656.25 | 35,993.41 | 274,022.16 | 1.33% |
| POL030409 | MARINE | 018880 | 0598A | PUBLIC SAFETY AIDE | 170.50 | 5,405.39 | 26,787.79 | 20.18% |
| | | 020124 | 0614P | POLICE OFFICER | 222.50 | 11,554.96 | 46,482.84 | 24.86% |
| | | 024974 | 0614P | POLICE OFFICER | 199.75 | 10,204.02 | 45,086.90 | 22.63% |
| | | 020042 | 0614P | POLICE OFFICER | 194.00 | 10,091.22 | 44,828.14 | 22.51% |
| | | 019017 | 0614P | POLICE OFFICER | 182.50 | 9,494.12 | 44,177.00 | 21.49% |
| | | 023148 | 0614P | POLICE OFFICER | 157.00 | 8,177.34 | 44,172.14 | 18.51% |
| | | 019103 | 0614P | POLICE OFFICER | 138.75 | 7,251.92 | 42,034.80 | 17.25% |
| | | 010915 | 0614P | POLICE OFFICER | 99.00 | 5,366.37 | 40,831.17 | 13.14% |
| | | 011964 | 0616P | POLICE SERGEANT | 153.50 | 10,216.83 | 55,919.23 | 18.27% |
| | POL030409 Total | | | | 1,517.50 | 77,762.17 | 390,320.01 | 2.87% |
| POL030410 | TRAFFIC ENFORCEMENT | 013711 | 0413A | ACCIDENT INVESTIGATOR II | 127.25 | 5,030.91 | 32,264.91 | 15.59% |
| | | 016061 | 0413A | ACCIDENT INVESTIGATOR II | 81.25 | 3,034.86 | 29,266.86 | 10.37% |
| | | 024479 | 0413A | ACCIDENT INVESTIGATOR II | 65.25 | 1,919.30 | 22,493.70 | 8.53% |
| | | 017797 | 0413A | ACCIDENT INVESTIGATOR II | 60.75 | 2,375.93 | 28,607.93 | 8.31% |
| | | 024623 | 0413A | ACCIDENT INVESTIGATOR II | 51.50 | 1,670.91 | 24,286.11 | 6.88% |
| | | 020139 | 0413A | ACCIDENT INVESTIGATOR II | 48.75 | 1,864.70 | 28,096.70 | 6.64% |
| | | 011560 | 0616P | POLICE SERGEANT | 55.25 | 3,753.10 | 47,546.70 | 7.89% |
| | POL030410 Total | | | | 490.00 | 19,649.71 | 212,562.91 | 0.73% |
| POL030411 | MOTORS | 024175 | 0614P | POLICE OFFICER | 290.00 | 14,733.43 | 49,958.23 | 29.49% |
| | | 015326 | 0614P | POLICE OFFICER | 132.83 | 7,225.97 | 42,450.77 | 17.02% |
| | | 023527 | 0614P | POLICE OFFICER | 62.50 | 3,225.40 | 38,299.24 | 8.42% |
| | | 020125 | 0614P | POLICE OFFICER | 55.00 | 2,855.98 | 38,200.78 | 7.48% |
| | | 023507 | 0614P | POLICE OFFICER | 31.00 | 1,600.84 | 36,945.64 | 4.33% |
| | | 021878 | 0614P | POLICE OFFICER | 24.75 | 1,274.95 | 36,228.79 | 3.52% |
| | | 017948 | 0614P | POLICE OFFICER | 19.50 | 1,086.20 | 36,491.00 | 2.98% |
| | | 023639 | 0614P | POLICE OFFICER | 4.00 | 199.80 | 35,593.60 | 0.56% |
| | | 023151 | 0614P | POLICE OFFICER | - | - | 35,971.92 | 0.00% |
| | | 022388 | 0616P | POLICE SERGEANT | 50.00 | 2,609.87 | 38,764.33 | 6.73% |
| | | 018111 | 0616P | POLICE SERGEANT | 34.75 | 2,369.67 | 46,283.27 | 5.12% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|-------------------------------|--------------------------------|-----------|-----------|--------------------------------|---------------|------------------|-------------------|------------------------|
| POL030411 Total | | | | | 704.33 | 37,182.11 | 435,187.57 | 1.37% |
| POL030412 | PARKING ENFORCEMENT | 022407 | 0602A | PARKING ENFORCEMENT SPECIALIST | 32.50 | 967.77 | 21,048.41 | 4.60% |
| | | 024524 | 0602A | PARKING ENFORCEMENT SPECIALIST | 29.50 | 774.90 | 18,726.06 | 4.14% |
| | | 025173 | 0602A | PARKING ENFORCEMENT SPECIALIST | 28.50 | 681.39 | 17,071.35 | 3.99% |
| | | 022408 | 0602A | PARKING ENFORCEMENT SPECIALIST | 21.00 | 630.24 | 21,043.15 | 2.99% |
| | | 023713 | 0602A | PARKING ENFORCEMENT SPECIALIST | 20.00 | 604.78 | 21,010.42 | 2.88% |
| | | 024156 | 0602A | PARKING ENFORCEMENT SPECIALIST | 21.00 | 558.21 | 20,641.19 | 2.70% |
| | | 024544 | 0602A | PARKING ENFORCEMENT SPECIALIST | 18.50 | 462.53 | 17,685.53 | 2.62% |
| | | 024825 | 0602A | PARKING ENFORCEMENT SPECIALIST | 18.00 | 453.54 | 17,554.54 | 2.58% |
| | | 016398 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 305.48 | 20,543.00 | 1.49% |
| | | 022406 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 297.93 | 20,535.45 | 1.45% |
| | | 025542 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 239.81 | 16,476.09 | 1.46% |
| | | 024525 | 0602A | PARKING ENFORCEMENT SPECIALIST | 5.75 | 150.97 | 18,379.57 | 0.82% |
| | | 017515 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 21,524.43 | 0.00% |
| | | 021784 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 17,668.60 | 0.00% |
| | | 022438 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 20,494.40 | 0.00% |
| | | 025392 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,126.20 | 0.00% |
| | | 025395 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,126.20 | 0.00% |
| | | 025498 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,026.20 | 0.00% |
| | | 025541 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,911.00 | 0.00% |
| | | 025543 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,718.40 | 0.00% |
| | | 025576 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,366.40 | 0.00% |
| | | 022078 | 0622A | SR PARKING SERV OFFICER | 10.00 | 344.27 | 23,993.87 | 1.43% |
| POL030412 Total | | | | | 234.75 | 6,471.82 | 409,670.46 | 0.24% |
| INVESTIGATIVE SERVICES | | | | | | | | |
| POL040101 | ADMIN SUPPORT | 023790 | 0005A | SECRETARY II | - | - | 21,639.20 | 0.00% |
| | | 018939 | 0621M | POLICE MAJOR | - | - | 66,708.80 | 0.00% |
| POL040101 Total | | | | | - | - | 88,348.00 | 0.00% |
| POL040301 | CRIMINAL INVESTIGATIONS | 024679 | 0016A | CLERK TYPIST II | 250.00 | 6,018.81 | 22,710.81 | 26.50% |
| | | 024760 | 0016A | CLERK TYPIST II | 53.50 | 1,200.54 | 16,828.58 | 7.13% |
| | | 024759 | 0016A | CLERK TYPIST II | 41.75 | 1,167.33 | 20,597.15 | 5.67% |
| | | 015624 | 0016A | CLERK TYPIST II | 13.00 | 381.96 | 19,767.56 | 1.93% |
| | | 024901 | 0016A | CLERK TYPIST II | 11.00 | 264.83 | 16,956.83 | 1.56% |
| | | 024182 | 0016A | CLERK TYPIST II | 8.00 | 208.08 | 18,761.68 | 1.11% |
| | | 016087 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| | | 019884 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| | | 025825 | 0016A | CLERK TYPIST II | - | - | 14,456.00 | 0.00% |
| | | 025062 | 0022A | SECRETARY I | 6.00 | 159.39 | 18,868.19 | 0.84% |
| | | 023169 | 0112A | ADMIN AIDE | 54.25 | 1,959.79 | 26,774.19 | 7.32% |
| | | 023795 | 0588A | CRIME ANALYST II | - | - | 27,414.40 | 0.00% |
| | | 020137 | 0598A | PUBLIC SAFETY AIDE | 45.50 | 1,434.65 | 22,817.05 | 6.29% |
| | | 021791 | 0598A | PUBLIC SAFETY AIDE | 41.75 | 1,300.79 | 22,683.19 | 5.73% |
| | | 015214 | 0598A | PUBLIC SAFETY AIDE | - | - | 21,382.40 | 0.00% |
| | | 014750 | 0600A | POLICE AIDE III | 8.50 | 284.12 | 22,779.32 | 1.25% |
| | | 020136 | 0600A | POLICE AIDE III | - | - | 22,761.60 | 0.00% |
| | | 021366 | 0603L | VICTIM ADVOCATE | - | - | 32,884.80 | 0.00% |
| | | 025185 | 0603L | VICTIM ADVOCATE | - | - | 26,992.80 | 0.00% |
| | | 014434 | 0604A | LATENT FINGERPRINT EXAMINER | 103.00 | 4,724.19 | 35,854.74 | 13.18% |
| | | 025569 | 0604A | LATENT FINGERPRINT EXAMINER | - | - | 15,371.64 | 0.00% |
| | | 020656 | 0614P | POLICE OFFICER | 726.50 | 37,801.20 | 74,433.09 | 50.79% |
| | | 012583 | 0614P | POLICE OFFICER | 579.00 | 31,047.12 | 67,081.92 | 46.28% |
| | | 024603 | 0614P | POLICE OFFICER | 377.50 | 19,377.57 | 55,936.08 | 34.64% |
| | | 020802 | 0614P | POLICE OFFICER | 358.00 | 19,738.40 | 58,247.49 | 33.89% |
| | | 014052 | 0614P | POLICE OFFICER | 342.75 | 18,971.37 | 57,266.24 | 33.13% |
| | | 023111 | 0614P | POLICE OFFICER | 225.50 | 12,250.95 | 51,493.70 | 23.79% |
| | | 020655 | 0614P | POLICE OFFICER | 222.00 | 11,509.92 | 47,664.72 | 24.15% |
| | | 017180 | 0614P | POLICE OFFICER | 215.50 | 11,810.92 | 49,019.08 | 24.09% |
| | | 024626 | 0614P | POLICE OFFICER | 186.00 | 9,495.51 | 45,715.79 | 20.77% |
| | | 023592 | 0614P | POLICE OFFICER | 177.50 | 9,237.96 | 45,752.76 | 20.19% |
| | | 010703 | 0614P | POLICE OFFICER | 172.50 | 9,653.70 | 45,988.50 | 20.99% |
| | | 015094 | 0614P | POLICE OFFICER | 171.50 | 9,417.59 | 46,961.54 | 20.05% |
| | | 019944 | 0614P | POLICE OFFICER | 167.58 | 8,709.70 | 44,442.58 | 19.60% |
| | | 020147 | 0614P | POLICE OFFICER | 158.25 | 8,320.58 | 44,955.38 | 18.51% |
| | | 022227 | 0614P | POLICE OFFICER | 149.50 | 8,083.26 | 44,729.50 | 18.07% |
| | | 023506 | 0614P | POLICE OFFICER | 147.75 | 7,707.21 | 43,951.05 | 17.54% |
| | | 021111 | 0614P | POLICE OFFICER | 147.50 | 7,717.44 | 44,172.24 | 17.47% |
| | | 023153 | 0614P | POLICE OFFICER | 140.75 | 7,267.48 | 43,362.28 | 16.76% |
| | | 023576 | 0614P | POLICE OFFICER | 138.17 | 7,374.01 | 45,621.21 | 16.16% |
| | | 018470 | 0614P | POLICE OFFICER | 125.75 | 6,577.09 | 43,665.01 | 15.06% |
| | | 018074 | 0614P | POLICE OFFICER | 125.00 | 6,725.96 | 42,700.76 | 15.75% |
| | | 015801 | 0614P | POLICE OFFICER | 112.50 | 6,224.99 | 42,139.79 | 14.77% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|-------------------------------|-----------|-----------|-----------------------------|-----------------|-------------------|---------------------|------------------------|
| | | 024111 | 0614P | POLICE OFFICER | 103.00 | 5,492.09 | 42,492.03 | 12.92% |
| | | 023078 | 0614P | POLICE OFFICER | 99.50 | 5,235.39 | 41,950.50 | 12.48% |
| | | 020578 | 0614P | POLICE OFFICER | 87.00 | 4,501.54 | 39,901.34 | 11.28% |
| | | 022965 | 0614P | POLICE OFFICER | 79.50 | 4,149.42 | 40,253.89 | 10.31% |
| | | 024259 | 0614P | POLICE OFFICER | 76.00 | 3,500.25 | 36,177.35 | 9.68% |
| | | 023408 | 0614P | POLICE OFFICER | 73.50 | 3,794.43 | 39,829.23 | 9.53% |
| | | 021294 | 0614P | POLICE OFFICER | 71.75 | 3,726.68 | 39,581.48 | 9.42% |
| | | 020579 | 0614P | POLICE OFFICER | 70.50 | 3,705.97 | 39,192.89 | 9.46% |
| | | 022299 | 0614P | POLICE OFFICER | 69.75 | 3,597.63 | 39,632.43 | 9.08% |
| | | 024090 | 0614P | POLICE OFFICER | 67.50 | 3,690.43 | 41,434.21 | 8.91% |
| | | 011001 | 0614P | POLICE OFFICER | 63.00 | 3,521.01 | 39,884.85 | 8.83% |
| | | 021341 | 0614P | POLICE OFFICER | 60.50 | 3,204.98 | 39,832.04 | 8.05% |
| | | 021879 | 0614P | POLICE OFFICER | 58.25 | 3,014.77 | 39,229.57 | 7.68% |
| | | 021655 | 0614P | POLICE OFFICER | 55.50 | 2,873.26 | 38,848.06 | 7.40% |
| | | 023019 | 0614P | POLICE OFFICER | 52.00 | 2,742.06 | 38,765.77 | 7.07% |
| | | 023012 | 0614P | POLICE OFFICER | 45.00 | 2,353.98 | 38,146.86 | 6.17% |
| | | 022237 | 0614P | POLICE OFFICER | 43.50 | 2,262.60 | 38,386.44 | 5.89% |
| | | 011487 | 0614P | POLICE OFFICER | 42.50 | 2,349.13 | 38,263.93 | 6.14% |
| | | 023452 | 0614P | POLICE OFFICER | 42.25 | 2,176.32 | 37,820.16 | 5.75% |
| | | 019193 | 0614P | POLICE OFFICER | 41.50 | 2,195.58 | 38,650.38 | 5.68% |
| | | 022335 | 0614P | POLICE OFFICER | 39.00 | 2,036.48 | 38,371.28 | 5.31% |
| | | 018007 | 0614P | POLICE OFFICER | 37.83 | 2,149.21 | 55,527.51 | 3.87% |
| | | 015758 | 0614P | POLICE OFFICER | 37.50 | 2,109.40 | 39,497.32 | 5.34% |
| | | 020580 | 0614P | POLICE OFFICER | 37.00 | 1,950.26 | 37,923.14 | 5.14% |
| | | 018983 | 0614P | POLICE OFFICER | 20.50 | 1,132.19 | 36,986.99 | 3.06% |
| | | 023052 | 0614P | POLICE OFFICER | 15.00 | 798.15 | 37,905.18 | 2.11% |
| | | 020045 | 0614P | POLICE OFFICER | 10.25 | 542.09 | 37,078.18 | 1.46% |
| | | 023130 | 0614P | POLICE OFFICER | 10.00 | 457.50 | 27,227.73 | 1.68% |
| | | 024682 | 0614P | POLICE OFFICER | 6.33 | 323.96 | 18,170.69 | 1.78% |
| | | 018771 | 0614P | POLICE OFFICER | 3.00 | 173.37 | 37,590.17 | 0.46% |
| | | 015200 | 0614P | POLICE OFFICER | 3.00 | 170.95 | 36,987.75 | 0.46% |
| | | 015024 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 016999 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 020140 | 0614P | POLICE OFFICER | - | - | 36,074.80 | 0.00% |
