



CITY OF PITTSBURGH  
**OFFICE OF THE CITY CONTROLLER**  
Controller Rachael Heisler

May 6, 2026

Mayor O'Connor  
City Council President and Members  
City-County Building, 5th Floor  
414 Grant Street  
Pittsburgh, PA 15219

Dear Mayor O'Connor and Honorable Members of Council:

I am pleased to share the Q1 2026 Overtime and Premium Pay Report.

This summary covers seven pay periods dated January 23, February 6, February 20, March 6, March 20, April 3, and April 17.

This report is intended to provide a clear, consistent view of overtime and premium pay across departments and funding sources, with an emphasis on how spending is tracking relative to the budget early in the fiscal year. For clarity, overtime reflects hours worked beyond standard schedules. Premium pay reflects work performed outside standard hours, including holidays and shift differentials.

A few points to guide your review:

- The General Fund drives the majority of overtime and premium pay and is the primary basis for comparison.
- The 2026 General Fund budget increased from \$38.0 million to \$55.5 million.
- Through Q1, General Fund spending is at 29% of budget, compared to 40% at the same point last year.
- Public Safety accounts for most overtime spending, particularly Police, Fire, and EMS.
- Trust Fund activity is shown separately due to its distinct, often reimbursable or restricted, structure.

The Controller's Office remains committed to monitoring the increased utilization of overtime and premium pay, particularly as it relates to staffing levels across departments. Within the Operating Budget, these costs are consolidated under a single departmental line item labeled "Premium Pay" (51401). Despite this label, the line includes multiple pay code types, including overtime, reflecting the range of compensation structures required under collective bargaining agreements.



The goal of this report is not only to present current figures, but to support a clearer understanding of how overtime and premium pay are being managed in relation to adopted budgets and operational demands.

Our office will continue to monitor these trends throughout the year and provide quarterly updates as additional data becomes available.

Please do not hesitate to reach out with any questions or if additional detail would be helpful.

Sincerely,

A handwritten signature in black ink that reads "Rachael Heisler".

Rachael Heisler  
City Controller  
City of Pittsburgh

## 2026 Q1 Overtime & Premium Payroll by Type and Department

In an ongoing effort to streamline the digestibility of this data, this report separates overtime and premium pay by type, department, and funding source. Totals are broken out between General Fund expenditures and those paid through specific trust funds. These distinctions should be noted when reviewing department totals and comparing spending trends across tables.

Many trust funds do not have formally adopted expenditure budgets in the same way the General Fund does. These funds are often used for reimbursable activities, grants, or restricted-use programs where spending is authorized as revenue becomes available. As such, totals shown for trust funds may appear as “unbudgeted” or lack a direct budget comparison, even though the expenditures are expected and permissible within the scope of each fund’s purpose.

### Departmental Totals by Pay Type

Department Name	Overtime	Premium	Grand Total	Budget	% of Budget Spent	Difference Amount Spent Compared to Budget
CITY COUNCIL	102.87		102.87	\$-		\$(102.87)
MAYOR'S OFFICE		39.70	39.70	\$-		\$(39.70)
OFFICE OF MANAGEMENT & BUDGET		3.80	3.80	\$-		\$(3.80)
INNOVATION & PERFORMANCE	10,185.58	194.25	10,379.83	\$39,101	27%	\$28,721.17
HUMAN RELATIONS COMM.		18.05	18.05	\$2,000	1%	\$1,981.95
FINANCE	300.14	307.48	607.62	\$25,361	2%	\$24,753.38
LAW				\$607	0%	\$607.00
OFFICE OF MUNICIPAL INVESTIGATIONS				\$618	0%	\$618.00
CITY PLANNING	626.54		626.54	\$4,945	13%	\$4,318.46
PERMITS LICENSES & INSPECTION	26,607.69	604.52	27,212.21	\$172,359	16%	\$145,146.79
PS - ADMIN & SUPPORT SERVICE	22,446.82	8,476.19	30,923.01	\$40,831	76%	\$9,907.99
PS - EMERGENCY MED SERVICES	1,781,938.24	470,062.21	2,252,000.45	\$8,154,386	28%	\$5,902,385.55
PS - POLICE BUREAU	4,026,018.88	2,435,951.89	6,461,970.77	\$20,485,722	32%	\$14,023,751.23
PS - FIRE BUREAU	2,757,904.32	3,200,413.11	5,958,317.43	\$23,000,000	26%	\$17,041,682.57
PS - ANIMAL CARE & CONTROL	5,255.84	36,178.23	41,434.07	\$118,450	35%	\$77,015.93

