



**OVERTIME SPIKING**

**CONNECTICUT STATE EMPLOYEES**

**Study No. 1: Department of Correction**

by  
The Townsend Group, Intl, LLC

May 2025





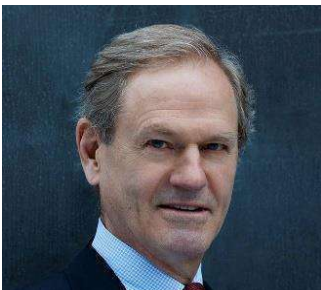
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**The Townsend Group**



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## **Executive Summary**

**Preface:** The State of Connecticut incurs over \$375 million in annual overtime (OT) expense. This is an in-depth study of one agency, Connecticut Department of Correction (DOC) which accounts for over \$100 million. It finds conclusive evidence of regular widespread OT spiking, namely employees working countless hours of OT in years immediately before retirement in order to increase their pension benefits, which are based upon salary plus OT earned in the last three years of service (YOS). Study of other agencies is to follow.

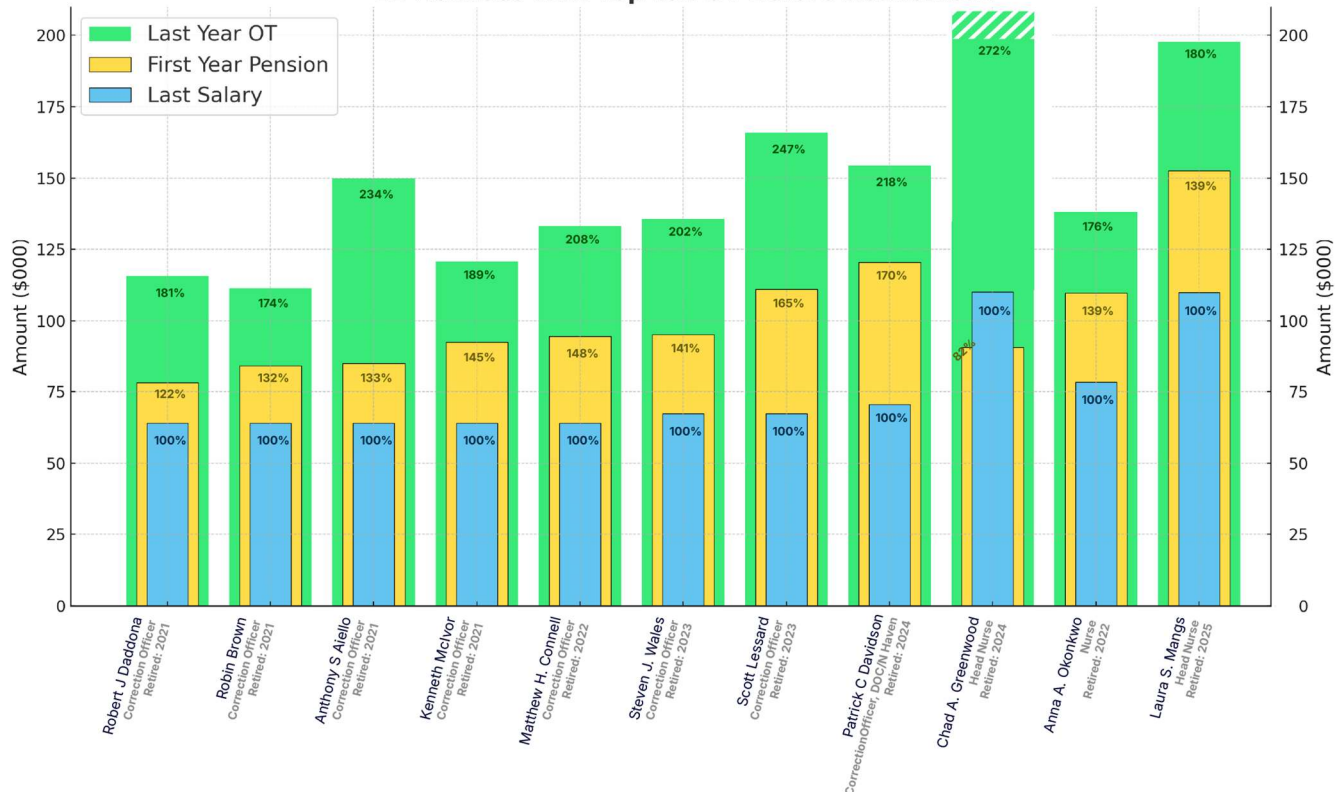
### **Top Ten Employees With Highest Overtime in Each Fiscal Year, 2020 through 2024:**