| | | 025954 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 021508 | 0616P | POLICE SERGEANT | 305.00 | 17,541.53 | 58,470.11 | 30.00% |
| | | 018061 | 0616P | POLICE SERGEANT | 115.00 | 7,619.91 | 51,743.51 | 14.73% |
| | | 014336 | 0616P | POLICE SERGEANT | 59.25 | 4,027.79 | 48,271.39 | 8.34% |
| | | 010795 | 0616P | POLICE SERGEANT | 31.00 | 1,948.79 | 46,391.23 | 4.20% |
| | | 018153 | 0616P | POLICE SERGEANT | 30.00 | 2,014.40 | 46,560.58 | 4.33% |
| | | 019864 | 0616P | POLICE SERGEANT | 19.25 | 1,237.42 | 46,633.02 | 2.65% |
| | | 012764 | 0616P | POLICE SERGEANT | 15.50 | 1,031.08 | 45,749.85 | 2.25% |
| | | 020149 | 0616P | POLICE SERGEANT | 7.00 | 451.37 | 45,174.97 | 1.00% |
| | | 010592 | 0616P | POLICE SERGEANT | - | - | 44,530.40 | 0.00% |
| | | 024578 | 0619A | CRIME SCENE INVESTIGATOR | 103.50 | 3,371.83 | 25,782.89 | 13.08% |
| | | 016934 | 0619A | CRIME SCENE INVESTIGATOR | 102.25 | 4,402.37 | 31,644.47 | 13.91% |
| | | 012052 | 0620T | POLICE CAPTAIN | - | - | 59,442.00 | 0.00% |
| | | 022303 | 0623M | HAITIAN COMM PROGRAMS COORD | - | - | 40,147.60 | 0.00% |
| | | 017490 | 0649T | POLICE LIEUTENANT | 193.75 | 13,090.31 | 57,809.62 | 22.64% |
| | | 012924 | 0649T | POLICE LIEUTENANT | - | - | 50,981.04 | 0.00% |
| | | 019039 | 0654A | POLICE AIDE II-SPECIALIST | 16.00 | 543.62 | 24,652.97 | 2.21% |
| | | 023120 | 0654A | POLICE AIDE II-SPECIALIST | 13.50 | 457.75 | 23,751.15 | 1.93% |
| | | 020523 | 0654A | POLICE AIDE II-SPECIALIST | - | - | 23,098.40 | 0.00% |
| | POL040301 Total | | | | 8,335.66 | 431,793.66 | 3,621,199.07 | 15.94% |
| POL040401 | SPECIAL INVESTIGATIONS | 025012 | 0022A | SECRETARY I | - | - | 9,403.39 | 0.00% |
| | | 022279 | 0112A | ADMIN AIDE | 125.00 | 4,514.70 | 29,329.10 | 15.39% |
| | | 024601 | 0112A | ADMIN AIDE | 109.50 | 3,340.22 | 25,908.55 | 12.89% |
| | | 020360 | 0588A | CRIME ANALYST II | - | - | 27,414.40 | 0.00% |
| | | 023168 | 0614P | POLICE OFFICER | 440.00 | 24,271.52 | 63,890.58 | 37.99% |
| | | 024474 | 0614P | POLICE OFFICER | 415.50 | 19,007.10 | 52,618.90 | 36.12% |
| | | 021868 | 0614P | POLICE OFFICER | 404.50 | 20,855.94 | 56,975.74 | 36.60% |
| | | 021951 | 0614P | POLICE OFFICER | 302.50 | 15,597.49 | 51,572.29 | 30.24% |
| | | 011113 | 0614P | POLICE OFFICER | 300.00 | 17,494.06 | 58,479.30 | 29.91% |
| | | 021300 | 0614P | POLICE OFFICER | 285.00 | 14,809.45 | 50,844.25 | 29.13% |
| | | 024794 | 0614P | POLICE OFFICER | 267.00 | 14,076.64 | 51,258.19 | 27.46% |
| | | 020144 | 0614P | POLICE OFFICER | 262.75 | 14,853.78 | 54,165.10 | 27.42% |
| | | 018807 | 0614P | POLICE OFFICER | 247.00 | 13,234.71 | 49,149.59 | 26.93% |
| | | 019883 | 0614P | POLICE OFFICER | 245.00 | 12,809.12 | 49,428.92 | 25.91% |
| | | 023371 | 0614P | POLICE OFFICER | 224.50 | 12,153.58 | 49,240.13 | 24.68% |
| | | 021101 | 0614P | POLICE OFFICER | 198.00 | 10,290.16 | 46,564.96 | 22.10% |
| | | 023453 | 0614P | POLICE OFFICER | 191.00 | 10,643.98 | 50,107.25 | 21.24% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|--------------------------------|-----------|-----------|---------------------------|------------------|------------------------|-------------------------|------------------------|
| | | 023053 | 0614P | POLICE OFFICER | 190.00 | 11,226.51 | 50,637.85 | 22.17% |
| | | 024561 | 0614P | POLICE OFFICER | 183.50 | 10,216.44 | 50,035.98 | 20.42% |
| | | 024473 | 0614P | POLICE OFFICER | 182.50 | 8,235.57 | 40,517.95 | 20.33% |
| | | 023692 | 0614P | POLICE OFFICER | 181.50 | 9,452.22 | 47,270.01 | 20.00% |
| | | 010428 | 0614P | POLICE OFFICER | 168.50 | 9,261.74 | 45,476.54 | 20.37% |
| | | 022294 | 0614P | POLICE OFFICER | 165.50 | 9,301.13 | 47,592.00 | 19.54% |
| | | 022088 | 0614P | POLICE OFFICER | 159.00 | 9,039.63 | 47,999.03 | 18.83% |
| | | 024935 | 0614P | POLICE OFFICER | 147.00 | 5,999.22 | 34,073.17 | 17.61% |
| | | 024076 | 0614P | POLICE OFFICER | 142.75 | 6,646.38 | 40,328.63 | 16.48% |
| | | 023693 | 0614P | POLICE OFFICER | 141.00 | 7,659.82 | 46,255.94 | 16.56% |
| | | 014511 | 0614P | POLICE OFFICER | 138.00 | 7,624.88 | 43,709.68 | 17.44% |
| | | 024062 | 0614P | POLICE OFFICER | 129.25 | 6,236.46 | 40,810.89 | 15.28% |
| | | 024594 | 0614P | POLICE OFFICER | 120.50 | 6,005.50 | 42,611.05 | 14.09% |
| | | 023561 | 0614P | POLICE OFFICER | 117.50 | 6,687.49 | 47,297.98 | 14.14% |
| | | 020129 | 0614P | POLICE OFFICER | 107.00 | 5,180.74 | 39,453.06 | 13.13% |
| | | 024495 | 0614P | POLICE OFFICER | 102.50 | 4,549.21 | 35,681.51 | 12.75% |
| | | 024929 | 0614P | POLICE OFFICER | 102.00 | 5,551.09 | 43,650.43 | 12.72% |
| | | 023526 | 0614P | POLICE OFFICER | 101.50 | 5,440.06 | 42,019.04 | 12.95% |
| | | 022224 | 0614P | POLICE OFFICER | 99.00 | 5,230.43 | 42,652.32 | 12.26% |
| | | 024931 | 0614P | POLICE OFFICER | 96.75 | 3,962.65 | 33,262.31 | 11.91% |
| | | 024272 | 0614P | POLICE OFFICER | 89.50 | 3,816.62 | 34,240.62 | 11.15% |
| | | 020582 | 0614P | POLICE OFFICER | 87.50 | 4,539.69 | 40,394.49 | 11.24% |
| | | 024845 | 0614P | POLICE OFFICER | 85.50 | 3,370.54 | 31,301.23 | 10.77% |
| | | 020924 | 0614P | POLICE OFFICER | 81.75 | 4,317.65 | 41,311.46 | 10.45% |
| | | 024390 | 0614P | POLICE OFFICER | 76.00 | 4,236.76 | 42,681.16 | 9.93% |
| | | 024933 | 0614P | POLICE OFFICER | 61.00 | 2,452.35 | 30,824.66 | 7.96% |
| | | 017401 | 0614P | POLICE OFFICER | 58.00 | 3,201.33 | 39,225.48 | 8.16% |
| | | 025743 | 0614P | POLICE OFFICER | 55.00 | 1,874.40 | 21,125.33 | 8.87% |
| | | 024400 | 0614P | POLICE OFFICER | 51.00 | 2,170.34 | 32,852.08 | 6.61% |
| | | 022277 | 0614P | POLICE OFFICER | 50.00 | 2,721.32 | 40,790.10 | 6.67% |
| | | 023482 | 0614P | POLICE OFFICER | 47.00 | 2,465.82 | 39,185.62 | 6.29% |
| | | 023375 | 0614P | POLICE OFFICER | 47.00 | 2,443.88 | 38,595.11 | 6.33% |
| | | 022269 | 0614P | POLICE OFFICER | 42.75 | 2,240.47 | 39,512.18 | 5.67% |
| | | 023505 | 0614P | POLICE OFFICER | 39.00 | 2,008.47 | 37,771.01 | 5.32% |
| | | 025133 | 0614P | POLICE OFFICER | 37.75 | 1,389.92 | 29,025.07 | 4.79% |
| | | 023374 | 0614P | POLICE OFFICER | 34.00 | 1,750.06 | 37,664.86 | 4.65% |
| | | 024282 | 0614P | POLICE OFFICER | 22.50 | 966.34 | 31,340.99 | 3.08% |
| | | 024461 | 0614P | POLICE OFFICER | 7.00 | 313.22 | 4,058.01 | 7.72% |
| | | 023319 | 0614P | POLICE OFFICER | 6.00 | 311.86 | 36,551.66 | 0.85% |
| | | 022260 | 0614P | POLICE OFFICER | 1.17 | 61.07 | 16,790.87 | 0.36% |
| | | 025900 | 0614P | POLICE OFFICER | - | - | 7,270.40 | 0.00% |
| | | 025909 | 0614P | POLICE OFFICER | - | - | 5,634.56 | 0.00% |
| | | 025926 | 0614P | POLICE OFFICER | - | - | 4,772.80 | 0.00% |
| | | 011032 | 0616P | POLICE SERGEANT | 539.75 | 35,896.93 | 84,237.61 | 42.61% |
| | | 015244 | 0616P | POLICE SERGEANT | 53.50 | 3,641.67 | 47,825.27 | 7.61% |
| | | 019381 | 0616P | POLICE SERGEANT | 52.50 | 3,497.45 | 51,252.12 | 6.82% |
| | | 018667 | 0616P | POLICE SERGEANT | 28.00 | 1,786.81 | 46,939.74 | 3.81% |
| | | 014606 | 0616P | POLICE SERGEANT | 17.50 | 1,240.64 | 49,787.51 | 2.49% |
| | | 011571 | 0616P | POLICE SERGEANT | 5.00 | 303.75 | 43,560.17 | 0.70% |
| | | 020807 | 0620T | POLICE CAPTAIN | - | - | 53,183.15 | 0.00% |
| | | 023451 | 0628P | POLICE OFFICER (K-9) | 330.50 | 17,504.36 | 57,174.55 | 30.62% |
| | | 024331 | 0628P | POLICE OFFICER (K-9) | 149.25 | 6,594.41 | 40,193.91 | 16.41% |
| | | 023051 | 0628P | POLICE OFFICER (K-9) | 63.50 | 3,286.08 | 42,282.74 | 7.77% |
| | | 024475 | 0628P | POLICE OFFICER (K-9) | 56.50 | 2,390.89 | 32,727.69 | 7.31% |
| | | 017978 | 0649T | POLICE LIEUTENANT | 4.50 | 313.92 | 49,690.74 | 0.63% |
| | POL040401 Total | | | | 9,072.42 | 474,568.64 | 2,919,460.96 | 17.52% |
| POL040403 | TECHNICAL SERVICES | 022868 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 36,966.40 | 0.00% |
| | | 010834 | 0614P | POLICE OFFICER | 38.50 | 2,084.44 | 38,194.72 | 5.46% |
| | | 011336 | 0614P | POLICE OFFICER | 11.00 | 602.67 | 37,025.52 | 1.63% |
| | | 017504 | 0616P | POLICE SERGEANT | 19.50 | 1,312.40 | 45,736.00 | 2.87% |
| | POL040403 Total | | | | 69.00 | 3,999.51 | 157,922.64 | 0.15% |
| | POLICE CONFISCATED | | | | | | | |
| POL050101 | PROPERTY-OPERATIONS | 020224 | 0125M | PARALEGAL ASSISTANT | - | - | 31,035.20 | 0.00% |
| | | 016448 | 0615A | POLICE FORFEITURE COORD | - | - | 23,278.40 | 0.00% |
| | POL050101 Total | | | | | | 54,313.60 | 0.00% |
| POL080101 | JUSTICE DEPT TASK FORCE | 017270 | 0614P | POLICE OFFICER | 494.50 | 26,907.49 | 62,732.29 | 42.89% |
| | | 013372 | 0614P | POLICE OFFICER | - | - | 36,817.92 | 0.00% |
| | | 018164 | 0614P | POLICE OFFICER | - | - | 36,184.80 | 0.00% |
| | | 018927 | 0614P | POLICE OFFICER | - | - | 35,824.80 | 0.00% |
| | POL080101 Total | | | | 494.50 | 26,907.49 | 171,559.81 | 0.99% |
| | Grand Total | | | | 56,025.56 | \$ 2,708,363.02 | \$ 24,916,887.13 | 100.00% |

POLICE OVERTIME EQUITABILITY SUMMARY
FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 3

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|----------------|---|-----------|-----------|-------|----------|-------------|----------------|------------------------|
| Legend: | | | | | | | | |
| OT | Overtime | | | | | | | |
| * | Lodge Agreement 31 Police Lieutenants and Captains, Article 30-Workweek, Section 5 states, "Police Lieutenants may be required to work overtime as scheduled" (Per Police/Payroll Supervisor Scantron OT CCN# bubbled in incorrectly; however, was corrected subsequently). | | | | | | | |
| | 1 individual was greater than 50% of total earnings in OT pay. | | | | | | | |
| | 7 individuals was greater than 40% of total earnings in OT pay. | | | | | | | |
| | 24 individuals was greater than 30% of total earnings in OT pay. | | | | | | | |
| | 61 individuals was greater than 20% of total earnings in OT pay. | | | | | | | |
| EE Number | Employee number | | | | | | | |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings | | |
|------------------------|---------------------------|------------------------|---------------------------|-----------------------------|-----------------|-------------------|------------------|------------------------|--------------|--------|
| POL010101 | OFFICE OF THE CHIEF | 11672 | 0620T | POLICE CAPTAIN | - | \$ - | \$ 56,104.40 | 0.00% | | |
| | | 15205 | 0914M | POLICE CHIEF | - | - | 79,481.60 | 0.00% | | |
| | | POL010101 Total | | | | - | - | 135,586.00 | 0.00% | |
| POL010201 | INTERNAL AFFAIRS | 21426 | 0016C | CLERK TYPIST II | - | - | 22,314.88 | 0.00% | | |
| | | 12285 | 0112C | ADMIN AIDE | - | - | 28,662.40 | 0.00% | | |
| | | 10667 | 0616P | POLICE SERGEANT | 40.50 | 2,470.77 | 45,668.85 | 5.41% | | |
| | | 21095 | 0616P | POLICE SERGEANT | 12.50 | 732.95 | 43,248.34 | 1.69% | | |
| | | 20780 | 0616P | POLICE SERGEANT | 8.00 | 515.75 | 45,337.75 | 1.14% | | |
| | | 14024 | 0620M | POLICE CAPTAIN | - | - | 59,044.36 | 0.00% | | |
| POL010201 Total | | | | 61.00 | 3,719.47 | 244,276.58 | 0.14% | | | |
| POL010301 | STAFF INSPECTIONS | 23304 | 0085L | ADMIN ASST I | - | - | 27,189.60 | 0.00% | | |
| | | 11132 | 0614P | POLICE OFFICER | 27.00 | 1,466.27 | 37,381.07 | 3.92% | | |
| | | 21752 | 0616P | POLICE SERGEANT | 30.50 | 1,863.48 | 45,007.88 | 4.14% | | |
| | | 20581 | 0616P | POLICE SERGEANT | 10.75 | 690.76 | 45,234.36 | 1.53% | | |
| | | POL010301 Total | | | | 68.25 | 4,020.51 | 154,812.91 | 0.15% | |
| POL020101 | SUPPORT SERVICES | 18932 | 0621M | POLICE MAJOR | - | - | 70,611.20 | 0.00% | | |
