



Department of Public Works  
Administration

Ghassan Korban, P.E.  
Commissioner of Public Works  
Dan Thomas, M.P.A., J.D.  
Director of Administrative Services

November 28, 2016

TO: Dan Thomas, Director  
DPW-Administrative Services

FROM: Dawn Crowbridge

RE: Estimated cost of guaranteed overtime for snow support personnel during an emergency call-out

Please note the conservative estimate below:

Estimated additional overtime payment per event	5299.47	
35 GIC events		185,481.45
Three Plowing events		15,898.41
<b>TOTAL ESTIMATE</b> of additional overtime payment for snow support personnel		<b>201,379.86</b>

Primary Assumptions - Snow Events:

- Average of 35 GIC events per year
- Average of three plowing events per year
- Nine hours overtime for each snow event

Primary Assumptions - Personnel needed for each snow event:

- Six snow coordinators and 30 route monitors at a mean straight time hourly rate of \$25.00
- Ten yard attendants at a mean straight time hourly rate of \$18.75
- Four emergency personnel for added Bridge clean-up at a mean straight time hourly rate of \$22.54

Other Assumptions:

- Titles already receiving snow overtime are not included
- Titles receiving snow bonus are not included
- Only four personnel included for Snow removed from Bridges because that function is not usually an emergency call-out
- Calculations based on GIC/plowing call-outs occurring at 10:00 pm each time and all regular start times begin at 7:00 am

*Note: DPW needs to define what is considered an emergency call-out including normal start time for all employees during snow event*