- **28 employees were identified (some appeared in multiple years)**
- **14 have retired or have now reached retirement eligibility (20 YOS).**
- **11 have retired - [See facing graph.](#)**
  - **Their pensions are 35% higher on average than their last salary.**
  - **Their OT earnings just before retirement were equal to 209% of their final salary.**
- **All 28 earned overtime equal to 186% of their last/current salary.**
- **The 14 ramped up their overtime in their last, or most recent, full YOS to levels much higher than three to four years prior.**
- **Attachments I and II show clear patterns of increasing OT as retirement nears.**

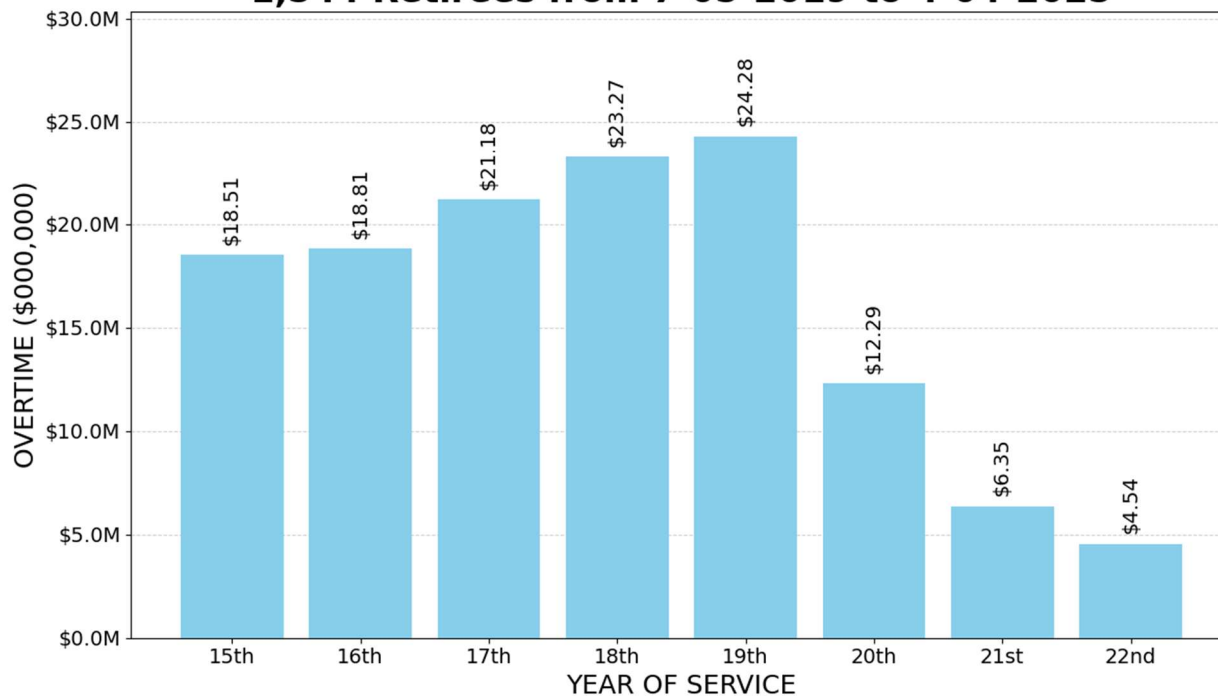
### **1,544 Correction Employees Retired from Fiscal 2020 to Fiscal 2025:**

- **In an aggregate, these Correction retirees increased their overtime pay from the 15<sup>th</sup> YOS to the 19<sup>th</sup>/20<sup>th</sup> YOS as follows – [see facing graph:](#)**
  - **15% in 17<sup>th</sup> YOS over 15<sup>th</sup> YOS.**
  - **26% in 18<sup>th</sup> YOS over 15<sup>th</sup> YOS.**
  - **31% in 19<sup>th</sup> YOS over 15<sup>th</sup> YOS.**
- **Most Corrections employees retire as soon as eligible.**

### 11 Retirees with Top-Ten OT Before Retirement



### DEPARTMENT OF CORRECTIONS OVERTIME EARNED BEFORE RETIREMENT 1,544 Retirees from 7-05-2019 to 4-04-2025



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## **Introduction**

This in-depth study of overtime work and pay in the Connecticut Department of Correction (DOC) finds that much overtime pay goes to employees approaching retirement. Many, if not most, employees engage in overtime spiking (OT spiking), namely working significant hours of overtime in the years immediately before retirement in order to boost their pension benefits. For the approximately 3,411 employees hired before 2017, overtime immediately before retirement is includable with salary in determining pension benefits.