| POL020101 Total | | | | - | - | 70,611.20 | 0.00% | | | |
| POL020208 | FINANCE/PAYROLL PERSONNEL | 19591 | 0008A | CLERK III | 56.75 | 1,886.63 | 24,381.83 | 7.74% | | |
| | | 11442 | 0012A | SERVICE CLERK | - | - | 21,382.40 | 0.00% | | |
| | | 22415 | 0012A | SERVICE CLERK | - | - | 21,382.40 | 0.00% | | |
| | | 24159 | 0012A | SERVICE CLERK | - | - | 19,554.40 | 0.00% | | |
| | | 23609 | 0018A | ACCOUNTING CLERK | - | - | 15,558.40 | 0.00% | | |
| | | 25229 | 0018A | ACCOUNTING CLERK | - | - | 17,526.40 | 0.00% | | |
| | | 11860 | 0019A | SR ACCOUNTING CLERK | 3.00 | 110.80 | 26,070.48 | 0.43% | | |
| | | 24458 | 0144M | DEPT BUDGET COORDINATOR | - | - | 38,313.60 | 0.00% | | |
| | | POL020208 Total | | | | 59.75 | 1,997.43 | 184,169.91 | 0.07% | |
| | | POL020210 | BACKGROUND INVESTIGATIONS | 11224 | 0008A | CLERK III | 88.00 | 2,970.17 | 26,503.61 | 11.21% |
| 17451 | 0600A | | | POLICE AIDE III | 76.50 | 2,737.97 | 27,099.03 | 10.10% | | |
| 10409 | 0600A | | | POLICE AIDE III | - | - | 21,151.89 | 0.00% | | |
| 11822 | 0600A | | | POLICE AIDE III | - | - | 22,810.16 | 0.00% | | |
| 15515 | 0600A | | | POLICE AIDE III | - | - | 11,357.36 | 0.00% | | |
| 13585 | 0614P | | | POLICE OFFICER | 18.50 | 1,036.04 | 36,979.88 | 2.80% | | |
| 12960 | 0614P | | | POLICE OFFICER | - | - | 35,914.80 | 0.00% | | |
| 19816 | 0614P | | | POLICE OFFICER | - | - | 35,914.80 | 0.00% | | |
| 20238 | 0614P | | | POLICE OFFICER | - | - | 36,259.80 | 0.00% | | |
| 23593 | 0614P | | | POLICE OFFICER | - | - | 36,514.80 | 0.00% | | |
| 23098 | 0616P | | | POLICE SERGEANT | 44.50 | 2,710.29 | 46,425.89 | 5.84% | | |
| POL020210 Total | | | | 227.50 | 9,454.47 | 336,932.02 | 0.35% | | | |
| POL020211 | SUPPORT SERVICES TRAINING | | | 20141 | 0012A | SERVICE CLERK | 32.00 | 1,009.57 | 22,391.97 | 4.51% |
| | | | | 25335 | 0012A | SERVICE CLERK | 18.00 | 445.52 | 17,605.52 | 2.53% |
| | | 19166 | 0411A | VIDEO PRODUCTION SPECIALIST | - | - | 25,407.20 | 0.00% | | |
| | | 15034 | 0414M | RANGE MASTER | - | - | 34,155.60 | 0.00% | | |
| | | 21222 | 0600A | POLICE AIDE III | 66.00 | 2,383.40 | 27,197.80 | 8.76% | | |
| | | 18428 | 0614P | POLICE OFFICER | 25.50 | 1,380.16 | 37,294.96 | 3.70% | | |
| | | 18535 | 0614P | POLICE OFFICER | 20.50 | 1,128.95 | 38,125.75 | 2.96% | | |
| | | 17567 | 0614P | POLICE OFFICER | 9.50 | 524.59 | 37,244.39 | 1.41% | | |
| | | 12343 | 0614P | POLICE OFFICER | - | - | 36,154.80 | 0.00% | | |
| | | 22090 | 0616P | POLICE SERGEANT | 182.50 | 10,527.95 | 50,378.75 | 20.90% | | |
| | | POL020211 Total | | | | 354.00 | 17,400.14 | 325,956.74 | 0.64% | |
| POL020401 | STAFF SUPPORT | 25817 | 0022A | SECRETARY I | 28.00 | 641.76 | 16,532.96 | 3.88% | | |
| | | 23230 | 0558A | CONSTRUCTION WKR II | 114.00 | 4,424.66 | 30,755.22 | 14.39% | | |
| | | 14209 | 0559A | CONSTRUCTION WKR III | 100.75 | 5,014.72 | 38,229.04 | 13.12% | | |
| | | 24520 | 0600A | POLICE AIDE III | 141.25 | 4,356.15 | 25,918.55 | 16.81% | | |
| | | 22961 | 0611A | PHOTOGRAPHIC TECHNICIAN | 20.50 | 689.16 | 23,787.56 | 2.90% | | |
| | | 24169 | 0611A | PHOTOGRAPHIC TECHNICIAN | - | - | 13,596.00 | 0.00% | | |
| | | 19019 | 0616P | POLICE SERGEANT | 73.50 | 4,294.19 | 47,008.54 | 9.13% | | |
| | | 14980 | 0620T | POLICE CAPTAIN | - | - | 56,614.40 | 0.00% | | |
| | | 19065 | 0649T | POLICE LIEUTENANT | - | - | 47,367.20 | 0.00% | | |
| | | POL020401 Total | | | | 478.00 | 19,420.64 | 299,809.47 | 0.72% | |
| POL020404 | COURT LIAISON | 20828 | 0134V | COURT LIAISON SUPERVISOR | - | - | 35,095.20 | 0.00% | | |
| | | 13646 | 0609A | POLICE AIDE II | - | - | 19,895.20 | 0.00% | | |
| | | 17290 | 0609A | POLICE AIDE II | - | - | 21,376.00 | 0.00% | | |
| | | 20905 | 0609A | POLICE AIDE II | - | - | 19,895.20 | 0.00% | | |
| | | 23456 | 0609A | POLICE AIDE II | - | - | 18,033.60 | 0.00% | | |
| POL020404 Total | | | | - | - | 114,295.20 | 0.00% | | | |

POLICE OVERTIME EQUITABILITY SUMMARY
BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------------|-----------------------------|------------------------|-----------|----------------------------|---------------|------------------|-------------------|------------------------|
| POL020406 | EVIDENCE/POLICE SUPPLY | 16113 | 0038A | RECEPTIONIST | 303.50 | 8,286.67 | 29,188.05 | 28.39% |
| | | 18809 | 0038A | RECEPTIONIST | 130.00 | 3,421.13 | 21,519.05 | 15.90% |
| | | 25075 | 0062A | STOREKEEPER I | 156.00 | 3,470.10 | 18,690.94 | 18.57% |
| | | 23645 | 0062A | STOREKEEPER I | 66.00 | 1,865.80 | 21,102.28 | 8.84% |
| | | 23237 | 0062A | STOREKEEPER I | 32.00 | 920.10 | 20,332.46 | 4.53% |
| | | 20829 | 0062A | STOREKEEPER I | 24.00 | 694.62 | 20,126.10 | 3.45% |
| | | 18401 | 0062A | STOREKEEPER I | 16.00 | 468.78 | 20,143.50 | 2.33% |
| | | 14571 | 0062A | STOREKEEPER I | - | - | 2,605.26 | 0.00% |
| | | POL020406 Total | | | | | 727.50 | 19,127.20 |
| POL020408 | EVIDENCE | 16690 | 0115V | POLICE PROPERTY SUPV | - | - | 33,505.60 | 0.00% |
| | | 15933 | 0654A | POLICE AIDE II-SPECIALIST | 75.50 | 2,624.70 | 25,545.42 | 10.27% |
| | | 10651 | 0654A | POLICE AIDE II-SPECIALIST | 25.50 | 942.20 | 24,040.60 | 3.92% |
| | | 16064 | 0654A | POLICE AIDE II-SPECIALIST | 24.50 | 851.19 | 23,949.59 | 3.55% |
| | | 12669 | 0654A | POLICE AIDE II-SPECIALIST | 3.00 | 105.48 | 23,203.88 | 0.45% |
| | | POL020408 Total | | | | | 128.50 | 4,523.57 |
| POL020601 | POLICE INFORMATION SERVICES | 23517 | 0122M | POLICE INFO TECHNOLOGY MGR | - | - | 56,850.38 | 0.00% |
| | | POL020601 Total | | | | | - | - |
| POL020602 | POLICE INFORMATION SYSTEMS | 25795 | 0045A | TECHNICAL SUPPORT COORD | - | - | 16,692.00 | 0.00% |
| | | 24596 | 0112A | ADMIN AIDE | - | - | 19,668.00 | 0.00% |
| | | 23637 | 0147L | SR TECHNOLOGY STRATEGIST | - | - | 52,535.83 | 0.00% |
| | | 22236 | 0154L | SYSTEMS ADMINISTRATOR | - | - | 48,532.00 | 0.00% |
| | | 25879 | 0154L | SYSTEMS ADMINISTRATOR | - | - | 18,868.80 | 0.00% |
| | | 14703 | 0156L | SR TECH SUPPORT ANALYST | - | - | 41,729.60 | 0.00% |
| | | 19031 | 0156L | SR TECH SUPPORT ANALYST | - | - | 41,729.60 | 0.00% |
| | | 23320 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 37,216.24 | 0.00% |
| | | 23776 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 26,261.17 | 0.00% |
| | | 25318 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 29,879.20 | 0.00% |
| | | 10949 | 0614P | POLICE OFFICER | 187.50 | 10,056.28 | 46,031.08 | 21.85% |
| POL020602 Total | | | | | 187.50 | 10,056.28 | 379,143.52 | 0.37% |
| POL020604 | RECORDS | 11229 | 0034A | POLICE RECORDS CLERK | 161.00 | 4,925.01 | 25,458.77 | 19.35% |
| | | 25230 | 0034A | POLICE RECORDS CLERK | 153.50 | 3,483.53 | 19,587.33 | 17.78% |
| | | 13777 | 0034A | POLICE RECORDS CLERK | 144.00 | 4,352.17 | 24,870.33 | 17.50% |
| | | 25615 | 0034A | POLICE RECORDS CLERK | 144.00 | 3,076.32 | 18,026.72 | 17.07% |
| | | 24330 | 0034A | POLICE RECORDS CLERK | 132.00 | 3,387.96 | 21,652.00 | 15.65% |
| | | 23234 | 0034A | POLICE RECORDS CLERK | 128.00 | 3,709.95 | 23,911.23 | 15.52% |
| | | 24918 | 0034A | POLICE RECORDS CLERK | 113.00 | 2,406.90 | 17,355.38 | 13.87% |
| | | 20359 | 0034A | POLICE RECORDS CLERK | 98.50 | 2,907.08 | 23,303.36 | 12.47% |
| | | 25163 | 0034A | POLICE RECORDS CLERK | 98.00 | 2,775.55 | 22,929.79 | 12.10% |
| | | 22466 | 0034A | POLICE RECORDS CLERK | 84.50 | 2,451.09 | 22,346.29 | 10.97% |
| | | 24434 | 0034A | POLICE RECORDS CLERK | 73.00 | 1,806.75 | 18,966.75 | 9.53% |
| | | 23140 | 0034A | POLICE RECORDS CLERK | 70.00 | 1,757.99 | 19,628.01 | 8.96% |
| | | 15128 | 0034A | POLICE RECORDS CLERK | 64.00 | 1,918.59 | 21,813.79 | 8.80% |
| | | 24468 | 0034A | POLICE RECORDS CLERK | 52.00 | 1,317.42 | 18,883.02 | 6.98% |
| | | 25337 | 0034A | POLICE RECORDS CLERK | 36.00 | 815.78 | 16,656.38 | 4.90% |
| | | 25189 | 0034A | POLICE RECORDS CLERK | 16.00 | 359.04 | 16,384.64 | 2.19% |
| | | 25132 | 0034A | POLICE RECORDS CLERK | 15.25 | 345.96 | 16,754.90 | 2.06% |
| | | 24064 | 0034A | POLICE RECORDS CLERK | 11.25 | 319.16 | 20,029.76 | 1.59% |
| | | 23594 | 0034A | POLICE RECORDS CLERK | 5.25 | 150.08 | 19,730.68 | 0.76% |
| | | 16265 | 0034A | POLICE RECORDS CLERK | - | - | 11,608.50 | 0.00% |
| | | 20096 | 0034A | POLICE RECORDS CLERK | - | - | 4,304.25 | 0.00% |
| | | 22248 | 0034A | POLICE RECORDS CLERK | - | - | 8,947.20 | 0.00% |
| | | 23534 | 0034A | POLICE RECORDS CLERK | - | - | 7.92 | 0.00% |
| | | 24373 | 0034A | POLICE RECORDS CLERK | - | - | 7,100.00 | 0.00% |
| | | 24991 | 0034A | POLICE RECORDS CLERK | - | - | 15,891.20 | 0.00% |
| | | 25070 | 0034A | POLICE RECORDS CLERK | - | - | 5,456.35 | 0.00% |
| | | 25071 | 0034A | POLICE RECORDS CLERK | - | - | 8,772.05 | 0.00% |
| | | 25078 | 0034A | POLICE RECORDS CLERK | - | - | 6,816.00 | 0.00% |
| | | 25087 | 0034A | POLICE RECORDS CLERK | - | - | 7,660.90 | 0.00% |
| | | 25088 | 0034A | POLICE RECORDS CLERK | - | - | 2,012.85 | 0.00% |
| | | 25129 | 0034A | POLICE RECORDS CLERK | - | - | 1,015.30 | 0.00% |
| | | 25186 | 0034A | POLICE RECORDS CLERK | - | - | 8,111.75 | 0.00% |
| | | 25188 | 0034A | POLICE RECORDS CLERK | - | - | 42.60 | 0.00% |
| | | 25540 | 0034A | POLICE RECORDS CLERK | - | - | 3,294.40 | 0.00% |
| | | 25700 | 0034A | POLICE RECORDS CLERK | - | - | 1,817.60 | 0.00% |
| | | 25763 | 0034A | POLICE RECORDS CLERK | - | - | 8,047.85 | 0.00% |
| | | 25809 | 0034A | POLICE RECORDS CLERK | - | - | 3,098.00 | 0.00% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|----------------------------|-----------|-----------|---------------------------|-----------------|------------------|-------------------|------------------------|
| | | 20176 | 0037A | SR POLICE RECORDS CLERK | 49.00 | 1,648.89 | 24,997.29 | 6.60% |
| | | 24586 | 0037A | SR POLICE RECORDS CLERK | 13.50 | 371.20 | 20,786.72 | 1.79% |
| | | 23458 | 0037A | SR POLICE RECORDS CLERK | 3.00 | 97.41 | 22,376.81 | 0.44% |
| | | 25808 | 0092V | POLICE RECORDS SUPERVISOR | - | - | 26,359.79 | 0.00% |
| | POL020604 Total | | | | 1,664.75 | 44,383.83 | 586,814.46 | 1.64% |
| POL020605 | CRIME ANALYSIS | 20954 | 0588A | CRIME ANALYST II | 9.00 | 344.00 | 26,815.20 | 1.28% |
| | | 24659 | 0588A | CRIME ANALYST II | 9.00 | 292.01 | 24,359.21 | 1.20% |
| | | 20953 | 0588A | CRIME ANALYST II | - | - | 26,471.20 | 0.00% |
| | | 20383 | 0589V | CRIME ANALYSIS SUPERVISOR | - | - | 41,628.80 | 0.00% |
| | POL020605 Total | | | | 18.00 | 636.01 | 119,274.41 | 0.02% |
| POL030406 | OPERATIONS SUPPORT | 20123 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 126.24 | 21,508.64 | 0.59% |
| | | 11114 | 0614P | POLICE OFFICER | 374.50 | 20,204.18 | 56,308.98 | 35.88% |
| | | 24540 | 0614P | POLICE OFFICER | 326.00 | 16,688.02 | 52,348.30 | 31.88% |
| | | 21401 | 0614P | POLICE OFFICER | 195.50 | 10,080.10 | 45,994.90 | 21.92% |
| | | 10536 | 0614P | POLICE OFFICER | 178.75 | 9,861.26 | 45,866.06 | 21.50% |
| | | 16348 | 0614P | POLICE OFFICER | 171.00 | 9,384.51 | 45,374.31 | 20.68% |
| | | 22020 | 0614P | POLICE OFFICER | 22.50 | 1,179.15 | 37,123.95 | 3.18% |
| | | 25896 | 0614P | POLICE OFFICER | 19.00 | 647.52 | 7,917.92 | 8.18% |
| | | 13281 | 0614P | POLICE OFFICER | 9.00 | 507.72 | 36,092.52 | 1.41% |
| | | 14106 | 0614P | POLICE OFFICER | 0.83 | 46.31 | 66,965.39 | 0.07% |
| | | 18902 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 25953 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 19928 | 0616P | POLICE SERGEANT | 130.75 | 8,378.26 | 52,411.86 | 15.99% |
