M E M O R A N D U M

October 10, 2008

TO: Tom Carr, Fire Chief, Montgomery County Fire and Rescue Service (MCFRS)
                  Tom Manger, Chief of Police, Montgomery County Police Department (MCPD)
                  Arthur Holmes, Director, Department of Transportation (DOT)
                  Arthur Wallenstein, Director, Department of Correction and Rehabilitation (DOCR)
                  Steven Emmanuel, Director, Department of Technology Services (DTS)

FROM: Chris Cihlar, CountyStat Manager

SUBJECT: Cross Agency Overtime Issue – MCFR, MCPD, DOCR, DOT

The following items were identified for follow-up during the 10/10/2008 CountyStat meeting:

1.   <u>For the Department of Transportation, remove incident-specific overtime expenditures and re-calculate overtime expenditures as a percent of DOT's overtime budget.</u>
         Responsible parties: DOT and CountyStat
         Other parties involved: none
         Deadline: October 31, 2008

2.   <u>Determine whether MCtime has implemented business rules for overtime that reflect the practices set forth in the MCGEO contract (Article 5.9, subsection J) and in the FOP contract (Article 1.1, subsection 5).</u>
         Responsible parties: DTS
         Other parties involved: OHR and CountyStat
         Deadline: October 31, 2008

3.   <u>Report on the status of individuals that have been identified as high overtime earners: reason for high overtime use, contractual implications (if any), and status of efforts to distribute workloads more evenly (if any).</u>
         Responsible party: MCFRS, MCPD, DOT, and DOCR
         Other parties involved: none
         Deadline: November 30, 2008

4.   <u>Report on the status of individuals that have been identified as earning both high amounts of overtime and taking high amounts of sick leave including reasons for the high percentages.</u>
         Responsible party: MCFRS, MCPD, DOT, and DOCR
         Other parties involved: none
         Deadline: November 30, 2008

cc: Timothy Firestine, Chief Administrative Officer
         Fariba Kassiri, Assistant Chief Administrative Officer