Aggregate annual overtime pay in DOC exceeds \$100 million, comprising about one-fifth of the approximate \$500 million of total departmental salary and wages. DOC accounts for more than one-third of total overtime expense across the whole state workforce. Overtime is a massive current payroll cost and leads to enormously inflated future pension costs.

This study is in two parts. The first part focuses on the ten individual DOC workers with the highest OT in each of the five fiscal years of 2020 to 2024. In each year, data for all DOC employees were downloaded from the OpenPayroll database maintained by the Office of the State Comptroller and sorted in Excel to identify the ten with the most OT pay.

Searching by name, additional data for these individuals was obtained from the separate OpenPension database also maintained by the Comptroller's Office.

In the second part, data for DOC employees who retired from 2020 to present (through March 31, 2025) was downloaded from both Open Payroll and Open Pension into a separate database program and, using custom computer coding, their pre-retirement OT pay was analyzed to identify OT pay patterns. The analysis revealed a clear pattern of workforce-wide OT spiking.

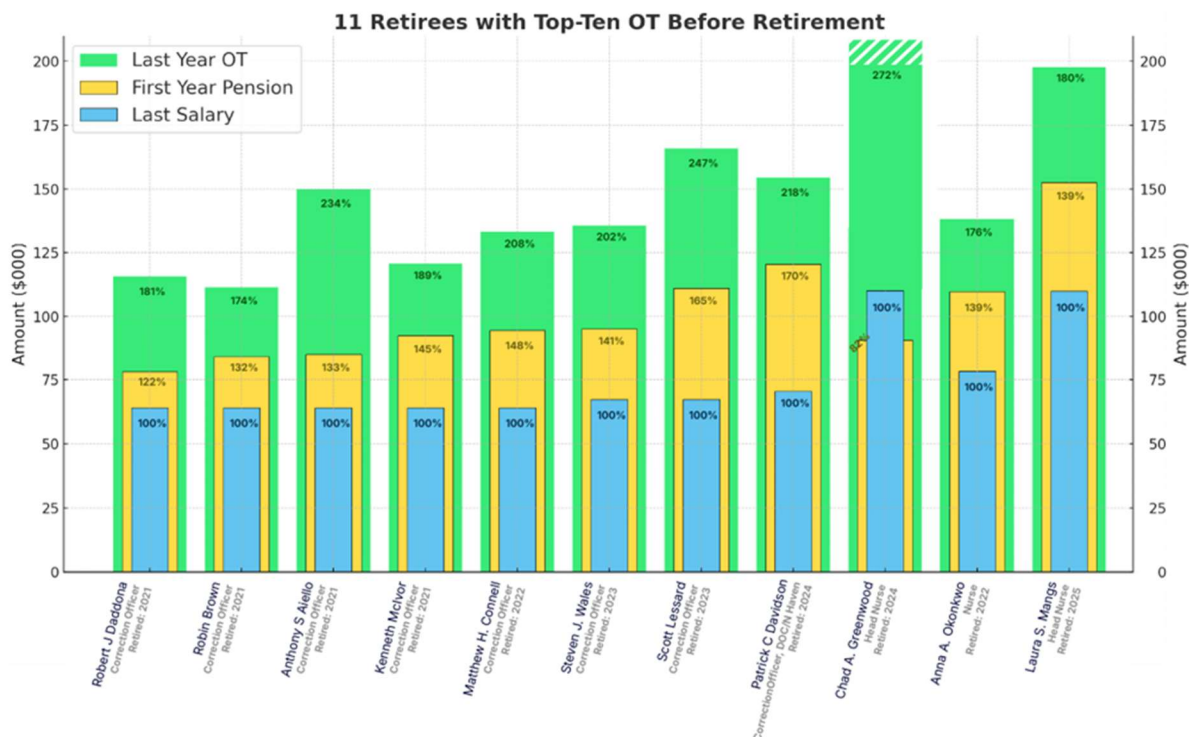
## **Top Ten Overtime Earners, FY 2020 to FY 2024**

This part of the study identified and analyzed, in each of the five recent full fiscal years, the ten DOC employees who earned the most overtime pay. There were 28 employees (some appeared in the top ten in multiple years). Eleven have retired, of whom ten retired with an annual pension benefit *exceeding* their salary in their final full year of employment.

