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Spending on Correctional Officer Overtime

LEGISLATIVE ANALYST'S OFFICE

Presented to:

Senate Budget Subcommittee No. 4

On State Administration

Hon. Juan Arambula, Chair





Governor Proposes to Increase Funding For Correctional Officer Overtime

- ☑ The Governor's budget provides a \$35.7 million General Fund augmentation to the California Department of Corrections and Rehabilitation (CDCR) to pay for overtime costs for custody staff.

- ☑ The CDCR argues that its base overtime budget—which it identifies to be \$104.3 million—has not been adjusted since 2000-01, despite a 34 percent base salary increase provided to correctional officer staff over that period.



Request Not a True Accounting of Overtime Base Funding

- The \$104.3 million overtime budget identified by CDCR does not include about \$49 million in additional overtime funding provided since 2004-05 for various activities, such as medical guarding.
- The department also received \$100 million in 2004-05 for 1,239 correctional relief officers to fill vacant custody posts resulting from sick leave, vacation, and other leaves, in order to reduce overtime expenditures.
- In addition, the department received \$89 million in 2008-09 for 795 correctional officer positions to perform medical guarding and transportation functions, which are typically major drivers of overtime usage.



Other Concerns With Proposal

- ☑ ***No Estimate of Actual Resource Need.*** The department's budget request does not address the fundamental issue of how much funding for overtime does the department really need.
- ☑ ***Excessive Overtime Spending Continues.*** Despite the additional resources provided to CDCR to reduce the reliance on overtime, excessive spending on overtime continues. In 2007-08, CDCR spent \$551 million on overtime for security-related staff.
- ☑ ***Department Unable to Explain Cause of Excessive Overtime Costs.*** Although CDCR has been able to reduce its vacancy rate for security personnel from about 11 percent in 2005-06 to 6 percent in 2007-08, total overtime used by these employees increased by 6 percent over the same time period.
- ☑ ***No Plan for Cost Control.*** The department's budget request for additional overtime funding does not include a plan for how it will more effectively manage and control its overtime costs on an ongoing basis.



Analyst's Recommendations



Reject Funding Request.

- Given the lack of justification and the absence of a cost control plan, we recommend the Legislature reject CDCR's \$35.7 million overtime request.
- The state's General Fund condition also makes it difficult to accommodate an augmentation of this magnitude, particularly when the department has been able to accommodate increased overtime costs in recent years.
- Approving the budget request would provide no incentive for CDCR to manage or control its overtime spending.



Require Report on Overtime Usage and Cost Controls.

- In order to assist the Legislature in addressing the department's overtime needs, we recommend requiring CDCR to provide a report on overtime usage and plans to control future costs.
- Specifically, the report should identify (1) the extent to which different factors drive overtime costs, (2) an estimate of the department's actual need for overtime funding, and (3) a plan for how it will control overtime expenditures in the future.