| | | 10900 | 0620T | POLICE CAPTAIN | - | - | 55,040.00 | 0.00% |
| | | 19049 | 0649T | POLICE LIEUTENANT | 15.50 | 1,155.75 | 52,100.55 | 2.22% |
| | POL030406 Total | | | | 1,447.33 | 78,259.02 | 611,333.46 | 2.89% |
| POL030407 | MOUNTED PATROL | 25104 | 0260A | MUN MNT WKR I | - | - | 12,425.98 | 0.00% |
| | | 18620 | 0614P | POLICE OFFICER | 548.50 | 29,565.14 | 65,634.77 | 45.04% |
| | | 20274 | 0614P | POLICE OFFICER | 236.00 | 12,454.35 | 48,140.76 | 25.87% |
| | | 20654 | 0614P | POLICE OFFICER | 97.75 | 5,250.90 | 41,495.78 | 12.65% |
| | | 10157 | 0616P | POLICE SERGEANT | 103.50 | 7,070.43 | 50,558.59 | 13.98% |
| | POL030407 Total | | | | 985.75 | 54,340.82 | 218,255.88 | 2.01% |
| POL030408 | K-9 | 21038 | 0614P | POLICE OFFICER | 220.50 | 11,818.58 | 47,542.42 | 24.86% |
| | | 14053 | 0628P | POLICE OFFICER (K-9) | 183.50 | 10,077.42 | 48,323.12 | 20.85% |
| | | 13107 | 0628P | POLICE OFFICER (K-9) | 80.00 | 4,432.25 | 42,954.73 | 10.32% |
| | | 12602 | 0628P | POLICE OFFICER (K-9) | 71.50 | 3,954.12 | 44,068.49 | 8.97% |
| | | 22226 | 0628P | POLICE OFFICER (K-9) | 70.25 | 3,653.87 | 41,628.61 | 8.78% |
| | | 18906 | 0629P | POLICE SERGEANT (K-9) | 30.50 | 2,057.17 | 49,504.79 | 4.16% |
| | POL030408 Total | | | | 656.25 | 35,993.41 | 274,022.16 | 1.33% |
| POL030409 | MARINE | 18880 | 0598A | PUBLIC SAFETY AIDE | 170.50 | 5,405.39 | 26,787.79 | 20.18% |
| | | 20124 | 0614P | POLICE OFFICER | 222.50 | 11,554.96 | 46,482.84 | 24.86% |
| | | 24974 | 0614P | POLICE OFFICER | 199.75 | 10,204.02 | 45,086.90 | 22.63% |
| | | 20042 | 0614P | POLICE OFFICER | 194.00 | 10,091.22 | 44,828.14 | 22.51% |
| | | 19017 | 0614P | POLICE OFFICER | 182.50 | 9,494.12 | 44,177.00 | 21.49% |
| | | 23148 | 0614P | POLICE OFFICER | 157.00 | 8,177.34 | 44,172.14 | 18.51% |
| | | 19103 | 0614P | POLICE OFFICER | 138.75 | 7,251.92 | 42,034.80 | 17.25% |
| | | 10915 | 0614P | POLICE OFFICER | 99.00 | 5,366.37 | 40,831.17 | 13.14% |
| | | 11964 | 0616P | POLICE SERGEANT | 153.50 | 10,216.83 | 55,919.23 | 18.27% |
| | POL030409 Total | | | | 1,517.50 | 77,762.17 | 390,320.01 | 2.87% |
| POL030410 | TRAFFIC ENFORCEMENT | 13711 | 0413A | ACCIDENT INVESTIGATOR II | 127.25 | 5,030.91 | 32,264.91 | 15.59% |
| | | 16061 | 0413A | ACCIDENT INVESTIGATOR II | 81.25 | 3,034.86 | 29,266.86 | 10.37% |
| | | 24479 | 0413A | ACCIDENT INVESTIGATOR II | 65.25 | 1,919.30 | 22,493.70 | 8.53% |
| | | 17797 | 0413A | ACCIDENT INVESTIGATOR II | 60.75 | 2,375.93 | 28,607.93 | 8.31% |
| | | 24623 | 0413A | ACCIDENT INVESTIGATOR II | 51.50 | 1,670.91 | 24,286.11 | 6.88% |
| | | 20139 | 0413A | ACCIDENT INVESTIGATOR II | 48.75 | 1,864.70 | 28,096.70 | 6.64% |
| | | 11560 | 0616P | POLICE SERGEANT | 55.25 | 3,753.10 | 47,546.70 | 7.89% |
| | POL030410 Total | | | | 490.00 | 19,649.71 | 212,562.91 | 0.73% |
| POL030411 | MOTORS | 24175 | 0614P | POLICE OFFICER | 290.00 | 14,733.43 | 49,958.23 | 29.49% |
| | | 15326 | 0614P | POLICE OFFICER | 132.83 | 7,225.97 | 42,450.77 | 17.02% |
| | | 23527 | 0614P | POLICE OFFICER | 62.50 | 3,225.40 | 38,299.24 | 8.42% |
| | | 20125 | 0614P | POLICE OFFICER | 55.00 | 2,855.98 | 38,200.78 | 7.48% |
| | | 23507 | 0614P | POLICE OFFICER | 31.00 | 1,600.84 | 36,945.64 | 4.33% |
| | | 21878 | 0614P | POLICE OFFICER | 24.75 | 1,274.95 | 36,228.79 | 3.52% |
| | | 17948 | 0614P | POLICE OFFICER | 19.50 | 1,086.20 | 36,491.00 | 2.98% |
| | | 23639 | 0614P | POLICE OFFICER | 4.00 | 199.80 | 35,593.60 | 0.56% |
| | | 23151 | 0614P | POLICE OFFICER | - | - | 35,971.92 | 0.00% |
| | | 22388 | 0616P | POLICE SERGEANT | 50.00 | 2,609.87 | 38,764.33 | 6.73% |
| | | 18111 | 0616P | POLICE SERGEANT | 34.75 | 2,369.67 | 46,283.27 | 5.12% |

POLICE OVERTIME EQUITABILITY SUMMARY
BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|-------------------------------|--------------------------------|-----------|-----------|--------------------------------|---------------|------------------|-------------------|------------------------|
| POL030411 Total | | | | | 704.33 | 37,182.11 | 435,187.57 | 1.37% |
| POL030412 | PARKING ENFORCEMENT | 22407 | 0602A | PARKING ENFORCEMENT SPECIALIST | 32.50 | 967.77 | 21,048.41 | 4.60% |
| | | 24524 | 0602A | PARKING ENFORCEMENT SPECIALIST | 29.50 | 774.90 | 18,726.06 | 4.14% |
| | | 25173 | 0602A | PARKING ENFORCEMENT SPECIALIST | 28.50 | 681.39 | 17,071.35 | 3.99% |
| | | 22408 | 0602A | PARKING ENFORCEMENT SPECIALIST | 21.00 | 630.24 | 21,043.15 | 2.99% |
| | | 24156 | 0602A | PARKING ENFORCEMENT SPECIALIST | 21.00 | 558.21 | 20,641.19 | 2.70% |
| | | 23713 | 0602A | PARKING ENFORCEMENT SPECIALIST | 20.00 | 604.78 | 21,010.42 | 2.88% |
| | | 24544 | 0602A | PARKING ENFORCEMENT SPECIALIST | 18.50 | 462.53 | 17,685.53 | 2.62% |
| | | 24825 | 0602A | PARKING ENFORCEMENT SPECIALIST | 18.00 | 453.54 | 17,554.54 | 2.58% |
| | | 16398 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 305.48 | 20,543.00 | 1.49% |
| | | 22406 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 297.93 | 20,535.45 | 1.45% |
| | | 25542 | 0602A | PARKING ENFORCEMENT SPECIALIST | 10.00 | 239.81 | 16,476.09 | 1.46% |
| | | 24525 | 0602A | PARKING ENFORCEMENT SPECIALIST | 5.75 | 150.97 | 18,379.57 | 0.82% |
| | | 17515 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 21,524.43 | 0.00% |
| | | 21784 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 17,668.60 | 0.00% |
| | | 22438 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 20,494.40 | 0.00% |
| | | 25392 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,126.20 | 0.00% |
| | | 25395 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,126.20 | 0.00% |
| | | 25498 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 16,026.20 | 0.00% |
| | | 25541 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,911.00 | 0.00% |
| | | 25543 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,718.40 | 0.00% |
| | | 25576 | 0602A | PARKING ENFORCEMENT SPECIALIST | - | - | 15,366.40 | 0.00% |
| | | 22078 | 0622A | SR PARKING SERV OFFICER | 10.00 | 344.27 | 23,993.87 | 1.43% |
| POL030412 Total | | | | | 234.75 | 6,471.82 | 409,670.46 | 0.24% |
| INVESTIGATIVE SERVICES | | | | | | | | |
| POL040101 | ADMIN SUPPORT | 23790 | 0005A | SECRETARY II | - | - | 21,639.20 | 0.00% |
| | | 18939 | 0621M | POLICE MAJOR | - | - | 66,708.80 | 0.00% |
| POL040101 Total | | | | | - | - | 88,348.00 | 0.00% |
| POL040301 | CRIMINAL INVESTIGATIONS | 24679 | 0016A | CLERK TYPIST II | 250.00 | 6,018.81 | 22,710.81 | 26.50% |
| | | 24760 | 0016A | CLERK TYPIST II | 53.50 | 1,200.54 | 16,828.58 | 7.13% |
| | | 24759 | 0016A | CLERK TYPIST II | 41.75 | 1,167.33 | 20,597.15 | 5.67% |
| | | 15624 | 0016A | CLERK TYPIST II | 13.00 | 381.96 | 19,767.56 | 1.93% |
| | | 24901 | 0016A | CLERK TYPIST II | 11.00 | 264.83 | 16,956.83 | 1.56% |
| | | 24182 | 0016A | CLERK TYPIST II | 8.00 | 208.08 | 18,761.68 | 1.11% |
| | | 16087 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| | | 19884 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| | | 25825 | 0016A | CLERK TYPIST II | - | - | 14,456.00 | 0.00% |
| | | 25062 | 0022A | SECRETARY I | 6.00 | 159.39 | 18,868.19 | 0.84% |
| | | 23169 | 0112A | ADMIN AIDE | 54.25 | 1,959.79 | 26,774.19 | 7.32% |
| | | 23795 | 0588A | CRIME ANALYST II | - | - | 27,414.40 | 0.00% |
| | | 20137 | 0598A | PUBLIC SAFETY AIDE | 45.50 | 1,434.65 | 22,817.05 | 6.29% |
| | | 21791 | 0598A | PUBLIC SAFETY AIDE | 41.75 | 1,300.79 | 22,683.19 | 5.73% |
| | | 15214 | 0598A | PUBLIC SAFETY AIDE | - | - | 21,382.40 | 0.00% |
| | | 14750 | 0600A | POLICE AIDE III | 8.50 | 284.12 | 22,779.32 | 1.25% |
| | | 20136 | 0600A | POLICE AIDE III | - | - | 22,761.60 | 0.00% |
| | | 21366 | 0603L | VICTIM ADVOCATE | - | - | 32,884.80 | 0.00% |
| | | 25185 | 0603L | VICTIM ADVOCATE | - | - | 26,992.80 | 0.00% |
| | | 14434 | 0604A | LATENT FINGERPRINT EXAMINER | 103.00 | 4,724.19 | 35,854.74 | 13.18% |
| | | 25569 | 0604A | LATENT FINGERPRINT EXAMINER | - | - | 15,371.64 | 0.00% |
| | | 20656 | 0614P | POLICE OFFICER | 726.50 | 37,801.20 | 74,433.09 | 50.79% |
| | | 12583 | 0614P | POLICE OFFICER | 579.00 | 31,047.12 | 67,081.92 | 46.28% |
| | | 24603 | 0614P | POLICE OFFICER | 377.50 | 19,377.57 | 55,936.08 | 34.64% |
| | | 20802 | 0614P | POLICE OFFICER | 358.00 | 19,738.40 | 58,247.49 | 33.89% |
| | | 14052 | 0614P | POLICE OFFICER | 342.75 | 18,971.37 | 57,266.24 | 33.13% |
| | | 23111 | 0614P | POLICE OFFICER | 225.50 | 12,250.95 | 51,493.70 | 23.79% |
| | | 20655 | 0614P | POLICE OFFICER | 222.00 | 11,509.92 | 47,664.72 | 24.15% |
| | | 17180 | 0614P | POLICE OFFICER | 215.50 | 11,810.92 | 49,019.08 | 24.09% |
| | | 24626 | 0614P | POLICE OFFICER | 186.00 | 9,495.51 | 45,715.79 | 20.77% |
| | | 23592 | 0614P | POLICE OFFICER | 177.50 | 9,237.96 | 45,752.76 | 20.19% |
| | | 10703 | 0614P | POLICE OFFICER | 172.50 | 9,653.70 | 45,988.50 | 20.99% |
| | | 15094 | 0614P | POLICE OFFICER | 171.50 | 9,417.59 | 46,961.54 | 20.05% |
| | | 19944 | 0614P | POLICE OFFICER | 167.58 | 8,709.70 | 44,442.58 | 19.60% |
| | | 20147 | 0614P | POLICE OFFICER | 158.25 | 8,320.58 | 44,955.38 | 18.51% |
| | | 22227 | 0614P | POLICE OFFICER | 149.50 | 8,083.26 | 44,729.50 | 18.07% |
| | | 23506 | 0614P | POLICE OFFICER | 147.75 | 7,707.21 | 43,951.05 | 17.54% |
| | | 21111 | 0614P | POLICE OFFICER | 147.50 | 7,717.44 | 44,172.24 | 17.47% |
| | | 23153 | 0614P | POLICE OFFICER | 140.75 | 7,267.48 | 43,362.28 | 16.76% |
| | | 23576 | 0614P | POLICE OFFICER | 138.17 | 7,374.01 | 45,621.21 | 16.16% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|-------------------------------|-----------|-----------|-----------------------------|-----------------|-------------------|---------------------|------------------------|
| | | 18470 | 0614P | POLICE OFFICER | 125.75 | 6,577.09 | 43,665.01 | 15.06% |
| | | 18074 | 0614P | POLICE OFFICER | 125.00 | 6,725.96 | 42,700.76 | 15.75% |
| | | 15801 | 0614P | POLICE OFFICER | 112.50 | 6,224.99 | 42,139.79 | 14.77% |
| | | 24111 | 0614P | POLICE OFFICER | 103.00 | 5,492.09 | 42,492.03 | 12.92% |
| | | 23078 | 0614P | POLICE OFFICER | 99.50 | 5,235.39 | 41,950.50 | 12.48% |
| | | 20578 | 0614P | POLICE OFFICER | 87.00 | 4,501.54 | 39,901.34 | 11.28% |
| | | 22965 | 0614P | POLICE OFFICER | 79.50 | 4,149.42 | 40,253.89 | 10.31% |
| | | 24259 | 0614P | POLICE OFFICER | 76.00 | 3,500.25 | 36,177.35 | 9.68% |
| | | 23408 | 0614P | POLICE OFFICER | 73.50 | 3,794.43 | 39,829.23 | 9.53% |
| | | 21294 | 0614P | POLICE OFFICER | 71.75 | 3,726.68 | 39,581.48 | 9.42% |
| | | 20579 | 0614P | POLICE OFFICER | 70.50 | 3,705.97 | 39,192.89 | 9.46% |
| | | 22299 | 0614P | POLICE OFFICER | 69.75 | 3,597.63 | 39,632.43 | 9.08% |
| | | 24090 | 0614P | POLICE OFFICER | 67.50 | 3,690.43 | 41,434.21 | 8.91% |
| | | 11001 | 0614P | POLICE OFFICER | 63.00 | 3,521.01 | 39,884.85 | 8.83% |
| | | 21341 | 0614P | POLICE OFFICER | 60.50 | 3,204.98 | 39,832.04 | 8.05% |
| | | 21879 | 0614P | POLICE OFFICER | 58.25 | 3,014.77 | 39,229.57 | 7.68% |
| | | 21655 | 0614P | POLICE OFFICER | 55.50 | 2,873.26 | 38,848.06 | 7.40% |
| | | 23019 | 0614P | POLICE OFFICER | 52.00 | 2,742.06 | 38,765.77 | 7.07% |
| | | 23012 | 0614P | POLICE OFFICER | 45.00 | 2,353.98 | 38,146.86 | 6.17% |
| | | 22237 | 0614P | POLICE OFFICER | 43.50 | 2,262.60 | 38,386.44 | 5.89% |
| | | 11487 | 0614P | POLICE OFFICER | 42.50 | 2,349.13 | 38,263.93 | 6.14% |
