

**For immediate release**

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[Read the Overtime report.](#)

## **D.C. Auditor: District Overtime Up 167%**

*New report shows that better management, hiring permanent staff could reduce costs*

**WASHINGTON, May 22, 2018** – Overtime pay to District of Columbia employees ballooned in the last six years, from \$40.5 million in fiscal year 2011 to \$108.2 million in fiscal year 2017, according to a new report by the Office of the D.C. Auditor. The report also found that 41 D.C. employees more than doubled their annual salaries by working overtime and another 380 made 50 percent or more of their annual salaries in overtime in fiscal year 2017.

“The use of employee overtime is a necessary tool for every government, and especially important for public safety agencies,” said D.C. Auditor Kathy Patterson. “However, this report’s recommendations for stronger management, more specific regulatory guidance, and improvements in policies, practices, and internal controls, like conducting staffing needs assessments and making permanent hires where possible, would help minimize the use of overtime and save District taxpayer dollars.”

ODCA conducted a risk assessment to determine which agencies to audit, examining total overtime spending by all District agencies for FYs 2014, 2015, and 2016, and weighed the overall change in spending against levels of risk identified from previous audits and other factors, such as age of the agency. Based on that assessment, ODCA selected four agencies for review: Department of Corrections (DOC), Department of Public Works (DPW), Department of Youth Rehabilitation Services (DYRS), Department of Forensic Sciences (DFS).

Insufficient permanent staff was a common cause for increased overtime usage in three of the four agencies. For instance, growth in the District’s daily inmate population from about 1,600 a few years ago to around 2,100 in 2017 required DOC to create, through overtime, about 60 recurring posts daily for safety and security. To keep up with growing responsibilities assigned to its Crime Scene Services Division, DFS was forced to use overtime. And, DPW has used existing staff on overtime for parking enforcement along the DC Streetcar route.

Other findings include that unauthorized staff absences were a large contributor to overtime use at DYRS, requiring other staff to work overtime to fill necessary positions. In addition, ODCA examined policies and practices on overtime documentation at the four agencies, and found instances of lax internal controls and failure to comply with The D.C. Department of Human Resource’s guidance for overtime authorization, creating a risk of waste, fraud, and abuse.

The report contains the following additional recommendations:

- DYRS, DPW, and DFS should consistently comply with DCHR’s guidance that overtime requests and approvals be documented with an approval form. These agencies should also improve their policies and internal controls.
- DCHR should implement an electronic overtime request and approval system through the District’s personnel time management system, PeopleSoft, based on success DFS has had with an automated system, and should strengthen existing regulations on overtime approvals.

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