Department Name	Overtime	Premium	Grand Total	Budget	% of Budget Spent	Difference Amount Spent Compared to Budget
PW - BUREAU OF ADMINISTRATION				\$7,551	0%	\$7,551.00
PW - BUREAU OF OPERATIONS	697,860.08	216,642.34	914,502.42	\$2,044,513	45%	\$1,130,010.58
PW - ENVIRONMENTAL SERVICES	198,255.88	181,995.84	380,251.72	\$904,787	42%	\$524,535.28
PW - BUREAU OF FACILITIES	43,053.22	18,521.05	61,574.27	\$147,359	42%	\$85,784.73
PARKS & RECREATION	11,234.42	165.47	11,399.89	\$153,009.00	7%	\$141,609.11
MOBILITY & INFRASTRUCTURE	26,770.75	18,117.09	44,887.84	\$246,901	18%	\$202,013.16
CITIZEN POLICE REVIEW BOARD	319.08	13.29	332.37	\$-		\$(332.37)
<b>GENERAL FUND TOTALS</b>	<b>\$9,608,880.35</b>	<b>\$6,587,704.51</b>	<b>\$16,196,584.86</b>	<b>\$55,548,500</b>	<b>29%</b>	<b>\$39,351,915.14</b>
CROSSING GUARDS SPECIAL EVENTS TF		274,328.64	274,328.64	\$-		\$(274,328.64)
POLICE SECONDARY EMPL TF		2,359,588.05	2,359,588.05	\$8,456,820.00	28%	\$6,097,231.95
STOP THE VIOLENCE TF	386.24		386.24	\$-		\$(386.24)
EMS REIMB EVENTS TF	599.88	289,787.13	290,387.01	\$-		\$(290,387.01)
CITY OF PGH PARKS TF	59,830.41	16,886.86	76,717.27	\$-		\$(76,717.27)
ARAD - PUBLIC WORKS	85,600.74	34,473.83	120,074.57	\$6,903.00	1739%	\$(113,171.57)
ARAD - PARKS & REC	5,562.74	1,369.62	6,932.36	\$-		\$(6,932.36)
MELLON PARK TENNIS TF	843.39	257.04	1,100.43	\$-		\$(1,100.43)
SENIOR CITEZENS PROG TF	15,915.17		15,915.17	\$-		\$(15,915.17)
SPECIAL EVENTS TF	394.29		394.29	\$5,000.00	8%	\$4,605.71
<b>TRUST FUND TOTALS</b>	<b>\$169,132.86</b>	<b>\$2,976,691.17</b>	<b>\$3,145,824.03</b>	<b>\$8,468,723.00</b>	<b>37%</b>	<b>\$5,322,898.97</b>

## Overtime Pay Types

Overtime pay is for employees who have exceeded their standard working hours.