| | | 23452 | 0614P | POLICE OFFICER | 42.25 | 2,176.32 | 37,820.16 | 5.75% |
| | | 19193 | 0614P | POLICE OFFICER | 41.50 | 2,195.58 | 38,650.38 | 5.68% |
| | | 22335 | 0614P | POLICE OFFICER | 39.00 | 2,036.48 | 38,371.28 | 5.31% |
| | | 18007 | 0614P | POLICE OFFICER | 37.83 | 2,149.21 | 55,527.51 | 3.87% |
| | | 15758 | 0614P | POLICE OFFICER | 37.50 | 2,109.40 | 39,497.32 | 5.34% |
| | | 20580 | 0614P | POLICE OFFICER | 37.00 | 1,950.26 | 37,923.14 | 5.14% |
| | | 18983 | 0614P | POLICE OFFICER | 20.50 | 1,132.19 | 36,986.99 | 3.06% |
| | | 23052 | 0614P | POLICE OFFICER | 15.00 | 798.15 | 37,905.18 | 2.11% |
| | | 20045 | 0614P | POLICE OFFICER | 10.25 | 542.09 | 37,078.18 | 1.46% |
| | | 23130 | 0614P | POLICE OFFICER | 10.00 | 457.50 | 27,227.73 | 1.68% |
| | | 24682 | 0614P | POLICE OFFICER | 6.33 | 323.96 | 18,170.69 | 1.78% |
| | | 18771 | 0614P | POLICE OFFICER | 3.00 | 173.37 | 37,590.17 | 0.46% |
| | | 15200 | 0614P | POLICE OFFICER | 3.00 | 170.95 | 36,987.75 | 0.46% |
| | | 15024 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 16999 | 0614P | POLICE OFFICER | - | - | 35,734.80 | 0.00% |
| | | 20140 | 0614P | POLICE OFFICER | - | - | 36,074.80 | 0.00% |
| | | 25954 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| | | 21508 | 0616P | POLICE SERGEANT | 305.00 | 17,541.53 | 58,470.11 | 30.00% |
| | | 18061 | 0616P | POLICE SERGEANT | 115.00 | 7,619.91 | 51,743.51 | 14.73% |
| | | 14336 | 0616P | POLICE SERGEANT | 59.25 | 4,027.79 | 48,271.39 | 8.34% |
| | | 10795 | 0616P | POLICE SERGEANT | 31.00 | 1,948.79 | 46,391.23 | 4.20% |
| | | 18153 | 0616P | POLICE SERGEANT | 30.00 | 2,014.40 | 46,560.58 | 4.33% |
| | | 19864 | 0616P | POLICE SERGEANT | 19.25 | 1,237.42 | 46,633.02 | 2.65% |
| | | 12764 | 0616P | POLICE SERGEANT | 15.50 | 1,031.08 | 45,749.85 | 2.25% |
| | | 20149 | 0616P | POLICE SERGEANT | 7.00 | 451.37 | 45,174.97 | 1.00% |
| | | 10592 | 0616P | POLICE SERGEANT | - | - | 44,530.40 | 0.00% |
| | | 24578 | 0619A | CRIME SCENE INVESTIGATOR | 103.50 | 3,371.83 | 25,782.89 | 13.08% |
| | | 16934 | 0619A | CRIME SCENE INVESTIGATOR | 102.25 | 4,402.37 | 31,644.47 | 13.91% |
| | | 12052 | 0620T | POLICE CAPTAIN | - | - | 59,442.00 | 0.00% |
| | | 22303 | 0623M | HAITIAN COMM PROGRAMS COORD | - | - | 40,147.60 | 0.00% |
| | | 17490 | 0649T | POLICE LIEUTENANT | 193.75 | 13,090.31 | 57,809.62 | 22.64% |
| | | 12924 | 0649T | POLICE LIEUTENANT | - | - | 50,981.04 | 0.00% |
| | | 19039 | 0654A | POLICE AIDE II-SPECIALIST | 16.00 | 543.62 | 24,652.97 | 2.21% |
| | | 23120 | 0654A | POLICE AIDE II-SPECIALIST | 13.50 | 457.75 | 23,751.15 | 1.93% |
| | | 20523 | 0654A | POLICE AIDE II-SPECIALIST | - | - | 23,098.40 | 0.00% |
| | POL040301 Total | | | | 8,335.66 | 431,793.66 | 3,621,199.07 | 15.94% |
| POL040401 | SPECIAL INVESTIGATIONS | 25012 | 0022A | SECRETARY I | - | - | 9,403.39 | 0.00% |
| | | 22279 | 0112A | ADMIN AIDE | 125.00 | 4,514.70 | 29,329.10 | 15.39% |
| | | 24601 | 0112A | ADMIN AIDE | 109.50 | 3,340.22 | 25,908.55 | 12.89% |
| | | 20360 | 0588A | CRIME ANALYST II | - | - | 27,414.40 | 0.00% |
| | | 23168 | 0614P | POLICE OFFICER | 440.00 | 24,271.52 | 63,890.58 | 37.99% |
| | | 24474 | 0614P | POLICE OFFICER | 415.50 | 19,007.10 | 52,618.90 | 36.12% |
| | | 21868 | 0614P | POLICE OFFICER | 404.50 | 20,855.94 | 56,975.74 | 36.60% |
| | | 21951 | 0614P | POLICE OFFICER | 302.50 | 15,597.49 | 51,572.29 | 30.24% |
| | | 11113 | 0614P | POLICE OFFICER | 300.00 | 17,494.06 | 58,479.30 | 29.91% |
| | | 21300 | 0614P | POLICE OFFICER | 285.00 | 14,809.45 | 50,844.25 | 29.13% |
| | | 24794 | 0614P | POLICE OFFICER | 267.00 | 14,076.64 | 51,258.19 | 27.46% |
| | | 20144 | 0614P | POLICE OFFICER | 262.75 | 14,853.78 | 54,165.10 | 27.42% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------------|----------------------------|-----------|-----------|---------------------------|-----------------|-------------------|---------------------|------------------------|
| | | 18807 | 0614P | POLICE OFFICER | 247.00 | 13,234.71 | 49,149.59 | 26.93% |
| | | 19883 | 0614P | POLICE OFFICER | 245.00 | 12,809.12 | 49,428.92 | 25.91% |
| | | 23371 | 0614P | POLICE OFFICER | 224.50 | 12,153.58 | 49,240.13 | 24.68% |
| | | 21101 | 0614P | POLICE OFFICER | 198.00 | 10,290.16 | 46,564.96 | 22.10% |
| | | 23453 | 0614P | POLICE OFFICER | 191.00 | 10,643.98 | 50,107.25 | 21.24% |
| | | 23053 | 0614P | POLICE OFFICER | 190.00 | 11,226.51 | 50,637.85 | 22.17% |
| | | 24561 | 0614P | POLICE OFFICER | 183.50 | 10,216.44 | 50,035.98 | 20.42% |
| | | 24473 | 0614P | POLICE OFFICER | 182.50 | 8,235.57 | 40,517.95 | 20.33% |
| | | 23692 | 0614P | POLICE OFFICER | 181.50 | 9,452.22 | 47,270.01 | 20.00% |
| | | 10428 | 0614P | POLICE OFFICER | 168.50 | 9,261.74 | 45,476.54 | 20.37% |
| | | 22294 | 0614P | POLICE OFFICER | 165.50 | 9,301.13 | 47,592.00 | 19.54% |
| | | 22088 | 0614P | POLICE OFFICER | 159.00 | 9,039.63 | 47,999.03 | 18.83% |
| | | 24935 | 0614P | POLICE OFFICER | 147.00 | 5,999.22 | 34,073.17 | 17.61% |
| | | 24076 | 0614P | POLICE OFFICER | 142.75 | 6,646.38 | 40,328.63 | 16.48% |
| | | 23693 | 0614P | POLICE OFFICER | 141.00 | 7,659.82 | 46,255.94 | 16.56% |
| | | 14511 | 0614P | POLICE OFFICER | 138.00 | 7,624.88 | 43,709.68 | 17.44% |
| | | 24062 | 0614P | POLICE OFFICER | 129.25 | 6,236.46 | 40,810.89 | 15.28% |
| | | 24594 | 0614P | POLICE OFFICER | 120.50 | 6,005.50 | 42,611.05 | 14.09% |
| | | 23561 | 0614P | POLICE OFFICER | 117.50 | 6,687.49 | 47,297.98 | 14.14% |
| | | 20129 | 0614P | POLICE OFFICER | 107.00 | 5,180.74 | 39,453.06 | 13.13% |
| | | 24495 | 0614P | POLICE OFFICER | 102.50 | 4,549.21 | 35,681.51 | 12.75% |
| | | 24929 | 0614P | POLICE OFFICER | 102.00 | 5,551.09 | 43,650.43 | 12.72% |
| | | 23526 | 0614P | POLICE OFFICER | 101.50 | 5,440.06 | 42,019.04 | 12.95% |
| | | 22224 | 0614P | POLICE OFFICER | 99.00 | 5,230.43 | 42,652.32 | 12.26% |
| | | 24931 | 0614P | POLICE OFFICER | 96.75 | 3,962.65 | 33,262.31 | 11.91% |
| | | 24272 | 0614P | POLICE OFFICER | 89.50 | 3,816.62 | 34,240.62 | 11.15% |
| | | 20582 | 0614P | POLICE OFFICER | 87.50 | 4,539.69 | 40,394.49 | 11.24% |
| | | 24845 | 0614P | POLICE OFFICER | 85.50 | 3,370.54 | 31,301.23 | 10.77% |
| | | 20924 | 0614P | POLICE OFFICER | 81.75 | 4,317.65 | 41,311.46 | 10.45% |
| | | 24390 | 0614P | POLICE OFFICER | 76.00 | 4,236.76 | 42,681.16 | 9.93% |
| | | 24933 | 0614P | POLICE OFFICER | 61.00 | 2,452.35 | 30,824.66 | 7.96% |
| | | 17401 | 0614P | POLICE OFFICER | 58.00 | 3,201.33 | 39,225.48 | 8.16% |
| | | 25743 | 0614P | POLICE OFFICER | 55.00 | 1,874.40 | 21,125.33 | 8.87% |
| | | 24400 | 0614P | POLICE OFFICER | 51.00 | 2,170.34 | 32,852.08 | 6.61% |
| | | 22277 | 0614P | POLICE OFFICER | 50.00 | 2,721.32 | 40,790.10 | 6.67% |
| | | 23482 | 0614P | POLICE OFFICER | 47.00 | 2,465.82 | 39,185.62 | 6.29% |
| | | 23375 | 0614P | POLICE OFFICER | 47.00 | 2,443.88 | 38,595.11 | 6.33% |
| | | 22269 | 0614P | POLICE OFFICER | 42.75 | 2,240.47 | 39,512.18 | 5.67% |
| | | 23505 | 0614P | POLICE OFFICER | 39.00 | 2,008.47 | 37,771.01 | 5.32% |
| | | 25133 | 0614P | POLICE OFFICER | 37.75 | 1,389.92 | 29,025.07 | 4.79% |
| | | 23374 | 0614P | POLICE OFFICER | 34.00 | 1,750.06 | 37,664.86 | 4.65% |
| | | 24282 | 0614P | POLICE OFFICER | 22.50 | 966.34 | 31,340.99 | 3.08% |
| | | 24461 | 0614P | POLICE OFFICER | 7.00 | 313.22 | 4,058.01 | 7.72% |
| | | 23319 | 0614P | POLICE OFFICER | 6.00 | 311.86 | 36,551.66 | 0.85% |
| | | 22260 | 0614P | POLICE OFFICER | 1.17 | 61.07 | 16,790.87 | 0.36% |
| | | 25900 | 0614P | POLICE OFFICER | - | - | 7,270.40 | 0.00% |
| | | 25909 | 0614P | POLICE OFFICER | - | - | 5,634.56 | 0.00% |
| | | 25926 | 0614P | POLICE OFFICER | - | - | 4,772.80 | 0.00% |
| | | 11032 | 0616P | POLICE SERGEANT | 539.75 | 35,896.93 | 84,237.61 | 42.61% |
| | | 15244 | 0616P | POLICE SERGEANT | 53.50 | 3,641.67 | 47,825.27 | 7.61% |
| | | 19381 | 0616P | POLICE SERGEANT | 52.50 | 3,497.45 | 51,252.12 | 6.82% |
| | | 18667 | 0616P | POLICE SERGEANT | 28.00 | 1,786.81 | 46,939.74 | 3.81% |
| | | 14606 | 0616P | POLICE SERGEANT | 17.50 | 1,240.64 | 49,787.51 | 2.49% |
| | | 11571 | 0616P | POLICE SERGEANT | 5.00 | 303.75 | 43,560.17 | 0.70% |
| | | 20807 | 0620T | POLICE CAPTAIN | - | - | 53,183.15 | 0.00% |
| | | 23451 | 0628P | POLICE OFFICER (K-9) | 330.50 | 17,504.36 | 57,174.55 | 30.62% |
| | | 24331 | 0628P | POLICE OFFICER (K-9) | 149.25 | 6,594.41 | 40,193.91 | 16.41% |
| | | 23051 | 0628P | POLICE OFFICER (K-9) | 63.50 | 3,286.08 | 42,282.74 | 7.77% |
| | | 24475 | 0628P | POLICE OFFICER (K-9) | 56.50 | 2,390.89 | 32,727.69 | 7.31% |
| | | 17978 | 0649T | POLICE LIEUTENANT | 4.50 | 313.92 | 49,690.74 | 0.63% |
| | POL040401 Total | | | | 9,072.42 | 474,568.64 | 2,919,460.96 | 17.52% |
| POL040403 | TECHNICAL SERVICES | 22868 | 0157L | TECHNICAL SUPPORT ANALYST | - | - | 36,966.40 | 0.00% |
| | | 10834 | 0614P | POLICE OFFICER | 38.50 | 2,084.44 | 38,194.72 | 5.46% |
| | | 11336 | 0614P | POLICE OFFICER | 11.00 | 602.67 | 37,025.52 | 1.63% |
| | | 17504 | 0616P | POLICE SERGEANT | 19.50 | 1,312.40 | 45,736.00 | 2.87% |
| | POL040403 Total | | | | 69.00 | 3,999.51 | 157,922.64 | 0.15% |
| | POLICE CONFISCATED | | | | | | | |
| POL050101 | PROPERTY-OPERATIONS | 20224 | 0125M | PARALEGAL ASSISTANT | - | - | 31,035.20 | 0.00% |

POLICE OVERTIME EQUITABILITY SUMMARY
BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|--|-------------------------|-----------|-----------|-------------------------|---------------|------------------|-------------------|------------------------|
| POL050101 Total | | 16448 | 0615A | POLICE FORFEITURE COORD | - | - | 23,278.40 | 0.00% |
| | | | | | - | - | 54,313.60 | 0.00% |
| POL080101 | JUSTICE DEPT TASK FORCE | 17270 | 0614P | POLICE OFFICER | 494.50 | 26,907.49 | 62,732.29 | 42.89% |
| | | 13372 | 0614P | POLICE OFFICER | - | - | 36,817.92 | 0.00% |
| | | 18164 | 0614P | POLICE OFFICER | - | - | 36,184.80 | 0.00% |
| | | 18927 | 0614P | POLICE OFFICER | - | - | 35,824.80 | 0.00% |
| POL080101 Total | | | | | 494.50 | 26,907.49 | 171,559.81 | 0.99% |
| POL020201/POL020209/POL030101/POL030201 (DIVISIONS) | | | | | | | | |
| POL030101 | OPERATIONS | 22356 | 0005A | SECRETARY II | - | - | 24,128.72 | 0.00% |
| POL030101 | OPERATIONS | 21640 | 0016A | CLERK TYPIST II | - | - | 19,385.60 | 0.00% |
| POL020201 | ADMINISTRATIVE SUPPORT | 18592 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| POL030201 | PATROL | 20625 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| POL030201 | PATROL | 21966 | 0022A | SECRETARY I | - | - | 21,382.40 | 0.00% |
| POL030201 | PATROL | 22387 | 0022A | SECRETARY I | - | - | 20,558.30 | 0.00% |
| POL020201 | ADMINISTRATIVE SUPPORT | 14825 | 0112A | ADMIN AIDE | - | - | 12,205.86 | 0.00% |
| POL030201 | PATROL | 24367 | 0598A | PUBLIC SAFETY AIDE | 117.00 | 3,072.55 | 20,650.29 | 14.88% |
| POL030201 | PATROL | 25657 | 0598A | PUBLIC SAFETY AIDE | 104.25 | 2,409.34 | 18,008.18 | 13.38% |
| POL030201 | PATROL | 22417 | 0598A | PUBLIC SAFETY AIDE | 100.00 | 3,368.61 | 26,638.57 | 12.65% |
| POL030201 | PATROL | 24374 | 0598A | PUBLIC SAFETY AIDE | 92.50 | 2,609.00 | 21,789.12 | 11.97% |
| POL030201 | PATROL | 20148 | 0598A | PUBLIC SAFETY AIDE | 70.00 | 2,302.34 | 24,077.42 | 9.56% |
| POL030201 | PATROL | 25441 | 0598A | PUBLIC SAFETY AIDE | 60.50 | 1,456.54 | 17,891.74 | 8.14% |
| POL030201 | PATROL | 19037 | 0598A | PUBLIC SAFETY AIDE | 57.75 | 1,867.48 | 23,773.84 | 7.86% |
