



THE LARGEST POLICE ASSOCIATION IN IOWA • SINCE 1932

# Iowa State Police Association

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Corporal  
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## Public Retirement Systems Committee 19 November 2009

### Priorities of the Iowa State Police Association

- 1.) Identify that members of the 411 system receive restricted benefit levels in regards to the exclusion of overtime monies. Identify the increasing demand for public service in which municipalities rely on overtime monies to provide current levels of service and have included those monies as regularly budgeted funds,
- 2.) Address the Federal Windfall Elimination Provisions and the effect on 411 members,
- 3.) Address the Government Pension Offset and the effect on 411 members,
- 4.) Identify and acknowledge the management and success of the 411 system as a pension system with an established and successful history,
- 5.) Recommend no change to the 411 system at this current time. Recognize that change should be addressed during periods of financial stability absent circumstances of exigency.



78th Annual ISPA Conference  
Des Moines - 2010

79th Annual ISPA Conference  
Fort Dodge - 2011



Sponsors of the Rabiner Treatment Center  
Fort Dodge, Iowa

## Overtime

	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
Dept wide total spent on OT	\$1,720,220.00	\$1,978,847.00	\$2,336,897.00	\$2,762,267.00	\$2,275,308.00
Less Dept w/Primarily Non-Sworn OT					
Communications	-\$74,920.00	-\$114,024.00	-\$159,314.00	-\$187,292.00	-\$127,950.00
Property Management	-\$996.00			\$350.00	
Torts	-\$217.00	-\$3,566.00	-\$4,837.00	-\$4,625.00	-\$4,908.00
Records	-\$102,231.00	-\$42,691.00	-\$55,738.00	-\$62,775.00	-\$30,215.00
Radio Shop	-\$110.00	-\$269.00	-\$1,146.00	-\$5,138.00	-\$1,096.00
Meter Enforcement	-\$12,297.00	-\$8,511.00	-\$2,774.00	\$2,080.00	-\$211.00
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	\$1,529,449.00	\$1,809,786.00	\$2,113,088.00	\$2,504,867.00	\$2,110,928.00
Divided by the Overtime Rate of a SPO	\$39.08	\$40.25	\$41.55	\$42.90	\$44.30
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Approximate hours of Overtime Worked per year by Sworn Officers	39,136	44,964	50,857	58,389	47,651

**SPORTS**

**UNI cooks up victory in new home**  
Panthers cruise to a win in the McLeod Center.



**IOWALIFE**



**IOWAN**

Director and Iowa Falls native John Whitesell builds off his success on the big screen with the comedy starring Danny DeVito and Matthew Broderick

# D.M. pays millions in overtime wages

**OVERTIME BY THE NUMBERS**

**\$26 million**

Salaries for police officers in Des Moines last year. Overtime accounted for 7 1/2 percent of the budget.

**\$1.97 million**

Overtime paid to Des Moines police officers last year.

**\$2.9 million**

Total amount of overtime paid to Des Moines city employees last year.

**Almost 50**

The number of Des Moines officers who earned \$10,000 or more in overtime pay.

**\$57,000**

The base salary for a Des Moines police officer. Some officers earned up to \$47,000 in overtime pay.

**OVERTIME BREAKDOWN**

**Premium pay**

- Communities paid millions of dollars in overtime. See a breakdown of the amount of overtime paid to police officers and city employees in 16 Iowa cities. **Page 4A**
- Des Moines has the largest overtime budget in the state. See where the money is going. **Page 4A**

**SEARCHABLE SALARY DATABASE**

Search a database of payroll information for 16 Iowa cities at [DesMoinesRegister.com/citysalaries](http://DesMoinesRegister.com/citysalaries)



DAVID PETERSON/ THE REGISTER

Des Moines police officer John Wade worked traffic control near the end of October's Des Moines Marathon route. It cost more than \$14,000 to provide more than 100 police personnel for the run.

Police officers easily account for biggest chunk of pie, but officials say it's cheaper than hiring additional personnel

By **MELISSA WALKER**  
REGISTER STAFF WRITER  
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Some Des Moines police officers increased their salaries by up to 80 percent last year with overtime pay earned mostly at special events, parades and festivals.

Police accounted for \$1.97 million of the \$2.9 million in overtime pay city employees earned in the budget year that ended June 30. About \$370,800 was reimbursed by organizers of the special events or through grants.