Department	OT X1	OT X1.5	OT X2	Grand Total
CITY COUNCIL		102.87		102.87
INNOVATION & PERFORMANCE		10,185.58		10,185.58
FINANCE		300.14		300.14
CITY PLANNING		626.54		626.54
PERMITS LICENSES & INSPECTION		26,607.69		26,607.69
PS - ADMINISTRATION		21,539.62	907.20	22,446.82
PS - EMERGENCY MED SERVICES	192,648.07	1,589,290.17		1,781,938.24
PS - POLICE BUREAU		4,026,018.88		4,026,018.88
PS - FIRE BUREAU	2,051,667.89	540,347.15	165,889.28	2,757,904.32
PS - ANIMAL CARE & CONTROL		5,255.84		5,255.84
PW - BUREAU OF ADMIN		640,295.50	57,564.58	697,860.08
PW - ENVIRONMENTAL SERVICES	425.59	197,830.29		198,255.88
PW - BUREAU OF FACILITIES		35,961.54	7,091.68	43,053.22
PARKS & RECREATION		11,234.42		11,234.42
MOBILITY & INFRASTRUCTURE		22,623.14	4,147.61	26,770.75
CITIZEN POLICE REVIEW BOARD		319.08		319.08
<b>GENERAL FUND TOTALS</b>	<b>2,244,741.55</b>	<b>7,128,538.45</b>	<b>235,600.35</b>	<b>\$9,608,880.35</b>

Department	OT X1	OT X1.5	OT X2	Grand Total
STOP THE VIOLENCE TF		386.24		386.24
EMS REIMB EVENTS TF		599.88		599.88
CITY OF PGH PARKS TF	617.14	54,873.45	4,339.82	59,830.41
ARAD - PUBLIC WORKS		82,774.34	2,826.40	85,600.74
ARAD - PARKS & REC		5,562.74		5,562.74
MELLON PARK TENNIS TF		843.39		843.39
SENIOR CITEZENS PROG TF		15,915.17		15,915.17
SPECIAL EVENTS TF	68.80	325.49		394.29
<b>TRUST FUND TOTALS</b>	<b>685.94</b>	<b>161,280.70</b>	<b>7,166.22</b>	<b>\$169,132.86</b>

## Premium Pay Types

Premium pay is for employees who work during non-standard hours, and it includes adjustments made under the Fair Labor Standards Act.

Department Name	Adjustments / Other	Event / Detail	FLSA	Holiday Pay	Shift Premium	Total
MAYOR'S OFFICE					39.70	39.70
OFFICE OF MANAGEMENT & BUDGET					3.80	3.80
INNOVATION & PERFORMANCE					194.25	194.25
HUMAN RELATIONS COMM.					18.05	18.05
FINANCE	307.48					307.48
PERMITS LICENSES & INSPECTION				131.76	472.76	604.52
PS - ADMINISTRATION	2,171.52			5,289.26	1,015.41	8,476.19
PS - EMERGENCY MED SERVICES	-		73,538.61	305,619.82	90,903.78	470,062.21
PS - POLICE BUREAU	671,360.55		339,380.33	1,167,376.28	257,834.73	2,435,951.89
PS - FIRE BUREAU	1,860,909.35		201,770.11	1,137,733.65		3,200,413.11
PS -ANIMAL CARE & CONTROL	28,176.59			7,455.00	546.64	36,178.23
PW - BUREAU OF OPERATIONS			10,078.79	149,487.95	57,075.60	216,642.34
PW - ENVIRONMENTAL SERVICES	2,770.95			176,586.68	2,638.21	181,995.84
PW - BUREAU OF FACILITIES	2,372.70		492.78	14,349.20	1,306.37	18,521.05
PARKS & RECREATION			0.99	160.68	3.80	165.47
MOBILITY & INFRASTRUCTURE	5,075.94		6.75	11,689.92	1,344.48	18,117.09
CITIZEN POLICE REVIEW BOARD					13.29	13.29
<b>GENERAL FUND TOTALS</b>	<b>\$2,573,145.08</b>	<b>\$-</b>	<b>\$625,268.36</b>	<b>\$2,975,880.20</b>	<b>\$413,410.87</b>	<b>\$6,587,704.51</b>