| POL030201 | PATROL | 24970 | 0598A | PUBLIC SAFETY AIDE | 55.00 | 1,406.64 | 19,032.12 | 7.39% |
| POL030201 | PATROL | 25340 | 0598A | PUBLIC SAFETY AIDE | 55.00 | 1,324.12 | 17,569.72 | 7.54% |
| POL030201 | PATROL | 24399 | 0598A | PUBLIC SAFETY AIDE | 53.50 | 1,965.81 | 26,317.40 | 7.47% |
| POL030201 | PATROL | 25339 | 0598A | PUBLIC SAFETY AIDE | 51.25 | 1,404.52 | 20,764.82 | 6.76% |
| POL030201 | PATROL | 25544 | 0598A | PUBLIC SAFETY AIDE | 51.00 | 1,198.20 | 17,936.21 | 6.68% |
| POL030201 | PATROL | 23410 | 0598A | PUBLIC SAFETY AIDE | 50.50 | 1,358.59 | 19,998.58 | 6.79% |
| POL030201 | PATROL | 24977 | 0598A | PUBLIC SAFETY AIDE | 49.50 | 1,265.85 | 18,942.00 | 6.68% |
| POL030201 | PATROL | 25015 | 0598A | PUBLIC SAFETY AIDE | 44.50 | 1,091.50 | 17,928.22 | 6.09% |
| POL030201 | PATROL | 23229 | 0598A | PUBLIC SAFETY AIDE | 43.75 | 1,270.42 | 21,035.81 | 6.04% |
| POL030201 | PATROL | 20130 | 0598A | PUBLIC SAFETY AIDE | 38.00 | 1,241.87 | 23,387.03 | 5.31% |
| POL030201 | PATROL | 24483 | 0598A | PUBLIC SAFETY AIDE | 33.00 | 876.65 | 18,870.01 | 4.65% |
| POL030201 | PATROL | 24722 | 0598A | PUBLIC SAFETY AIDE | 30.50 | 772.72 | 18,068.08 | 4.28% |
| POL030201 | PATROL | 25066 | 0598A | PUBLIC SAFETY AIDE | 29.50 | 710.20 | 17,812.00 | 3.99% |
| POL030201 | PATROL | 21790 | 0598A | PUBLIC SAFETY AIDE | 27.75 | 886.68 | 23,074.08 | 3.84% |
| POL030201 | PATROL | 20127 | 0598A | PUBLIC SAFETY AIDE | 26.00 | 884.25 | 22,358.85 | 3.95% |
| POL030201 | PATROL | 25102 | 0598A | PUBLIC SAFETY AIDE | 23.50 | 594.97 | 18,430.48 | 3.23% |
| POL030201 | PATROL | 17732 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 639.46 | 21,692.90 | 2.95% |
| POL030201 | PATROL | 24481 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 531.30 | 18,306.34 | 2.90% |
| POL030201 | PATROL | 24391 | 0598A | PUBLIC SAFETY AIDE | 20.00 | 525.56 | 18,546.08 | 2.83% |
| POL030201 | PATROL | 20069 | 0598A | PUBLIC SAFETY AIDE | 16.00 | 506.14 | 21,559.58 | 2.35% |
| POL030201 | PATROL | 25796 | 0598A | PUBLIC SAFETY AIDE | 14.00 | 320.88 | 16,212.08 | 1.98% |
| POL030201 | PATROL | 22222 | 0598A | PUBLIC SAFETY AIDE | 13.50 | 402.16 | 20,639.68 | 1.95% |
| POL030201 | PATROL | 24485 | 0598A | PUBLIC SAFETY AIDE | 12.00 | 312.12 | 18,072.61 | 1.73% |
| POL030201 | PATROL | 25734 | 0598A | PUBLIC SAFETY AIDE | 12.00 | 275.58 | 16,179.54 | 1.70% |
| POL030201 | PATROL | 25336 | 0598A | PUBLIC SAFETY AIDE | 10.00 | 239.36 | 16,751.96 | 1.43% |
| POL030201 | PATROL | 21651 | 0598A | PUBLIC SAFETY AIDE | 8.50 | 264.92 | 21,647.32 | 1.22% |
| POL030201 | PATROL | 23784 | 0598A | PUBLIC SAFETY AIDE | 5.00 | 170.43 | 21,522.23 | 0.79% |
| POL030201 | PATROL | 20952 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 136.27 | 21,857.59 | 0.62% |
| POL030201 | PATROL | 20951 | 0598A | PUBLIC SAFETY AIDE | 4.00 | 126.38 | 21,673.26 | 0.58% |
| POL030201 | PATROL | 20133 | 0598A | PUBLIC SAFETY AIDE | - | - | 22,369.28 | 0.00% |
| POL030201 | PATROL | 20135 | 0598A | PUBLIC SAFETY AIDE | - | - | 9,375.36 | 0.00% |
| POL030201 | PATROL | 20145 | 0598A | PUBLIC SAFETY AIDE | - | - | 21,577.40 | 0.00% |
| POL030201 | PATROL | 17834 | 0614P | POLICE OFFICER | 577.50 | 31,468.06 | 67,654.86 | 46.51% |
| POL030201 | PATROL | 19862 | 0614P | POLICE OFFICER | 516.25 | 27,281.30 | 63,866.42 | 42.72% |
| POL030201 | PATROL | 24838 | 0614P | POLICE OFFICER | 452.50 | 18,481.52 | 46,891.32 | 39.41% |
| POL030201 | PATROL | 19213 | 0614P | POLICE OFFICER | 435.00 | 22,456.29 | 58,161.09 | 38.61% |
| POL030201 | PATROL | 24691 | 0614P | POLICE OFFICER | 418.00 | 16,841.39 | 45,175.53 | 37.28% |
| POL030201 | PATROL | 17998 | 0614P | POLICE OFFICER | 371.50 | 20,294.68 | 56,118.60 | 36.16% |
| POL030201 | PATROL | 23070 | 0614P | POLICE OFFICER | 359.00 | 19,013.22 | 55,319.63 | 34.37% |
| POL030201 | PATROL | 24509 | 0614P | POLICE OFFICER | 347.50 | 16,898.54 | 50,973.45 | 33.15% |
| POL030201 | PATROL | 17792 | 0614P | POLICE OFFICER | 336.75 | 18,894.37 | 54,040.64 | 34.96% |
| POL030201 | PATROL | 19102 | 0614P | POLICE OFFICER | 332.25 | 17,673.36 | 54,391.68 | 32.49% |
| POL030201 | PATROL | 20310 | 0614P | POLICE OFFICER | 323.50 | 17,213.02 | 54,637.93 | 31.50% |
| POL030201 | PATROL | 20561 | 0614P | POLICE OFFICER | 310.50 | 17,465.89 | 56,264.40 | 31.04% |
| POL030201 | PATROL | 24476 | 0614P | POLICE OFFICER | 293.50 | 12,710.86 | 42,714.76 | 29.76% |
| POL030201 | PATROL | 24732 | 0614P | POLICE OFFICER | 279.00 | 14,495.67 | 50,579.51 | 28.66% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| POL030201 | PATROL | 25548 | 0614P | POLICE OFFICER | 273.50 | 9,879.55 | 34,858.40 | 28.34% |
| POL030201 | PATROL | 24546 | 0614P | POLICE OFFICER | 270.75 | 14,298.83 | 50,943.06 | 28.07% |
| POL030201 | PATROL | 24694 | 0614P | POLICE OFFICER | 258.33 | 10,228.38 | 38,336.77 | 26.68% |
| POL030201 | PATROL | 16560 | 0614P | POLICE OFFICER | 252.50 | 13,306.56 | 49,316.84 | 26.98% |
| POL030201 | PATROL | 24934 | 0614P | POLICE OFFICER | 243.50 | 11,676.80 | 46,375.26 | 25.18% |
| POL030201 | PATROL | 12281 | 0614P | POLICE OFFICER | 238.50 | 13,056.17 | 48,497.83 | 26.92% |
| POL030201 | PATROL | 24604 | 0614P | POLICE OFFICER | 236.50 | 12,403.48 | 48,728.54 | 25.45% |
| POL030201 | PATROL | 23068 | 0614P | POLICE OFFICER | 216.25 | 11,163.98 | 46,014.60 | 24.26% |
| POL030201 | PATROL | 20387 | 0614P | POLICE OFFICER | 199.50 | 10,598.44 | 47,009.76 | 22.55% |
| POL030201 | PATROL | 25578 | 0614P | POLICE OFFICER | 195.00 | 6,924.58 | 31,011.85 | 22.33% |
| POL030201 | PATROL | 25134 | 0614P | POLICE OFFICER | 194.00 | 7,818.78 | 35,361.70 | 22.11% |
| POL030201 | PATROL | 25577 | 0614P | POLICE OFFICER | 184.50 | 6,451.81 | 30,108.49 | 21.43% |
| POL030201 | PATROL | 12506 | 0614P | POLICE OFFICER | 180.50 | 10,540.06 | 47,859.83 | 22.02% |
| POL030201 | PATROL | 25016 | 0614P | POLICE OFFICER | 178.25 | 7,219.21 | 35,444.88 | 20.37% |
| POL030201 | PATROL | 24558 | 0614P | POLICE OFFICER | 178.00 | 7,463.81 | 36,372.11 | 20.52% |
| POL030201 | PATROL | 25429 | 0614P | POLICE OFFICER | 174.00 | 8,571.66 | 43,547.16 | 19.68% |
| POL030201 | PATROL | 13651 | 0614P | POLICE OFFICER | 173.00 | 9,946.64 | 45,917.67 | 21.66% |
| POL030201 | PATROL | 25068 | 0614P | POLICE OFFICER | 169.75 | 7,977.60 | 40,762.63 | 19.57% |
| POL030201 | PATROL | 25014 | 0614P | POLICE OFFICER | 164.00 | 6,398.72 | 34,811.28 | 18.38% |
| POL030201 | PATROL | 24846 | 0614P | POLICE OFFICER | 162.25 | 6,297.22 | 32,669.65 | 19.28% |
| POL030201 | PATROL | 10085 | 0614P | POLICE OFFICER | 161.50 | 8,979.58 | 45,400.42 | 19.78% |
| POL030201 | PATROL | 25226 | 0614P | POLICE OFFICER | 157.50 | 6,058.96 | 32,889.58 | 18.42% |
| POL030201 | PATROL | 25465 | 0614P | POLICE OFFICER | 157.00 | 5,757.32 | 31,196.16 | 18.46% |
| POL030201 | PATROL | 24275 | 0614P | POLICE OFFICER | 152.00 | 6,539.77 | 37,094.67 | 17.63% |
| POL030201 | PATROL | 23372 | 0614P | POLICE OFFICER | 151.00 | 7,925.95 | 44,360.49 | 17.87% |
| POL030201 | PATROL | 24249 | 0614P | POLICE OFFICER | 150.50 | 6,319.60 | 36,149.79 | 17.48% |
| POL030201 | PATROL | 24109 | 0614P | POLICE OFFICER | 149.50 | 7,263.10 | 40,229.40 | 18.05% |
| POL030201 | PATROL | 20926 | 0614P | POLICE OFFICER | 149.00 | 7,912.96 | 44,153.80 | 17.92% |
| POL030201 | PATROL | 16550 | 0614P | POLICE OFFICER | 144.00 | 8,209.18 | 44,426.86 | 18.48% |
| POL030201 | PATROL | 24281 | 0614P | POLICE OFFICER | 143.50 | 7,359.63 | 43,064.43 | 17.09% |
| POL030201 | PATROL | 23497 | 0614P | POLICE OFFICER | 141.50 | 7,811.76 | 45,684.18 | 17.10% |
| POL030201 | PATROL | 25592 | 0614P | POLICE OFFICER | 139.50 | 4,879.80 | 28,623.37 | 17.05% |
| POL030201 | PATROL | 19109 | 0614P | POLICE OFFICER | 139.00 | 7,561.24 | 44,357.70 | 17.05% |
| POL030201 | PATROL | 19851 | 0614P | POLICE OFFICER | 137.75 | 7,363.42 | 43,573.30 | 16.90% |
| POL030201 | PATROL | 18867 | 0614P | POLICE OFFICER | 136.25 | 7,340.70 | 42,474.54 | 17.28% |
| POL030201 | PATROL | 12736 | 0614P | POLICE OFFICER | 134.50 | 7,193.23 | 43,251.08 | 16.63% |
| POL030201 | PATROL | 23499 | 0614P | POLICE OFFICER | 134.50 | 7,014.15 | 42,307.19 | 16.58% |
| POL030201 | PATROL | 24402 | 0614P | POLICE OFFICER | 133.00 | 6,280.85 | 37,212.40 | 16.88% |
| POL030201 | PATROL | 25467 | 0614P | POLICE OFFICER | 132.00 | 5,270.32 | 33,455.34 | 15.75% |
| POL030201 | PATROL | 25754 | 0614P | POLICE OFFICER | 131.00 | 5,945.53 | 37,330.09 | 15.93% |
| POL030201 | PATROL | 19828 | 0614P | POLICE OFFICER | 129.50 | 7,170.27 | 44,452.19 | 16.13% |
| POL030201 | PATROL | 24625 | 0614P | POLICE OFFICER | 126.50 | 5,265.42 | 34,419.78 | 15.30% |
| POL030201 | PATROL | 24689 | 0614P | POLICE OFFICER | 124.25 | 5,435.87 | 36,985.97 | 14.70% |
| POL030201 | PATROL | 22259 | 0614P | POLICE OFFICER | 123.50 | 6,751.04 | 43,862.84 | 15.39% |
| POL030201 | PATROL | 13567 | 0614P | POLICE OFFICER | 122.00 | 6,788.02 | 41,795.90 | 16.24% |
| POL030201 | PATROL | 24695 | 0614P | POLICE OFFICER | 121.50 | 5,142.30 | 33,559.14 | 15.32% |
| POL030201 | PATROL | 25579 | 0614P | POLICE OFFICER | 119.00 | 4,227.60 | 28,814.46 | 14.67% |
| POL030201 | PATROL | 25673 | 0614P | POLICE OFFICER | 115.00 | 4,125.07 | 28,735.35 | 14.36% |
| POL030201 | PATROL | 24690 | 0614P | POLICE OFFICER | 114.50 | 4,573.79 | 31,688.77 | 14.43% |
| POL030201 | PATROL | 18425 | 0614P | POLICE OFFICER | 114.33 | 6,185.63 | 41,710.43 | 14.83% |
| POL030201 | PATROL | 20227 | 0614P | POLICE OFFICER | 113.50 | 6,402.49 | 45,183.74 | 14.17% |
| POL030201 | PATROL | 19880 | 0614P | POLICE OFFICER | 113.00 | 5,968.28 | 41,630.20 | 14.34% |
| POL030201 | PATROL | 25819 | 0614P | POLICE OFFICER | 112.50 | 5,111.59 | 36,287.51 | 14.09% |
| POL030201 | PATROL | 24840 | 0614P | POLICE OFFICER | 111.50 | 4,685.80 | 33,206.39 | 14.11% |
| POL030201 | PATROL | 24167 | 0614P | POLICE OFFICER | 109.50 | 4,917.63 | 38,066.59 | 12.92% |
| POL030201 | PATROL | 25330 | 0614P | POLICE OFFICER | 108.25 | 4,018.14 | 29,864.57 | 13.45% |
| POL030201 | PATROL | 25421 | 0614P | POLICE OFFICER | 108.00 | 3,934.51 | 29,218.35 | 13.47% |
| POL030201 | PATROL | 17029 | 0614P | POLICE OFFICER | 106.50 | 5,903.72 | 41,097.56 | 14.37% |
| POL030201 | PATROL | 23186 | 0614P | POLICE OFFICER | 106.50 | 5,494.98 | 41,129.13 | 13.36% |
| POL030201 | PATROL | 25580 | 0614P | POLICE OFFICER | 106.50 | 3,778.35 | 28,291.39 | 13.36% |
| POL030201 | PATROL | 24548 | 0614P | POLICE OFFICER | 105.50 | 4,630.38 | 34,622.18 | 13.37% |
| POL030201 | PATROL | 20950 | 0614P | POLICE OFFICER | 105.00 | 5,547.35 | 42,300.99 | 13.11% |
| POL030201 | PATROL | 24440 | 0614P | POLICE OFFICER | 104.50 | 4,086.33 | 32,165.90 | 12.70% |
| POL030201 | PATROL | 25590 | 0614P | POLICE OFFICER | 104.50 | 3,565.82 | 27,017.42 | 13.20% |
| POL030201 | PATROL | 25508 | 0614P | POLICE OFFICER | 103.50 | 4,285.30 | 33,809.07 | 12.68% |
| POL030201 | PATROL | 20081 | 0614P | POLICE OFFICER | 103.00 | 5,734.61 | 43,669.94 | 13.13% |
| POL030201 | PATROL | 25333 | 0614P | POLICE OFFICER | 100.00 | 3,629.56 | 28,779.24 | 12.61% |
| POL030201 | PATROL | 25552 | 0614P | POLICE OFFICER | 100.00 | 3,601.99 | 29,118.64 | 12.37% |
| POL030201 | PATROL | 25818 | 0614P | POLICE OFFICER | 98.00 | 3,339.84 | 26,968.64 | 12.38% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| POL030201 | PATROL | 21558 | 0614P | POLICE OFFICER | 97.00 | 5,010.23 | 40,560.03 | 12.35% |