A Des Moines Register analysis

of payroll records from 16 Iowa cities, including Des Moines' suburbs, showed that police departments account for the lion's share of overtime expenses.

• The Des Moines' Police Department overspent its overtime budget by about \$375,000 last year and \$300,000 in 2004-05. The amount does not include the cost of almost 70,000 hours in compensation time — hours that officers took off without using vacation or other personal time — awarded in lieu of overtime pay.

• Davenport police officers were paid nearly \$700,000 of the

\$1.65 million in overtime for all city employees.

• Windsor Heights, the capital's smallest suburb, recorded \$35,643 in overtime pay overall; \$33,317 went to police.

Half of Windsor Heights' 26 employees are police officers. They accumulate overtime when colleagues are sick, for work at events such as the Fourth of July celebration and Windsor Wonderland, or when they are on duty with a multicounty narcotics task force, City Administrator

See **OVERTIME**, Page 4A

## Dissension from Bush insiders intensifies

One by one, officials speak out against the president or his policies

By **PETER BAKER**  
WASHINGTON TIMES

Washington, D.C. — The weaker the stature of former Iraqi President Saddam Hussein fell, Kenneth Adelman and a couple of other promoters of Iraq war gathered at Vice President Cheney's residence to celebrate. The occasion had been the "cakewalk" Adelman predicted. Cheney and his guests toasted their glasses, toasting President Bush's victory. "It was a euphoric moment," Adelman recalled.

Forty-three months later, the cakewalk looks more like a death march, and Adelman has broken with the Bush team. Adelman has had an angry falling-out with Defense Secretary Donald Rumsfeld this fall. Adelman and Cheney are no longer on speaking terms. And he believes that "the president is ultimately responsible" for what Adelman calls "the debacle that was Iraq." Adelman, a former Reagan administration official and onetime member

See **BUSH**, Page 6A

### Syria urges pullout

Syria's foreign minister calls for a timetable for the withdrawal of U.S. forces in hopes of ending sectarian violence in Iraq. **Page 6A**

## Congress' blacks surge to power

They will wield historic clout, lead four committees and 17 subcommittees

By **JAMES ROSEN**  
WASHINGTON TIMES

Washington, D.C. — Beyond sweeping Democrats back into power, the Nov. 7 elections yielded historic political power for blacks.

When the 110th Congress convenes in January, at least four black lawmakers will lead committees in the House and 17 will run subcommittees. Forty-two black representatives and one black senator — all Democrats — will join the new legislative session. Rep. James Clyburn of



## D.M. hospitals spend millions

# D.M. police officers rack up nearly \$2 million in overtime

OVERTIME, from Page 1A

Marketa Oliver said. "The police department is our largest personnel expenditure," she said. "We have more people in that department than in other areas of the city."

Elected leaders say overtime pay for police and other employees is cheaper for taxpayers than hiring more municipal workers. But some government watchdog groups disagree.

"Overtime is the dirty little secret in government — not that it's paid, but how much it's used," said Carl DeMaio, president of the Performance Institute in Washington, D.C., a nonpartisan organization that pushes for better government services through accountability and efficiency.

An institute study in San Diego last year found that many city employees were paid more than \$100,000 a year when overtime pay was added. DeMaio said overtime can be an effective tool to reduce overall personnel costs, but it constitutes abuse when employees nearly double their salaries or when it goes only to higher paid senior workers.

Des Moines Police Chief William McCarthy said senior officers get first shot at extra shifts. Almost 50 officers received \$10,000 or more; some earned up to \$47,000 in overtime over their \$57,000 base salary.

Senior Officer Clay Blanchard worked 1,010 hours of overtime, worth \$40,667. Blanchard said he worked the extra hours for personal reasons and to make more money. Most of the time was spent at events and parades, and on patrol at a low-income housing complex and Birdland Park.

Blanchard said the extra shifts are relatively easy work, primarily traffic control, although he sometimes feels the drain of working extra hours because he primarily works the night shift.

"The human being isn't nocturnal by nature," he said.

City Manager Rick Clark said last year's police overtime numbers were driven by about 100 special events, including political rallies and presidential visits, staged in Des Moines.

"It's really hard to build a system that would accommodate all of these special events we have with permanent staff," Clark said. "The idea of using overtime to fund those events makes perfect sense to me. It's a very efficient, effective way

to accomplish that."