**Analysis of Top-Ten OT Earners in the Last Five Fiscal Years:** This part of the study gathered key data about the top-ten earners, most importantly, their OT earnings history from 2010 (or later hire date) through their year of retirement or, if not yet retired, through March 2025.

In almost every case, the OT pay amounts in the most recent years far exceeded salary and the employee's OT earnings in prior years, clear evidence of OT spiking prior to, or in anticipation of, retirement. See Attachment I for a spreadsheet for each year examined: FY 2020, FY 2021, FY 2022, FY 2023, FY 2024.

Of the 28 top-ten OT earners, 14 have reached retirement eligibility (20 years of service). Eleven have retired; three appear to be “preparing” to retire. In the last, or most recent, full year on the job, the 14 earned significantly higher OT pay than earned three to four years prior (DOC workers can include their last three years of OT in their pension calculation). The 11 who have retired did so with a ***pension worth an average of 138% of their final full year salary***. They will receive more each year in retirement than they ever earned on the job. The graph below (Attachment IV) provides illustration.



***Analysis of the Top Ten Arranged in Hiring “Class” Groups:*** In addition, the 28 employees were arrayed into groups of “classes” by hiring date. The purpose of this alignment was to examine the pattern of overtime work and pay over years of service (YOS) rather than fiscal or calendar years. As hazardous duty workers, DOC employees are only eligible to retire after at least 20 years of service. Conceptually, this alignment would reveal most clearly a pattern of OT spiking, with YOS immediately before retirement eligibility most likely to show elevated OT, or OT spiking.



Eight were hired from 1999 through 2001; six from 2002 to 2004; eight from 2006 to 2008; and eight from 2009 to 2022. See Attachment II for a spread sheet for each group of “classes.”

**Classes 1999 – 2001:** All 8 in these classes have retired. All 8 OT spiked. In their final full year on the job, they earned OT equal to 204% of their final salary. ***They retired with a pension equal to 130% of their final salary.*** All 8 retired within one to two years of reaching eligibility.

**Classes 2002-2004:** All 6 in these classes have served more than 20 years, thus qualifying for retirement. Three of the 6 have retired and the other 3 appear poised to do so. In their most recent full year on the job, the 6 earned OT pay equal to 210% of their final/current salary. ***The three retirees retired with pensions equal to 158% of their final salary.*** All three retired within less than one year of reaching eligibility.

**Classes 2006-2008:** None of the 8 in these classes have served long enough to be eligible to retire. Their years of service range from 16.3 years to 18.6 years. Nevertheless, they are close. ***In their most recent full year on the job, the 8 earned OT pay equal to 169% of their current salary.*** Their OT earnings in recent years far exceed those in prior years.

**Classes 2009-2022:** The 6 DOC employees in these classes are nowhere near retirement. Obviously, the significant overtime in this class does not constitute OT spiking. Either there is some other factor or the employees simply want to boost their current income and are willing to work long hours to do so.

One possible factor could be understaffing. Notably, 5 of the 6 are health professionals. The 5 work in the three largest health-related job categories of 36 health-related categories in DOC. These three categories account for over half of all health-related DOC workers.