| POL030201 | PATROL | 25061 | 0614P | POLICE OFFICER | 95.50 | 5,001.01 | 42,872.87 | 11.66% |
| POL030201 | PATROL | 25328 | 0614P | POLICE OFFICER | 95.50 | 3,535.06 | 29,489.86 | 11.99% |
| POL030201 | PATROL | 20584 | 0614P | POLICE OFFICER | 95.00 | 5,043.67 | 41,430.47 | 12.17% |
| POL030201 | PATROL | 25793 | 0614P | POLICE OFFICER | 94.00 | 3,203.52 | 26,832.32 | 11.94% |
| POL030201 | PATROL | 25798 | 0614P | POLICE OFFICER | 94.00 | 3,203.52 | 26,832.32 | 11.94% |
| POL030201 | PATROL | 24472 | 0614P | POLICE OFFICER | 92.00 | 3,910.97 | 33,162.92 | 11.79% |
| POL030201 | PATROL | 25332 | 0614P | POLICE OFFICER | 90.00 | 3,092.88 | 26,583.16 | 11.63% |
| POL030201 | PATROL | 24975 | 0614P | POLICE OFFICER | 88.75 | 4,690.26 | 41,387.39 | 11.33% |
| POL030201 | PATROL | 24644 | 0614P | POLICE OFFICER | 88.25 | 4,389.35 | 39,916.23 | 11.00% |
| POL030201 | PATROL | 21201 | 0614P | POLICE OFFICER | 88.00 | 4,560.81 | 43,432.26 | 10.50% |
| POL030201 | PATROL | 25663 | 0614P | POLICE OFFICER | 87.00 | 3,025.55 | 26,718.71 | 11.32% |
| POL030201 | PATROL | 25779 | 0614P | POLICE OFFICER | 84.00 | 2,862.72 | 26,309.76 | 10.88% |
| POL030201 | PATROL | 24369 | 0614P | POLICE OFFICER | 80.75 | 3,398.12 | 32,916.45 | 10.32% |
| POL030201 | PATROL | 25545 | 0614P | POLICE OFFICER | 80.50 | 2,844.27 | 27,667.41 | 10.28% |
| POL030201 | PATROL | 25772 | 0614P | POLICE OFFICER | 79.00 | 2,698.92 | 26,369.95 | 10.23% |
| POL030201 | PATROL | 25865 | 0614P | POLICE OFFICER | 78.75 | 2,683.80 | 18,133.40 | 14.80% |
| POL030201 | PATROL | 25661 | 0614P | POLICE OFFICER | 76.00 | 2,590.08 | 6,774.46 | 38.23% |
| POL030201 | PATROL | 25420 | 0614P | POLICE OFFICER | 75.50 | 2,781.83 | 28,054.71 | 9.92% |
| POL030201 | PATROL | 24598 | 0614P | POLICE OFFICER | 75.00 | 4,042.53 | 40,777.38 | 9.91% |
| POL030201 | PATROL | 25470 | 0614P | POLICE OFFICER | 74.75 | 2,762.90 | 29,104.28 | 9.49% |
| POL030201 | PATROL | 11615 | 0614P | POLICE OFFICER | 74.50 | 4,147.81 | 40,435.92 | 10.26% |
| POL030201 | PATROL | 25863 | 0614P | POLICE OFFICER | 73.00 | 2,487.84 | 17,937.44 | 13.87% |
| POL030201 | PATROL | 24401 | 0614P | POLICE OFFICER | 72.50 | 3,058.02 | 31,901.42 | 9.59% |
| POL030201 | PATROL | 22966 | 0614P | POLICE OFFICER | 71.00 | 3,342.16 | 35,227.98 | 9.49% |
| POL030201 | PATROL | 24622 | 0614P | POLICE OFFICER | 70.50 | 2,829.28 | 31,179.78 | 9.07% |
| POL030201 | PATROL | 11295 | 0614P | POLICE OFFICER | 69.75 | 3,771.05 | 38,182.97 | 9.88% |
| POL030201 | PATROL | 20134 | 0614P | POLICE OFFICER | 69.50 | 3,248.30 | 35,738.44 | 9.09% |
| POL030201 | PATROL | 18821 | 0614P | POLICE OFFICER | 68.50 | 3,222.58 | 34,538.91 | 9.33% |
| POL030201 | PATROL | 24620 | 0614P | POLICE OFFICER | 68.50 | 2,897.68 | 32,785.25 | 8.84% |
| POL030201 | PATROL | 21298 | 0614P | POLICE OFFICER | 68.00 | 3,562.04 | 38,724.92 | 9.20% |
| POL030201 | PATROL | 25589 | 0614P | POLICE OFFICER | 67.50 | 2,334.72 | 25,711.84 | 9.08% |
| POL030201 | PATROL | 19689 | 0614P | POLICE OFFICER | 66.50 | 3,492.66 | 38,783.28 | 9.01% |
| POL030201 | PATROL | 25674 | 0614P | POLICE OFFICER | 66.50 | 2,297.32 | 26,069.36 | 8.81% |
| POL030201 | PATROL | 24519 | 0614P | POLICE OFFICER | 66.25 | 3,408.84 | 39,140.08 | 8.71% |
| POL030201 | PATROL | 23498 | 0614P | POLICE OFFICER | 64.50 | 3,418.42 | 39,388.30 | 8.68% |
| POL030201 | PATROL | 25761 | 0614P | POLICE OFFICER | 64.50 | 2,198.16 | 25,826.96 | 8.51% |
| POL030201 | PATROL | 25773 | 0614P | POLICE OFFICER | 64.50 | 2,198.16 | 25,826.96 | 8.51% |
| POL030201 | PATROL | 24061 | 0614P | POLICE OFFICER | 64.00 | 2,940.54 | 34,630.10 | 8.49% |
| POL030201 | PATROL | 24621 | 0614P | POLICE OFFICER | 63.50 | 2,539.10 | 30,898.65 | 8.22% |
| POL030201 | PATROL | 24392 | 0614P | POLICE OFFICER | 62.00 | 3,204.84 | 40,143.31 | 7.98% |
| POL030201 | PATROL | 22228 | 0614P | POLICE OFFICER | 61.00 | 3,255.12 | 41,294.36 | 7.88% |
| POL030201 | PATROL | 25553 | 0614P | POLICE OFFICER | 60.00 | 2,058.73 | 25,605.77 | 8.04% |
| POL030201 | PATROL | 24364 | 0614P | POLICE OFFICER | 57.50 | 2,572.84 | 33,148.59 | 7.76% |
| POL030201 | PATROL | 24972 | 0614P | POLICE OFFICER | 57.00 | 2,571.65 | 33,217.57 | 7.74% |
| POL030201 | PATROL | 25581 | 0614P | POLICE OFFICER | 56.83 | 1,951.34 | 10,596.73 | 18.41% |
| POL030201 | PATROL | 15733 | 0614P | POLICE OFFICER | 54.00 | 2,909.77 | 38,072.65 | 7.64% |
| POL030201 | PATROL | 25862 | 0614P | POLICE OFFICER | 53.00 | 1,806.24 | 18,164.64 | 9.94% |
| POL030201 | PATROL | 24459 | 0614P | POLICE OFFICER | 52.50 | 2,780.85 | 39,516.69 | 7.04% |
| POL030201 | PATROL | 24938 | 0614P | POLICE OFFICER | 52.50 | 2,066.62 | 29,434.82 | 7.02% |
| POL030201 | PATROL | 25228 | 0614P | POLICE OFFICER | 51.00 | 1,978.00 | 28,651.33 | 6.90% |
| POL030201 | PATROL | 25739 | 0614P | POLICE OFFICER | 50.50 | 1,768.33 | 25,761.08 | 6.86% |
| POL030201 | PATROL | 25735 | 0614P | POLICE OFFICER | 47.50 | 1,618.80 | 20,677.70 | 7.83% |
| POL030201 | PATROL | 25547 | 0614P | POLICE OFFICER | 46.50 | 2,139.64 | 34,970.03 | 6.12% |
| POL030201 | PATROL | 16362 | 0614P | POLICE OFFICER | 46.00 | 2,438.11 | 37,391.95 | 6.52% |
| POL030201 | PATROL | 25737 | 0614P | POLICE OFFICER | 45.50 | 1,550.64 | 25,329.44 | 6.12% |
| POL030201 | PATROL | 25744 | 0614P | POLICE OFFICER | 45.00 | 1,549.13 | 25,616.88 | 6.05% |
| POL030201 | PATROL | 25736 | 0614P | POLICE OFFICER | 45.00 | 1,545.00 | 25,321.68 | 6.10% |
| POL030201 | PATROL | 25740 | 0614P | POLICE OFFICER | 44.75 | 1,537.00 | 25,579.75 | 6.01% |
| POL030201 | PATROL | 20423 | 0614P | POLICE OFFICER | 44.00 | 1,594.12 | 26,263.53 | 6.07% |
| POL030201 | PATROL | 25468 | 0614P | POLICE OFFICER | 43.00 | 1,552.98 | 26,286.82 | 5.91% |
| POL030201 | PATROL | 25741 | 0614P | POLICE OFFICER | 43.00 | 1,467.92 | 25,119.60 | 5.84% |
| POL030201 | PATROL | 24841 | 0614P | POLICE OFFICER | 42.75 | 1,701.25 | 28,710.30 | 5.93% |
| POL030201 | PATROL | 25742 | 0614P | POLICE OFFICER | 42.50 | 1,452.86 | 25,074.90 | 5.79% |
| POL030201 | PATROL | 11475 | 0614P | POLICE OFFICER | 42.00 | 2,304.96 | 36,838.66 | 6.26% |
| POL030201 | PATROL | 22355 | 0614P | POLICE OFFICER | 40.25 | 2,102.78 | 37,977.58 | 5.54% |
| POL030201 | PATROL | 25013 | 0614P | POLICE OFFICER | 39.83 | 1,561.92 | 12,047.77 | 12.96% |
| POL030201 | PATROL | 24471 | 0614P | POLICE OFFICER | 39.75 | 1,724.05 | 33,916.42 | 5.08% |
| POL030201 | PATROL | 24484 | 0614P | POLICE OFFICER | 39.75 | 1,625.32 | 30,057.51 | 5.41% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------|-----------|-----------|----------------|----------|-------------|----------------|------------------------|
| POL030201 | PATROL | 10665 | 0614P | POLICE OFFICER | 39.50 | 2,197.21 | 36,729.13 | 5.98% |
| POL030201 | PATROL | 25699 | 0614P | POLICE OFFICER | 39.50 | 1,714.79 | 31,808.39 | 5.39% |
| POL030201 | PATROL | 25858 | 0614P | POLICE OFFICER | 39.00 | 1,329.12 | 19,505.12 | 6.81% |
| POL030201 | PATROL | 25067 | 0614P | POLICE OFFICER | 38.25 | 1,959.95 | 36,967.83 | 5.30% |
| POL030201 | PATROL | 24615 | 0614P | POLICE OFFICER | 37.25 | 1,587.64 | 32,112.21 | 4.94% |
| POL030201 | PATROL | 25591 | 0614P | POLICE OFFICER | 37.00 | 1,314.23 | 25,563.29 | 5.14% |
| POL030201 | PATROL | 18436 | 0614P | POLICE OFFICER | 36.50 | 2,029.20 | 36,441.12 | 5.57% |
| POL030201 | PATROL | 25659 | 0614P | POLICE OFFICER | 36.50 | 1,243.92 | 4,006.67 | 31.05% |
| POL030201 | PATROL | 24060 | 0614P | POLICE OFFICER | 36.00 | 1,656.26 | 33,659.29 | 4.92% |
| POL030201 | PATROL | 23638 | 0614P | POLICE OFFICER | 34.50 | 1,933.16 | 38,294.66 | 5.05% |
| POL030201 | PATROL | 24628 | 0614P | POLICE OFFICER | 34.50 | 1,386.21 | 29,954.65 | 4.63% |
| POL030201 | PATROL | 23688 | 0614P | POLICE OFFICER | 34.00 | 1,769.37 | 38,221.57 | 4.63% |
| POL030201 | PATROL | 25466 | 0614P | POLICE OFFICER | 34.00 | 1,245.28 | 26,911.04 | 4.63% |
| POL030201 | PATROL | 25738 | 0614P | POLICE OFFICER | 33.00 | 1,124.64 | 25,028.44 | 4.49% |
| POL030201 | PATROL | 25176 | 0614P | POLICE OFFICER | 32.00 | 1,461.09 | 33,829.28 | 4.32% |
| POL030201 | PATROL | 25130 | 0614P | POLICE OFFICER | 30.00 | 1,335.46 | 32,772.74 | 4.07% |
| POL030201 | PATROL | 25672 | 0614P | POLICE OFFICER | 30.00 | 1,045.50 | 24,960.46 | 4.19% |
| POL030201 | PATROL | 15817 | 0614P | POLICE OFFICER | 29.25 | 1,634.82 | 37,644.45 | 4.34% |
| POL030201 | PATROL | 23069 | 0614P | POLICE OFFICER | 29.25 | 1,631.95 | 37,317.23 | 4.37% |
| POL030201 | PATROL | 20078 | 0614P | POLICE OFFICER | 27.50 | 1,476.62 | 37,463.68 | 3.94% |
| POL030201 | PATROL | 24063 | 0614P | POLICE OFFICER | 26.00 | 1,189.69 | 32,285.78 | 3.68% |
| POL030201 | PATROL | 24619 | 0614P | POLICE OFFICER | 26.00 | 1,048.91 | 30,097.21 | 3.49% |
| POL030201 | PATROL | 25660 | 0614P | POLICE OFFICER | 24.50 | 1,100.30 | 32,109.86 | 3.43% |
| POL030201 | PATROL | 25762 | 0614P | POLICE OFFICER | 24.50 | 835.21 | 24,548.01 | 3.40% |
| POL030201 | PATROL | 23635 | 0614P | POLICE OFFICER | 24.00 | 1,173.37 | 36,225.21 | 3.24% |
| POL030201 | PATROL | 20226 | 0614P | POLICE OFFICER | 23.00 | 1,202.55 | 36,752.35 | 3.27% |
| POL030201 | PATROL | 23087 | 0614P | POLICE OFFICER | 22.00 | 1,075.06 | 35,339.90 | 3.04% |
| POL030201 | PATROL | 25658 | 0614P | POLICE OFFICER | 21.50 | 732.72 | 24,411.52 | 3.00% |
| POL030201 | PATROL | 25866 | 0614P | POLICE OFFICER | 21.00 | 715.68 | 16,165.28 | 4.43% |
| POL030201 | PATROL | 21367 | 0614P | POLICE OFFICER | 20.00 | 1,048.60 | 36,091.48 | 2.91% |
| POL030201 | PATROL | 23307 | 0614P | POLICE OFFICER | 20.00 | 1,031.14 | 35,714.02 | 2.89% |
| POL030201 | PATROL | 20577 | 0614P | POLICE OFFICER | 19.50 | 1,017.47 | 36,761.31 | 2.77% |
| POL030201 | PATROL | 24842 | 0614P | POLICE OFFICER | 19.50 | 787.94 | 28,967.28 | 2.72% |
| POL030201 | PATROL | 24617 | 0614P | POLICE OFFICER | 19.00 | 787.79 | 23,673.33 | 3.33% |
| POL030201 | PATROL | 25422 | 0614P | POLICE OFFICER | 19.00 | 741.06 | 27,299.35 | 2.71% |
| POL030201 | PATROL | 25662 | 0614P | POLICE OFFICER | 19.00 | 647.52 | 24,144.56 | 2.68% |
| POL030201 | PATROL | 24273 | 0614P | POLICE OFFICER | 18.50 | 775.62 | 30,334.82 | 2.56% |
| POL030201 | PATROL | 22431 | 0614P | POLICE OFFICER | 17.00 | 803.02 | 31,945.54 | 2.51% |
| POL030201 | PATROL | 19108 | 0614P | POLICE OFFICER | 15.50 | 808.47 | 36,613.27 | 2.21% |
| POL030201 | PATROL | 25895 | 0614P | POLICE OFFICER | 15.00 | 511.20 | 7,781.60 | 6.57% |
| POL030201 | PATROL | 25898 | 0614P | POLICE OFFICER | 15.00 | 511.20 | 7,781.60 | 6.57% |
| POL030201 | PATROL | 11175 | 0614P | POLICE OFFICER | 13.50 | 765.66 | 36,952.46 | 2.07% |
| POL030201 | PATROL | 13365 | 0614P | POLICE OFFICER | 12.50 | 703.64 | 35,595.56 | 1.98% |
| POL030201 | PATROL | 14249 | 0614P | POLICE OFFICER | 12.00 | 653.21 | 35,607.05 | 1.83% |
| POL030201 | PATROL | 25084 | 0614P | POLICE OFFICER | 10.00 | 481.22 | 35,424.52 | 1.36% |
| POL030201 | PATROL | 24616 | 0614P | POLICE OFFICER | 10.00 | 481.05 | 30,214.44 | 1.59% |
| POL030201 | PATROL | 25797 | 0614P | POLICE OFFICER | 10.00 | 389.86 | 25,882.98 | 1.51% |
| POL030201 | PATROL | 25864 | 0614P | POLICE OFFICER | 10.00 | 340.80 | 15,790.40 | 2.16% |
| POL030201 | PATROL | 25897 | 0614P | POLICE OFFICER | 10.00 | 340.80 | 7,611.20 | 4.48% |
| POL030201 | PATROL | 15467 | 0614P | POLICE OFFICER | 8.00 | 450.54 | 36,645.34 | 1.23% |