He and others say overtime more than offsets the cost of health benefits and training for the number of new employees that would be needed to handle the workload.

"It may seem at first blush that some of these numbers are high, but adding people over the long haul can be expensive, because of benefits," said Tom Bredeweg, executive director of the Iowa League of Cities.

Overtime represented 7 percent of the Des Moines Police Department's \$26 million in salaries last year. Overall, officials budgeted \$2.7 million for overtime, a 12 percent increase from the previous year. Overtime was \$224,000 over budget last year.

Clark said overtime "is something we have to watch and we have to monitor, but I'm not particularly alarmed, or I don't think there's necessarily a problem here."

The city's operating budget last year was about \$360 million.

The City Council in 2001 required event organizers to reimburse anything beyond the first \$1,000 it cost to provide a police presence. At most \$86,000 was paid back last year. Expenses related to events such as presidential visits are not recouped, Clark said.

Jeff Riese, president of the Polk-Des Moines Taxpayers Association, said overtime can be reduced or controlled through privatization, better planning, and a thorough analysis of employees' workloads.

"If it's chronic overtime for certain individuals, then the city needs to evaluate that position and see if it takes one and a half employees to do the job," Riese said.

McCarthy said his concern about overtime is the stress on his 100 officers. Some officers worked an average of 60 hours per week last year.

"It's a practice I have mixed feelings about," he said. "It's economic to pay overtime, but it becomes counterproductive because you stretch your people too much."

McCarthy said the number of officers is inadequate to patrol the city, monitor events such as the Des Moines Marathon, and provide extra protection for political candidates and visiting officials without overtime.

It cost more than \$14,000 to provide more than 100 officers and other police personnel for

## Police department overtime

Des Moines and its suburbs and Iowa's largest cities pay most of their overall overtime budgets to their police departments.

CITY	POPULATION	POLICE DEPT. OVERTIME	PROPERTY TAX RATE
Altoona	12,938	\$87,921	\$8.79
Ankeny	36,681	\$195,766	\$10.39
Clive	14,125	\$35,637	\$9.11
Council Bluffs	58,268	\$783,044	\$18.39
Davenport	98,359	\$693,618	\$15.24
Des Moines	194,163	\$1,967,247	\$16.52
Dubuque	57,666	\$398,566	\$9.70
Indianola	14,156	\$28,238	\$11.90
Iowa City	63,000	\$339,458	\$17.73
Johnston	13,596	\$56,674	\$10.74
Norwalk	8,200	\$9,386	\$12.43
Sioux City	85,013	\$482,072	\$17.97
Urbandale	34,696	\$119,712	\$9.07
Waukee	9,213	\$31,113	\$13.50
West Des Moines	52,768	\$225,406	\$11.73
Windsor Heights	4,805	\$34,603	\$12.63

Information from 2005-06 fiscal year

Sources: City governments and Iowa Department of Management

## Overtime costs stack up

Iowa communities paid their city employees millions of dollars in overtime pay and granted them thousands of hours in compensation time. Public works and public safety employees received the most in overtime.

CITY	POPULATION	OVERTIME PAY	COMP. VALUE	TOTAL
Altoona	12,938	\$147,084	\$59,714	\$206,798
Ankeny	36,681	\$364,087	\$139,173	\$503,260
Clive	14,125	\$99,549	N/A	\$99,549
Council Bluffs	58,268	\$1,445,158	N/A	\$1,445,158
Davenport	98,359	\$1,653,402	N/A	\$1,653,402
Des Moines	194,163	\$2,938,185	\$3,362,096	\$6,300,281
Dubuque	57,666	\$1,131,657	\$281,498	\$1,413,155
Indianola	14,156	\$106,372	\$54,117	\$160,489
Iowa City	63,000	\$1,030,033	N/A	\$1,030,033
Johnston	13,596	\$81,207	N/A	\$81,207
Norwalk	8,200	\$11,132	\$28,519	\$39,651
Sioux City	85,013	\$1,329,926	\$342,146	\$1,672,072
Urbandale	34,696	\$252,440	\$72,677	\$325,117
Waukee	9,213	\$109,929	\$36,285	\$146,214
West Des Moines	52,768	\$620,662	\$416,684	\$1,037,346
Windsor Heights	4,805	\$39,996	N/A	\$39,996

Notes: Clive's overtime information is for calendar year 2005. All numbers are rounded

N/A: Some cities do not track or could not provide compensation time.