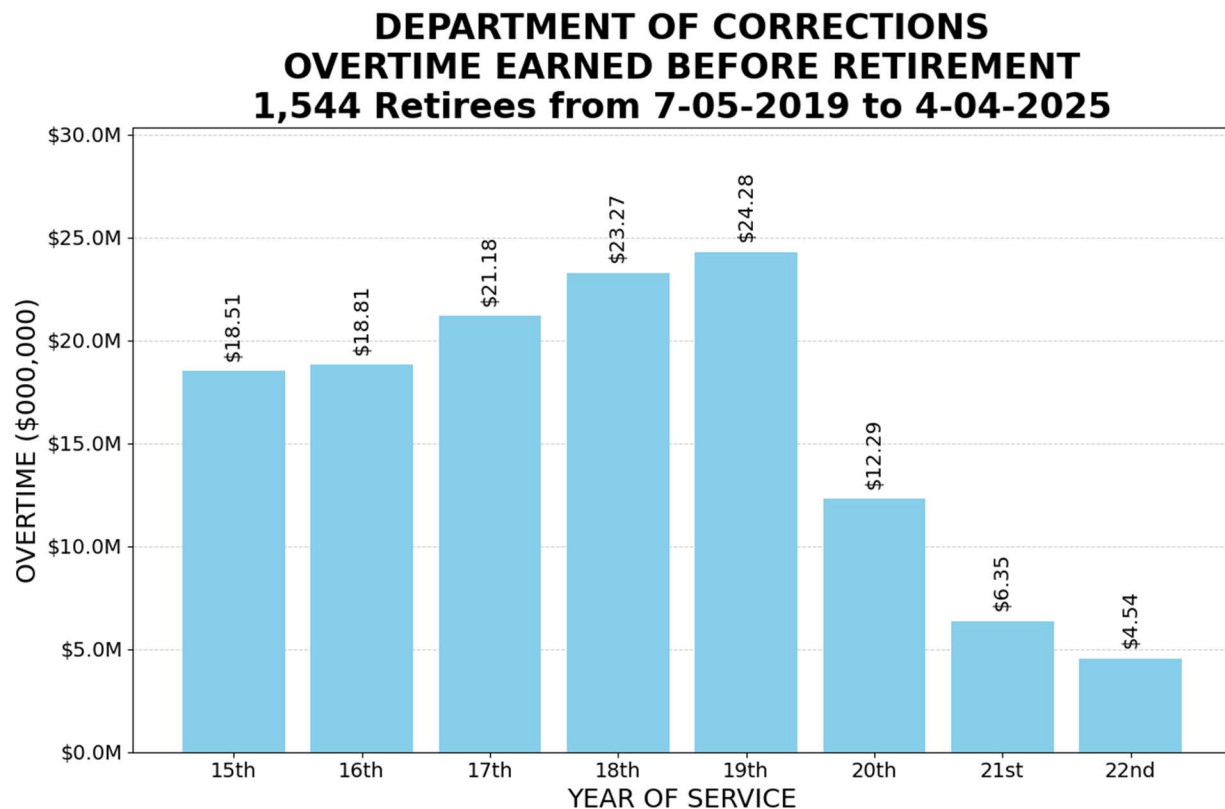
Accordingly, Townsend investigated department-wide staffing in these three categories. Staffing in 2019, pre-COVID, was 378. During COVID, there was no reduction (in 2020, there were 368 on staff). From 2023 to the present, staffing has exceeded 400. Thus, there was no overall staffing shortage that would explain the high level of overtime being worked by these 5 health-related workers. It would appear that these 5 health workers are simply maximizing their current earnings.

## Workforce Analysis

**Methodology:** All payroll data for all DOC employees during the fiscal years of 2020 to present (March 31, 2025) was downloaded from Open Payroll. Then, the unique names from Open Payroll were used to search Open Pension. For all employees found in both Open Payroll and Open Pension, data was merged and analyzed.

The analysis focused on the overtime pay earned in the service years (YOS) from the 15<sup>th</sup> YOS to the 22<sup>nd</sup> YOS (the highest YOS in which any of the Top Ten retired). Naturally, a retiree in 2020 was not earning OT in 2023, yet a retiree in 2025 was. Yet by capturing OT earnings back to 2015, the analysis examined several years of OT earnings for the retiree in 2020. For the retiree in 2025, the analysis captured OT earnings over a longer prior span. Yet, the study arrayed all the OT earnings by YOS, so the difference in OT earnings based upon the difference in the actual calendar/fiscal years worked and the difference in the number of YOS was eliminated by arraying OT pay by YOS. The ultimate analysis included only the five YOS prior to retirement eligibility, i.e. for the 2020 retiree, 2015 through 2020 and, for the 2025 retiree, 2020 through 2025.

**Results:** The results are shown below (and as Attachment III), a bar graph showing OT earnings for YOS 15 through YOS 22.