Department Name	Adjustments / Other	Event / Detail	FLSA	Holiday Pay	Shift Premium	Total
CROSSING GUARDS SPECIAL EVENTS TF		291,707.20		6,500.00		\$298,207.20
POLICE SECONDARY EMPL TF		2,754,147.54				\$2,754,147.54
EMS REIMB EVENTS TF		336,509.64	27.51	11,027.50	53.10	\$347,617.75
CITY OF PGH PARKS TF			487.96	14,004.60	3,253.26	\$17,745.82
ARAD - PUBLIC WORKS			1,501.06	29,638.62	3,460.95	\$34,600.63
ARAD - PARKS & REC				1,369.62		\$1,369.62
MELLON PARK TENNIS TF				538.23		\$538.23
<b>TRUST FUND TOTALS</b>	<b>\$-</b>	<b>\$2,906,095.71</b>	<b>\$1,949.03</b>	<b>\$62,248.10</b>	<b>\$6,398.33</b>	<b>\$2,976,691.17</b>

## Prior Year Quarterly Comparison

Department Name	Total Q1 2026	Total Q1 2025
CITY COUNCIL	\$102.87	
MAYOR'S OFFICE	\$39.70	\$275.15
OFFICE OF MANAGEMENT & BUDGET	\$3.80	
INNOVATION & PERFORMANCE	\$10,379.83	\$12,889.10
HUMAN RELATIONS COMM.	\$18.05	\$260.49
FINANCE	\$607.62	
LAW		\$214.37
CITY PLANNING	\$626.54	\$85.61
PERMITS LICENSES & INSPECTION	\$27,212.21	\$20,787.29
PS - ADMIN & SUPPORT SERVICE	\$30,923.01	\$35,636.42
PS - EMERGENCY MED SERVICES	\$2,252,000.45	\$2,375,422.61
PS - POLICE BUREAU	\$6,461,970.77	\$5,549,765.57
PS - FIRE BUREAU	\$5,958,317.43	\$5,726,003.28
PS - ANIMAL CARE & CONTROL	\$41,434.07	\$57,625.10
PW - BUREAU OF ADMINISTRATION		\$330.84
PW - BUREAU OF OPERATIONS	\$914,502.42	\$925,248.38
PW - ENVIRONMENTAL SERVICES	\$380,251.72	\$381,704.20
PW - BUREAU OF FACILITIES	\$61,574.27	\$237,458.28
PARKS & RECREATION	\$11,399.89	\$6,178.39
MOBILITY & INFRASTRUCTURE	\$44,887.84	\$32,288.89
CITIZEN POLICE REVIEW BOARD	\$332.37	\$25.65
<b>GENERAL FUND TOTALS</b>	<b>\$16,196,584.86</b>	<b>\$15,362,199.62</b>
Total General Fund OT & Premium Pay Budget	\$55,548,500.00	\$38,055,052.00
% Spent through Q1	<b>29%</b>	<b>40%</b>

Department Name	Total Q1 2026	Total Q1 2025
2022 AUTO SQUAD		\$3,112.54
CDBG PERSONNEL		\$40.64
CROSSING GUARDS SPECIAL EVENTS	\$274,328.64	\$48,705.00
POLICE SECONDARY EMPL TF	\$2,359,588.05	\$2,293,594.79
STOP THE VIOLENCE TF	\$386.24	
EMS REIMB EVENTS TF	\$290,387.01	\$219,724.84
CITY OF PGH PARKS TF	\$76,717.27	\$51,856.55
ARAD - PUBLIC WORKS	\$120,074.57	\$135,233.60
ARAD - PARKS & REC	\$6,932.36	\$4,856.17
MELLON PARK TENNIS TF	\$1,100.43	\$593.00
SENIOR CITIZENS PROG TF	\$15,915.17	\$9,054.53
SPECIAL EVENTS TF	\$394.29	\$443.89
<b>TRUST FUND TOTALS</b>	<b>\$3,145,824.03</b>	<b>\$2,767,215.55</b>
Total Trust Fund OT & Premium Pay Budget	\$8,468,723.00	\$8,461,820.00
% Spent through Q1	<b>37%</b>	<b>33%</b>

<b>Q1 Combined All Funds (General &amp; Trust)</b>	<b>\$19,342,408.89</b>	<b>\$18,129,415.17</b>
Total Combined OT & Premium Pay Budgeted	\$64,017,223.00	\$46,516,872.00
% Spent through Q1	<b>30%</b>	<b>39%</b>