

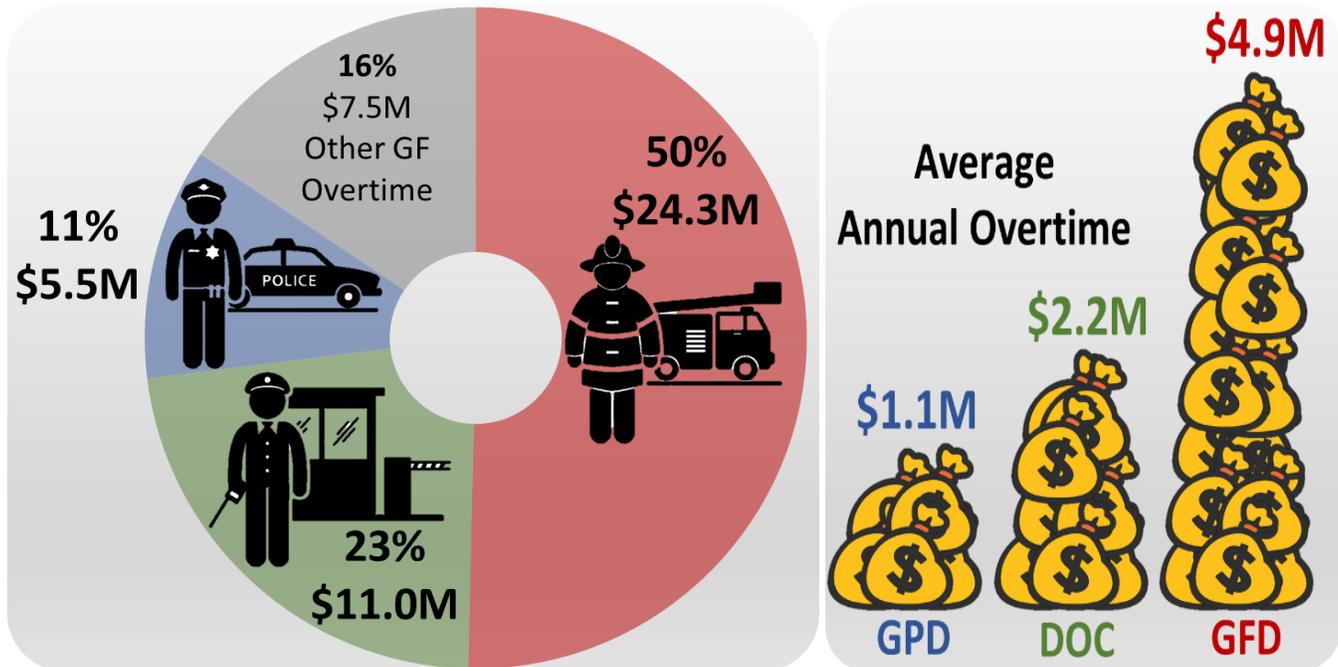


Executive Summary
Government of Guam Public Safety Overtime
OPA Report No. 20-03, May 2020

Our analysis of the Government of Guam’s (GovGuam) public safety overtime identified that the Guam Fire Department¹ (GFD), Guam Police Department (GPD), and Department of Corrections (DOC) accounted for 84%, or an average of \$8.2 million (M) a year (or \$40.8M cumulatively) of General Fund (GF) overtime expenditures over five years from October 1, 2014, through September 30, 2019. The GF averaged \$9.7M a year (or \$48.4M cumulatively) of overtime expenditures during that period. Details of overtime spending from FY 2015 through FY 2019² for these public safety entities are as follows:

Overtime expenditures...

GFD ↑ 44% (or \$1.5M)	DOC ↑ 65% (or \$842K)	GPD ↓ 33% (or \$400K)
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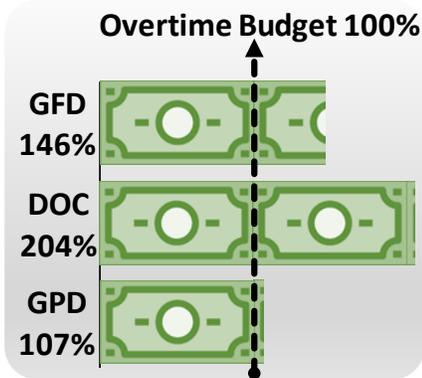


In overtime, alone, top overtime earners averaged...

\$34K - \$43K/year  Fire Captains, Fire Service Specialists, & Firefighter IIs	\$23K - \$31K/year  Correction Officer Supervisor I & Correction Officer Is, II, & III	\$15K - \$32K/year  Police Sergeant I & Police Officer IIs, IIs, & Is
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¹ Overtime pay for GFD firefighters applies to hours worked in excess of 106 hours per pay period. Because GFD firefighters operate on a 24-hour shift schedule for five days per pay period, they regularly receive 14 hours of overtime.

² Based on the Department of Administration’s payroll data.



The overtime data provided by DOA and the Bureau of Budget and Management Research (BBMR) did not reconcile with each other, and as such, we did not compare the two data sets. We disclosed this as a scope limitation. Our analysis of BBMR’s data identified that GFD, DOC, and GPD overspent their original overtime budget.

We also identified the inequitable treatment of reporting requirements and payment of overtime expenditures amongst GFD, DOC, and GPD. We also found that DOC and GPD were non-compliant with overtime reporting requirements, which imposed a \$250 fine for each missed or untimely report.

Inequitable Treatment of Overtime

We identified the inequitable treatment of public safety entities where one entity (GFD) is compensated timely for overtime hours incurred, while two other entities (DOC and GPD) are compelled to wait for their overtime compensation. In some cases, DOC and GPD officers received overtime compensation years after they worked the overtime. Furthermore, despite incurring half of the GF’s overall overtime expenditures during our review period, GFD was not required to provide regular overtime reports to the Guam Legislature. However, DOC and GPD were required annually by budget law to submit regular reports on their overtime expenditures.

Non-Compliance of Reporting Requirements

DOC and GPD were required to submit either a monthly or quarterly overtime report, depending on the budget law, to the Guam Legislature. For each overtime report’s missed deadline, the entity was required to pay a \$250 fine to be deposited into the Guam Department of Education’s (GDOE) Interscholastic Sports Program. DOC failed to submit ten monthly or quarterly reports and 11 reports were late. GPD failed to submit two monthly or quarterly reports and three reports were late. We confirmed with DOA and GDOE that fines were not deposited into the Interscholastic Sports Program.

Conclusion and Recommendation

Our analysis revealed that GFD, DOC, and GPD, combined, accounted for 84% of all GF overtime expenditures. Over five years, GFD’s and DOC’s overtime expenditures increased by 44% and 65%, respectively, while GPD decreased by 33%. In addition to their annual salary, the top earners of overtime pay at GFD averaged \$34K to \$43K annually; at DOC averaged \$23K to \$31K annually; and at GPD averaged \$15K and \$32K annually. The starting salary for an entry-level public safety officer is less than \$30K annually. Furthermore, all three spent more than their original overtime budget: GFD by 146%; DOC by 204%; and GPD by 107%.

To ensure fairness, equity, and transparency amongst the public safety agencies’, we recommended the following: (1) BBMR, DOA, GPD, and DOC, ensure overtime payouts are done equitably and timely amongst the public safety agencies; (2) the Guam Legislature require GFD be subjected to the same overtime reporting requirements imposed on DOC and GPD; and (3) DOC, GPD, and the Guam Legislature verify and certify the timely and non-timely submissions of their monthly or quarterly overtime reports.


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