The graph shows a clear pattern of escalating OT pay leading up to retirement eligibility in the 20<sup>th</sup> YOS. ***This constitutes clear evidence of widespread OT spiking across the entire DOC workforce.***

The graph shows OT pay plummeting in the 20<sup>th</sup> YOS, reflecting that most DOC workers retire as soon as they hit eligibility in their 20<sup>th</sup> YOS. Note that the analysis is by YOS (the unit of measure is an entire year); so, a worker who retired immediately on the 20<sup>th</sup> anniversary of their hiring date would show OT in their 20<sup>th</sup> YOS in the graph depending upon when in the YOS their actual date fell - potentially, a significant amount of OT if their personal 20<sup>th</sup> anniversary fell late in the 20<sup>th</sup> YOS. Also, note that the graph shows the highest YOS year achieved, which is similar to the age people give when asked how old they are. ,

The graph shows that most DOC workers retire almost immediately upon reaching eligibility. The aggregate OT pay shown in the 21<sup>st</sup> YOS is about one-fourth that in the 19<sup>th</sup> YOS. In the 22<sup>nd</sup> YOS, it falls yet again to about one-sixth.

### ***Conclusions:***

This study found that OT spiking is a regular widespread routine across DOC – so much so that management could not be unaware of it. This is willful mismanagement, accompanied by widespread exploitative behavior on the part of employees. To the extent that employees may be excused for legally exploiting the system to their self-interested advantage, management should be criticized even more severely for allowing the severely flawed system to persist.

Yet, individual DOC employees go beyond mere exploitation. They defend the system with misleading arguments. They say that overtime is “mandated,” namely that they are ordered by management to work overtime, for example, to fill in for absent colleagues or as the result of chronic understaffing. Nevertheless, however valid those arguments, they do not explain why mandated overtime goes overwhelmingly to senior employees nearing retirement eligibility versus younger equally qualified employees.

OT spiking is very costly in terms of both current payroll cost and pension costs. Overtime pay of over \$100 million constitutes about 20% of total DOC wages.

Retirement soon after 20 years of service with a pension greater than last salary saddles the state with an exorbitant cost for more years than the years of service, given life expectancy of the general population. Moreover, the DOC retirees have the opportunity to earn wages from subsequent jobs while receiving their pension benefit payments. Certain

Corrections employees have made public claims that Corrections employees experience significantly shorter life expectancy. The State should collect demographic data for the retired population of former DOC employees to determine the veracity of these claims.

While OT spiking was ended effectively for post-2017 hires, the majority of DOC active employees are pre-2017 hires, specifically 3,411 were hired before 2017 out of 5,72 total employees. Accordingly, OT spiking remains a major problem and cost for the State.

Legislation banning OT spiking has been introduced; it should be passed.

**End Note:** As footnoted in Attachments I and II, five workers who retired received “Other” payments ranging from approximately \$15,000 to \$80,000 at time of retirement. Also, two workers did not receive regular pay checks for six months and nine months, respectively. Determination of the nature of these payments and the reasons for these apparent absences was beyond the scope of this study.