| POL030201 | PATROL | 21299 | 0614P | POLICE OFFICER | 8.00 | 435.91 | 37,891.16 | 1.15% |
| POL030201 | PATROL | 25698 | 0614P | POLICE OFFICER | 7.25 | 334.89 | 32,854.86 | 1.02% |
| POL030201 | PATROL | 12742 | 0614P | POLICE OFFICER | 5.00 | 277.37 | 35,622.17 | 0.78% |
| POL030201 | PATROL | 11474 | 0614P | POLICE OFFICER | 4.00 | 227.66 | 36,377.46 | 0.63% |
| POL030201 | PATROL | 10379 | 0614P | POLICE OFFICER | 4.00 | 222.58 | 35,957.38 | 0.62% |
| POL030201 | PATROL | 20460 | 0614P | POLICE OFFICER | 3.00 | 155.73 | 35,380.53 | 0.44% |
| POL030201 | PATROL | 24477 | 0614P | POLICE OFFICER | 2.00 | 89.41 | 29,972.11 | 0.30% |
| POL030201 | PATROL | 25135 | 0614P | POLICE OFFICER | 2.00 | 78.32 | 27,227.92 | 0.29% |
| POL030201 | PATROL | 10886 | 0614P | POLICE OFFICER | - | - | 10,866.54 | 0.00% |
| POL030201 | PATROL | 15207 | 0614P | POLICE OFFICER | - | - | 36,124.80 | 0.00% |
| POL030201 | PATROL | 16168 | 0614P | POLICE OFFICER | - | - | 9,532.62 | 0.00% |
| POL030201 | PATROL | 16545 | 0614P | POLICE OFFICER | - | - | 35,874.80 | 0.00% |
| POL030201 | PATROL | 18426 | 0614P | POLICE OFFICER | - | - | 32,079.10 | 0.00% |
| POL030201 | PATROL | 19774 | 0614P | POLICE OFFICER | - | - | 35,809.80 | 0.00% |
| POL030201 | PATROL | 23191 | 0614P | POLICE OFFICER | - | - | 480.00 | 0.00% |
| POL030201 | PATROL | 24166 | 0614P | POLICE OFFICER | - | - | 35,524.80 | 0.00% |
| POL030201 | PATROL | 24313 | 0614P | POLICE OFFICER | - | - | 908.80 | 0.00% |
| POL030201 | PATROL | 24493 | 0614P | POLICE OFFICER | - | - | 4,498.58 | 0.00% |
| POL030201 | PATROL | 25138 | 0614P | POLICE OFFICER | - | - | 27,299.60 | 0.00% |

POLICE OVERTIME EQUITABILITY SUMMARY
 BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|------------|------------------------|-----------|-----------|----------------------|----------|-------------|----------------|------------------------|
| POL030201 | PATROL | 25227 | 0614P | POLICE OFFICER | - | - | 25,865.60 | 0.00% |
| POL030201 | PATROL | 25794 | 0614P | POLICE OFFICER | - | - | 31,817.90 | 0.00% |
| POL030201 | PATROL | 25857 | 0614P | POLICE OFFICER | - | - | 18,883.76 | 0.00% |
| POL030201 | PATROL | 25894 | 0614P | POLICE OFFICER | - | - | 7,638.40 | 0.00% |
| POL030201 | PATROL | 25899 | 0614P | POLICE OFFICER | - | - | 7,270.40 | 0.00% |
| POL030201 | PATROL | 25901 | 0614P | POLICE OFFICER | - | - | 7,798.00 | 0.00% |
| POL030201 | PATROL | 25952 | 0614P | POLICE OFFICER | - | - | 1,114.00 | 0.00% |
| POL030201 | PATROL | 25955 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| POL030201 | PATROL | 25956 | 0614P | POLICE OFFICER | - | - | 545.28 | 0.00% |
| POL030201 | PATROL | 23674 | 0616P | POLICE SERGEANT | 321.00 | 17,582.58 | 55,988.63 | 31.40% |
| POL030201 | PATROL | 11994 | 0616P | POLICE SERGEANT | 261.00 | 17,089.48 | 64,927.18 | 26.32% |
| POL030201 | PATROL | 22336 | 0616P | POLICE SERGEANT | 220.33 | 12,162.19 | 50,144.91 | 24.25% |
| POL030201 | PATROL | 10443 | 0616P | POLICE SERGEANT | 154.00 | 9,825.67 | 53,302.47 | 18.43% |
| POL030201 | PATROL | 20778 | 0616P | POLICE SERGEANT | 146.17 | 8,488.03 | 48,673.47 | 17.44% |
| POL030201 | PATROL | 22225 | 0616P | POLICE SERGEANT | 139.50 | 9,445.32 | 56,539.43 | 16.71% |
| POL030201 | PATROL | 20657 | 0616P | POLICE SERGEANT | 120.50 | 6,534.85 | 43,248.33 | 15.11% |
| POL030201 | PATROL | 20862 | 0616P | POLICE SERGEANT | 115.00 | 6,403.28 | 47,423.44 | 13.50% |
| POL030201 | PATROL | 23676 | 0616P | POLICE SERGEANT | 111.50 | 6,256.13 | 44,508.87 | 14.06% |
| POL030201 | PATROL | 21407 | 0616P | POLICE SERGEANT | 80.50 | 4,907.17 | 47,051.41 | 10.43% |
| POL030201 | PATROL | 19881 | 0616P | POLICE SERGEANT | 69.25 | 4,145.09 | 44,737.23 | 9.27% |
| POL030201 | PATROL | 12581 | 0616P | POLICE SERGEANT | 68.00 | 4,620.86 | 50,133.98 | 9.22% |
| POL020209 | RECRUITING | 23086 | 0616P | POLICE SERGEANT | 66.50 | 4,144.54 | 49,328.32 | 8.40% |
| POL030201 | PATROL | 21483 | 0616P | POLICE SERGEANT | 65.25 | 3,713.91 | 44,364.13 | 8.37% |
| POL030201 | PATROL | 19025 | 0616P | POLICE SERGEANT | 57.00 | 3,549.18 | 46,985.32 | 7.55% |
| POL030201 | PATROL | 16597 | 0616P | POLICE SERGEANT | 56.00 | 3,747.34 | 47,473.22 | 7.89% |
| POL030201 | PATROL | 23794 | 0616P | POLICE SERGEANT | 53.00 | 3,053.97 | 44,446.37 | 6.87% |
| POL030201 | PATROL | 16131 | 0616P | POLICE SERGEANT | 50.00 | 3,062.00 | 44,913.00 | 6.82% |
| POL030201 | PATROL | 10899 | 0616P | POLICE SERGEANT | 46.83 | 3,290.88 | 54,026.43 | 6.09% |
| POL030201 | PATROL | 23021 | 0616P | POLICE SERGEANT | 41.50 | 2,167.04 | 37,336.46 | 5.80% |
| POL030201 | PATROL | 21400 | 0616P | POLICE SERGEANT | 41.00 | 2,274.87 | 40,816.57 | 5.57% |
| POL030201 | PATROL | 11428 | 0616P | POLICE SERGEANT | 40.50 | 2,783.93 | 44,218.53 | 6.30% |
| POL030201 | PATROL | 20388 | 0616P | POLICE SERGEANT | 36.50 | 2,231.38 | 43,452.02 | 5.14% |
| POL030201 | PATROL | 23071 | 0616P | POLICE SERGEANT | 32.00 | 1,876.03 | 42,356.67 | 4.43% |
| POL030201 | PATROL | 17113 | 0616P | POLICE SERGEANT | 30.00 | 1,856.66 | 47,787.32 | 3.89% |
| POL030201 | PATROL | 16274 | 0616P | POLICE SERGEANT | 18.00 | 1,155.06 | 41,630.89 | 2.77% |
| POL030201 | PATROL | 10854 | 0616P | POLICE SERGEANT | 15.00 | 925.44 | 42,860.24 | 2.16% |
| POL030201 | PATROL | 18966 | 0616P | POLICE SERGEANT | 13.00 | 832.60 | 42,354.34 | 1.97% |
| POL030201 | PATROL | 21751 | 0616P | POLICE SERGEANT | 13.00 | 758.60 | 40,559.04 | 1.87% |
| POL030201 | PATROL | 12199 | 0616P | POLICE SERGEANT | 8.00 | 520.04 | 44,697.24 | 1.16% |
| POL030201 | PATROL | 10849 | 0616P | POLICE SERGEANT | - | - | 15,974.93 | 0.00% |
| POL030201 | PATROL | 19105 | 0616P | POLICE SERGEANT | - | - | 38,318.60 | 0.00% |
| POL030201 | PATROL | 20738 | 0616P | POLICE SERGEANT | - | - | 43,253.60 | 0.00% |
| POL030201 | PATROL | 12737 | 0620M | POLICE CAPTAIN | - | - | 57,188.00 | 0.00% |
| POL030201 | PATROL | 19212 | 0620T | POLICE CAPTAIN | 6.50 | 480.98 | 55,704.34 | 0.86% |
| POL020201 | ADMINISTRATIVE SUPPORT | 20547 | 0620T | POLICE CAPTAIN | - | - | 56,227.52 | 0.00% |
| POL030201 | PATROL | 10283 | 0620T | POLICE CAPTAIN | - | - | 56,805.60 | 0.00% |
| POL030201 | PATROL | 11783 | 0620T | POLICE CAPTAIN | - | - | 51,945.60 | 0.00% |
| POL030201 | PATROL | 12523 | 0620T | POLICE CAPTAIN | - | - | 60,823.20 | 0.00% |
| POL030201 | PATROL | 14352 | 0620T | POLICE CAPTAIN | - | - | 58,736.64 | 0.00% |
| POL030201 | PATROL | 17724 | 0620T | POLICE CAPTAIN | - | - | 53,383.20 | 0.00% |
| POL030201 | PATROL | 18130 | 0620T | POLICE CAPTAIN | - | - | 55,477.21 | 0.00% |
| POL030201 | PATROL | 18555 | 0620T | POLICE CAPTAIN | - | - | 59,338.62 | 0.00% |
| POL030201 | PATROL | 18563 | 0620T | POLICE CAPTAIN | - | - | 59,008.96 | 0.00% |
| POL030201 | PATROL | 18570 | 0620T | POLICE CAPTAIN | - | - | 75,138.47 | 0.00% |
| POL030201 | PATROL | 20033 | 0620T | POLICE CAPTAIN | - | - | 55,810.57 | 0.00% |
| POL030101 | OPERATIONS | 15317 | 0621M | POLICE MAJOR | - | - | 66,412.10 | 0.00% |
| POL030201 | PATROL | 13537 | 0621M | POLICE MAJOR | - | - | 62,139.68 | 0.00% |
| POL030201 | PATROL | 13678 | 0621M | POLICE MAJOR | - | - | 58,981.60 | 0.00% |
| POL030201 | PATROL | 15432 | 0621M | POLICE MAJOR | - | - | 62,605.68 | 0.00% |
| POL030201 | PATROL | 23600 | 0628P | POLICE OFFICER (K-9) | 592.00 | 31,584.29 | 69,538.86 | 45.42% |
| POL030201 | PATROL | 20326 | 0628P | POLICE OFFICER (K-9) | 270.50 | 14,258.12 | 53,111.56 | 26.85% |
| POL030201 | PATROL | 24403 | 0628P | POLICE OFFICER (K-9) | 249.50 | 11,613.72 | 46,510.82 | 24.97% |
| POL030201 | PATROL | 23633 | 0628P | POLICE OFFICER (K-9) | 223.00 | 12,435.70 | 53,532.30 | 23.23% |
| POL030201 | PATROL | 20066 | 0628P | POLICE OFFICER (K-9) | 178.25 | 9,449.30 | 48,036.04 | 19.67% |
| POL030201 | PATROL | 22330 | 0628P | POLICE OFFICER (K-9) | 124.50 | 6,562.96 | 45,716.62 | 14.36% |
| POL030201 | PATROL | 19927 | 0628P | POLICE OFFICER (K-9) | 32.75 | 1,755.86 | 41,693.28 | 4.21% |
| POL020201 | ADMINISTRATIVE SUPPORT | 19930 | 0649T | POLICE LIEUTENANT | 64.00 | 4,411.76 | 51,986.67 | 8.49% |
| POL030201 | PATROL | 18083 | 0740S | EVENT WORKER | 441.83 | 23,943.95 | 81,849.08 | 29.25% |
| POL030201 | PATROL | 15086 | 0740S | EVENT WORKER | 206.17 | 11,280.83 | 73,510.21 | 15.35% |

POLICE OVERTIME EQUITABILITY SUMMARY
BY DIVISION/SPECIALTY FOR JANUARY 1, 2009 - JUNE 13, 2009

Schedule 4

| Index Code | Index Code Title | EE Number | Class No. | Title | OT Hours | OT Earnings | Total Earnings | OT % of Total Earnings |
|--|---|-----------|-----------|--------------|------------------|------------------------|-------------------------|------------------------|
| POL030201 | PATROL | 14768 | 0740S | EVENT WORKER | 80.50 | 2,666.64 | 26,503.14 | 10.06% |
| POL030201 | PATROL | 11075 | 0740S | EVENT WORKER | 69.00 | 2,568.84 | 22,718.84 | 11.31% |
| POL030201 | PATROL | 11109 | 0740S | EVENT WORKER | 56.00 | 2,083.06 | 17,832.06 | 11.68% |
| POL030201 | PATROL | 13463 | 0740S | EVENT WORKER | 45.50 | 2,669.35 | 53,944.25 | 4.95% |
| POL030201 | PATROL | 14346 | 0740S | EVENT WORKER | 38.50 | 1,284.89 | 28,051.89 | 4.58% |
| POL030201 | PATROL | 17441 | 0740S | EVENT WORKER | 27.50 | 1,585.33 | 62,367.95 | 2.54% |
| POL030201 | PATROL | 16149 | 0740S | EVENT WORKER | 17.00 | 631.67 | 14,876.67 | 4.25% |
| POL030201 | PATROL | 15327 | 0740S | EVENT WORKER | 17.00 | 561.00 | 12,258.00 | 4.58% |
| POL030201 | PATROL | 16342 | 0740S | EVENT WORKER | 12.67 | 984.20 | 66,230.31 | 1.49% |
| POL030201 | PATROL | 16261 | 0740S | EVENT WORKER | 11.00 | 420.48 | 22,131.30 | 1.90% |
| POL030201 | PATROL | 16615 | 0740S | EVENT WORKER | 9.00 | 334.41 | 22,538.41 | 1.48% |
| POL030201 | PATROL | 16637 | 0740S | EVENT WORKER | 2.00 | 67.98 | 18,592.98 | 0.37% |
| POL030201 | PATROL | 10276 | 0740S | EVENT WORKER | - | - | 3,652.00 | 0.00% |
| POL030201 | PATROL | 11907 | 0740S | EVENT WORKER | - | - | 5,837.00 | 0.00% |
| POL030201 | PATROL | 12334 | 0740S | EVENT WORKER | - | - | 21,983.00 | 0.00% |
| POL030201 | PATROL | 13273 | 0740S | EVENT WORKER | - | - | 12,685.00 | 0.00% |
| POL030201 | PATROL | 13527 | 0740S | EVENT WORKER | - | - | 8,184.00 | 0.00% |
| POL030201 | PATROL | 13937 | 0740S | EVENT WORKER | - | - | 5,720.00 | 0.00% |
| POL030201 | PATROL | 14176 | 0740S | EVENT WORKER | - | - | 15,729.50 | 0.00% |
| POL030201 | PATROL | 16577 | 0740S | EVENT WORKER | - | - | 7,301.00 | 0.00% |
| POL030201 | PATROL | 16874 | 0740S | EVENT WORKER | - | - | 12,111.00 | 0.00% |
| POL020201/POL020209/POL030101/POL030201 Total | | | | | 28,043.32 | 1,326,695.11 | 12,060,245.07 | 48.99% |
| Grand Total | | | | | 56,025.56 | \$ 2,708,363.02 | \$ 24,916,887.13 | 100.00% |
| Legend: | | | | | | | | |
| OT | Overtime | | | | | | | |
| * | Lodge Agreement 31 Police Lieutenants and Captains, Article 30-Workweek, Section 5 states, "Police Lieutenants may be required to work overtime as scheduled" (Per Police/Payroll Supervisor Scantron OT CCN# bubbled in incorrectly; however, was corrected subsequently). | | | | | | | |
| | 1 individual was greater than 50% of total earnings in OT pay. | | | | | | | |
| | 7 individuals was greater than 40% of total earnings in OT pay. | | | | | | | |
| | 24 individuals was greater than 30% of total earnings in OT pay. | | | | | | | |
| | 61 individuals was greater than 20% of total earnings in OT pay. | | | | | | | |
| EE Number | Employee number | | | | | | | |