## Des Moines overtime pay and compensation value

Des Moines has the largest overtime budget in the state.

DEPARTMENT	OVERTIME PAY	COMP. VALUE	TOTAL
Aviation	\$240,733	\$10,618	\$251,351
City Clerk	\$113	\$2,228	\$2,341

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McCarthy said the number of officers is inadequate to patrol the city, monitor events such as the Des Moines Marathon, and provide extra protection for political candidates and visiting officials without overtime.

It cost more than \$14,000 to provide more than 100 officers and other police personnel for last month's marathon.

"To the point where you become overtime-saturated, then I think it begins to pay a toll on the personnel, and I think we're getting very close to that," McCarthy said. "I think eventually we're going to have to look at" hiring more officers.

Clark said using the \$2 million in overtime to hire more police officers would not "pencil out."

"You've still got these special events that occur," he said. "When the event occurs it takes a lot of people power."

The choice is made easier by a hiring freeze officials enacted earlier this year that will likely stay in place. The city could face more budget woes because roughly \$15 million a year is at stake in a court battle over utility franchise fees.

Des Moines' utility franchise fee for natural gas and electricity was boosted from 1 percent to 5 percent over the past two years, but the increase and potential revenue to the city is on hold pending the outcome of a lawsuit to stop the higher fee.

Officer Stew Barnes, president of the Des Moines police union, said officers volunteer to work extra shifts for special events.

"Do we need to hire more officers? We absolutely do," said Barnes, who worked 33 hours and received \$850 in overtime last year. "But it's not just tied to the need to provide service for special events. It's to provide service to the entire city 24 hours a day."

Reporter Melissa Walker can be reached at (515) 284-8451 or mewalker@dmreg.com

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Aviation	\$240,733	\$10,618	\$251,351
City Clerk	\$113	\$2,228	\$2,341
City Manager	\$1,456	\$1,865	\$3,321
Community Development	\$34,200	\$68,778	\$102,978
Engineering	\$108,092	\$78,933	\$187,025
Finance	\$0	\$3,343	\$3,343
Fire	\$176,021	\$52,884	\$228,905
Housing Services	\$54,653	\$19,981	\$74,634
Human Resources	\$0	\$990	\$990
Human Rights	\$0	\$2,231	\$2,231
Information Technology	\$4,652	\$33,110	\$37,762
Legal	\$0	\$243	\$243
Library	\$9,658	\$0	\$9,658
Mayor and Council	\$0	\$650	\$650
Parks and Recreation	\$59,550	\$265,200	\$324,750
Police	\$1,967,247	\$1,814,227	\$3,781,474
Public Works	\$205,072	\$824,948	\$1,030,020
Wastewater Reclamation Auth	\$74,874	\$161,106	\$235,980
Miscellaneous	\$1,964	\$20,761	\$22,725
<b>TOTALS</b>	<b>\$2,938,185</b>	<b>\$3,362,096</b>	<b>\$6,300,281</b>

Source: City governments

## Adding up overtime

**WHO GETS IT:** Payroll information from 16 cities for the past budget year shows police, public works, planning and public safety departments spent the most on overtime.

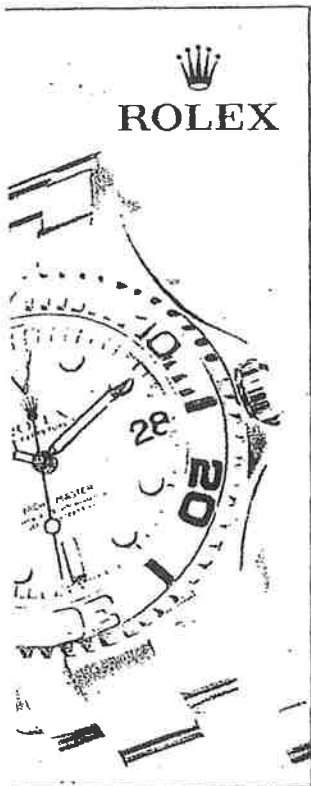
**WHY:** Tom Bredeweg of the Iowa League of Cities said it's logical those employees would receive the most overtime because of the nature of their jobs: street crews work no matter what time of day a large snowstorm hits, and police officers work extra time if an incident happens late in a shift.

