

MEMORANDUM

To: Marianne C. Walsh, Fiscal Review Manager

From: Mark A. Ramion, Fiscal Review Analyst

Re: Milwaukee Police Union Compensatory Time Settlement

July 23, 2002

I reviewed the July 15, 2002 letter to the Finance and Personnel Committee from the Budget Office and other materials regarding the financial impact of the Milwaukee Police Union (DeBraska, *et al.*) Compensatory Time (comp time) settlement and wanted to share the following observations with you:

1. While the budget office afforded a very good attempt at estimating the fiscal impact of this settlement, I think that it should be emphasized to the Finance and Personnel Committee members that all of the fiscal projections are based upon contingent scenarios, current data that does not necessarily have a specific pattern and MPD salaries (2000 rate) that will most likely change (upward) after a new contract with the police union is signed. **The true fiscal impact of this settlement will be known only after future use and historical data is collected and analyzed.**
2. Court-ordered overtime is compensated, minimally at 2 ½ hours, at 1½X the base salary. Please note that overtime begins and ends when the officer leaves from, and returns to, the parked vehicle. The officer is afforded a “reasonable” period of time for transit to and from the vehicle. MPD pays for parking up to 30 minutes prior to the start of court overtime and no more than 30 minutes after the conclusion of court overtime.
3. It is not stated in the settlement as to when compensatory time is awarded in lieu of cash payments for overtime. An officer can “max” overtime hours at 225 and then **must** take cash compensation. An officer may also exercise the choice to take **any** overtime worked as a cash payment. Perhaps overtime compensation and the choice between “days or dollars” is a more clearly articulated component of MPD policies and/or agreements with the police union.
4. The use of overtime, cash or compensatory time, will greatly be affected by the number of vacancies in the police department, the staffing burdens placed upon MPD because of special events, intensive policing related to criminal activity or special circumstances and the prerogatives of the Chief of Police.
5. Roll-call overtime, previously at 18 minutes per shift for those covered by the Fair Labor and Standards Act, is reduced to 12 minutes per shift.