

# District Overtime Tops \$108 Million; Better Management and Hiring Permanent Staff Could Reduce Costs

A report by the  
Office of the D.C. Auditor

41 

Number of D.C. employees who made more than twice their annual salary in overtime in FY 2016

421 

Number of D.C. employees who made more than half their base salary in overtime in FY 2016

68% 

Percentage locally funded District overtime is public safety related

2014 

Year Paid Family Leave was introduced, likely increasing overtime needs

**OVERTIME** spending in D.C. is up 167%, climbing from \$40.5 million in fiscal year 2011 to \$108.2 million in fiscal year 2017.

## ODCA recommends that District agencies:

- 1 Minimize the need for overtime where possible.**
  - Hire permanent staff where necessary to reduce the need to fill positions using overtime.
- 2 Improve internal controls to increase documentation and verification.**
  - Use overtime approval forms to reduce the possibility of payment errors or fraud.
  - Create and enforce policies that require cross-checking time entries with approval forms to reduce the likelihood of payment errors or fraud.
- 3 Implement a District-wide electronic overtime documentation and approval system.**

## Overtime spending in D.C. has more than doubled over the past six fiscal years