**SUBURBS:** Many of Des Moines' growing suburbs paid overtime to employees in community development and planning departments. Urbandale's building and engineering departments received enough overtime pay last year, about \$101,500, that officials decided to hire a new employee. One

building inspector worked almost 300 hours of overtime last year.

**ELSEWHERE:** City governments nationwide have cracked down on overtime pay. Pittsburgh officials this year decided to closely examine overtime after some firefighters earned more than \$100,000 in salary. In Washington, D.C., City Council members pledged to crack down on overtime because more than 800 employees made more than \$100,000.

**IOWA:** Most larger cities—Davenport, Des Moines, Dubuque, Council Bluffs and Sioux City—paid more than \$1 million in overtime. Iowa City paid roughly \$1 million in overtime, however, an accounting official said many of the extra hours could be attributed to cleanup from last spring's tornadoes that destroyed areas of the city.



PETUAL YACHT MASTER

**Josephs**

Valley West Mall West Glen  
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## CHAPTER 411 CONTRIBUTION RATE HISTORY

	employer rate	employee rate	-----age as of 07/01-----				
			45	46	47	48	49
		2.21%					
		3.10%					
FY 1991	07/01/90 - 06/30/91	4.10%	5.10%	6.10%	7.10%	8.10%	9.10%
FY 1992	07/01/91 - 12/31/91	5.10%	6.10%	7.10%	8.10%	9.10%	
	01/01/92 - 06/30/92	17.00%	5.10%	6.10%	7.10%	8.10%	9.10%
FY 1993	07/01/92 - 10/15/92	17.00%	6.10%	7.10%	8.10%	9.10%	
	10/16/92 - 06/30/93	17.00%	6.10%				
FY 1994	07/01/93 - 06/30/94	19.66%	7.10%				
FY 1995	07/01/94 - 12/31/94	18.71%	8.10%				
FY 1996	01/01/95 - 06/30/95	18.71%	8.35%				
FY 1997	07/01/95 - 06/30/96	17.66%	9.35%				
	07/01/96 - 06/30/97	17.00%	9.35%				
FY 1998	07/01/97 - 06/30/98	17.00%	9.35%				
FY 1999	07/01/98 - 06/30/99	17.00%	9.35%				
FY 2000	07/01/99 - 06/30/00	17.00%	9.35%				
FY 2001	07/01/00 - 06/30/01	17.00%	9.35%				
FY 2002	07/01/01 - 06/30/02	17.00%	9.35%				
FY 2003	07/01/02 - 06/30/03	17.00%	9.35%				
FY 2004	07/01/03 - 06/30/04	20.48%	9.35%				
FY 2005	07/01/04 - 06/30/05	24.92%	9.35%				
FY 2006	07/01/05 - 06/30/06	28.21%	9.35%				
FY 2007	07/01/06 - 06/30/07	27.75%	9.35%				
FY 2008	07/01/07 - 06/30/08	25.48%	9.35%				
FY 2009	07/01/08 - 06/30/09	18.75%	9.35%				
FY 2010	07/01/09 - 06/30/10	17.00%	9.35%				

**SELECTED CITIES RATES AND AVERAGE ALL SYSTEMS** (non-audited)

		Cedar Rapids	Davenport	DSM	Sioux City	Waterloo	AVERAGE ALL 87 SYSTEMS
1991	police	0.00%	24.72%	20.76%	22.05%	18.05%	17.82%
	fire	3.53%	28.15%	17.21%	24.43%	15.25%	19.32%
1989	police	8.04%	27.82%	24.92%	30.44%	20.83%	NA
	fire	13.38%	32.57%	21.73%	33.67%	22.59%	NA

## CHAPTER 411 STATE APPROPRIATION HISTORY

<b>Fiscal Year</b>	<b>State Appropriation</b>
1993	\$2,942,726
1994	\$2,942,724
1995	\$2,942,724
1996	\$2,942,724
1997	\$2,942,724
1998	\$2,942,724
1999	\$2,942,724
2000	\$2,942,724
2001	\$2,942,724
2002	\$2,816,189
2003	\$2,816,189
2004	\$2,745,784
2005	\$2,745,784
2006	\$2,745,784
2007	\$2,745,784
2008	\$2,745,784
2009	\$2,704,597 Estimate
2010	\$2,528,798 Estimate