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FOR IMMEDIATE RELEASE:
October 8, 2010

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IGO Releases Audit on Chicago Department of Aviation Overtime

The Office of Inspector General (IGO) today released an audit of overtime performed at the Chicago Department of Aviation (CDA).

The audit, which examined CDA overtime from July 1, 2007 through June 30, 2008, was performed in order to determine whether the CDA had effective and efficient controls for overtime pay and distribution, and to determine whether the department was in compliance with relevant collective bargaining agreements (CBAs).

The IGO also analyzed the costs and benefits of hiring additional employees as opposed to distributing more overtime.

The audit found that the CDA was not in compliance with its CBAs. The department lacked appropriate internal controls for overtime distribution and overtime pay. Deficiencies were also specifically noted with employees being paid based on their individual workweeks instead of the City's workweek, as required in the CBAs. This resulted in Airport Operations Supervisors (AOS) being overpaid by \$31,832.57. Laborer's International Union of North America Local 1001, the relevant AOS union, refused the City's request to recoup the unearned funds.

In its analysis, the IGO found that the CDA spent \$11.4 million on overtime. This could have paid for 72 full-time positions (excluding Motor Truck Drivers). However, the IGO estimated that only 46 full-time employees working regular hours would have been necessary to cover the additional work.

Nearly \$2.21 million of the overtime pay was distributed for Aviation Security Officers' (ASO) overtime alone. The analysis showed that an additional 37 ASOs could have been hired based on the amount paid in overtime, but that only about 25 would have been needed to cover the actual work as straight time. This would have saved the City approximately \$735,000.

A similar cost/benefit analysis for Laborers and Motor Truck Drivers (MTDs) shows the City could have saved approximately \$712,000 by hiring additional employees in those categories. The audit also noted possible safety concerns with regard to ASOs and Motor Truck Drivers (MTD) working 16-18 hour shifts several days in a row during the audit period.

"Though the audit showed some deficiencies in CDA procedures and policies, CDA leadership is working to correct many of the problems the IGO uncovered," said Inspector General Joseph Ferguson. "This work shows the importance of a robust audit function and how, when used, it can save the City money."

The audit can be found [online](http://www.chicagoinspectorgeneral.org) at the IGO's website: www.chicagoinspectorgeneral.org.

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