## OVERTIME SPIKING STUDY - 2025

## TEN CORRECTION DEPT. EMPLOYEES WITH THE HIGHEST OVERTIME IN FISCAL 2020

	<b>Anna A. Okonkwo <sup>(2)</sup></b>	<b>Kevin Joyner Sr</b>	<b>Laura S. Mangs</b>	<b>Robert J Daddona <sup>(2)</sup></b>	<b>Shani Hewitt</b>
Hire Date:	9/7/2001	9/28/2007	9/3/2004	4/7/2000	4/17/2015
Years of Service: <sup>(1)</sup>	20.4	17.5	20.4	21.1	10.0
Job:	Nurse (Correction Facility)	Correction Officer	Head Nurse Correction Facility	Correction Officer	Licensed Practical Nurse
Union:	Health Professional (P-1)	Correctional Officers (NP-4)	Health Professional (P-1)	Correctional Officers (NP-4)	Health NonProfessional (NP-6)
Retired:	1/31/2022	N	1/31/2025	4/30/2021	N
Last Annual Rate:	\$78,724	\$70,716	\$109,996	\$64,064	\$68,623
Last Full-Year OT as % of Last Annual Rate	176%	222%	180%	181%	182%
Annual Pension	\$109,765	NA	\$152,703	\$78,474	NA
Pension as % of Last Annual Rate:	139%	NA	139%	122%	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
		2025 YTD	115,396	2025	80,867			2025 YTD	111,025
		2024	156,908	2024	197,600			2024	124,770
		2023	170,801	2023	230,802			2023	127,318
		2022	171,090	2022	212,968			2022	125,875
2021	40,970	2021	127,529	2021	118,527	2021	112,321	2021	126,014
2020	138,271	2020	136,036	2020	130,707	2020	115,725	2020	122,968
2019	125,203	2019	109,873	2019	101,305	2019	37,825	2019	101,070
2018	54,493	2018	71,763	2018	56,555	2018	54,065	2018	36,755
2017	12,201	2017	59,313	2017	50,055	2017	37,143	2017	32,427
2016	21,938	2016	56,687	2016	21,846	2016	38,629	2016	1,376
2015	33,818	2015	68,907	2015	58,755	2015	54,041	2015	338
2014	48,078	2014	45,572	2014	40,218	2014	39,508		
2013	13,484	2013	39,439	2013	32,082	2013	28,927		
2012	28,114	2012	33,115	2012	65,707	2012	12,654		
2011	49,359	2011	31,923	2011	56,233	2011	11,470		
2010	6,425	2010	12,919	2010	22,145	2010	4,175		
	572,354		1,407,271		1,476,372		546,483		909,935

	<b>Kenneth McIvor</b>	<b>Timothy Daniels</b>	<b>Ricky M Pettway Jr</b>	<b>Gloria Genego</b>	<b>Robin Brown <sup>(2)</sup></b>
Hire Date:	12/15/2000	9/1/2006	1/18/2008	6/3/2011	8/11/2000
Years of Service: <sup>(1)</sup>	20.1	18.6	17.2	13.8	20.4
Job:	Correction Officer	Correction Officer	Correction Officer	Licensed Practical Nurse	Correction Officer
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health NonProfessional (NP-6)	Correctional Officers (NP-4)
Retired:	1/29/2021	N	N	N	1/4/2021
Last Annual Rate:	\$64,064	\$70,716	\$70,716	\$74,339	\$64,064
Last Full-Year OT as % of Last Annual Rate	189%	222%	214%	86%	174%
Annual Pension	\$92,592	NA	NA	NA	\$84,363
Pension as % of Last Annual Rate:	145%	NA	NA	NA	132%

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
		2025 YTD	117,466	2025 YTD	115,258	2025 YTD	39,186		
		2024	157,257	2024	151,065	2024	63,614		
		2023	167,008	2023	146,040	2023	83,496		
		2022	181,226	2022	149,580	2022	74,048		
2021	75,552	2021	125,878	2021	105,419	2021	114,654	2021	4,013
2020	120,766	2020	119,656	2020	116,864	2020	112,437	2020	111,359
2019	83,073	2019	74,242	2019	83,885	2019	87,990	2019	82,909
2018	69,944	2018	102,498	2018	86,642	2018	30,086	2018	91,494
2017	48,178	2017	121,044	2017	75,474	2017	48,794	2017	80,894
2016	94,487	2016	22,800	2016	48,268	2016	63,491	2016	27,150
2015	117,450	2015	94,143	2015	70,941	2015	3,591	2015	48,219
2014	75,093	2014	55,205	2014	81,519	2014	5,069	2014	46,771
2013	43,737	2013	76,161	2013	62,398	2013	3,226	2013	57,556
2012	22,616	2012	50,219	2012	44,992	2012	301	2012	25,052
2011	28,319	2011	41,547	2011	34,752			2011	31,918
2010	5,664	2010	12,449	2010	14,148			2010	14,964
	784,879		1,518,799		1,387,246		729,984		622,298

(1.) If not retired, through 3/31/25.

= Last full year of work.

= Top Ten year.

2025 YTD = 9 Months 7/1/24 to 3/31/25.

(2) Received "other" payment at retirement: Okonkwo - \$15,465; Daddona - \$54,886; Brown - \$32,550.

## OVERTIME SPIKING STUDY - 2025

## TEN CORRECTION DEPT. EMPLOYEES WITH THE HIGHEST OVERTIME IN FISCAL 2021

	<b>Edgar DeCampos<sup>(3)</sup></b>	<b>Anthony S Aiello</b>	<b>Myung-Ho Lee</b>	<b>Donald Peter Ostuno</b>	<b>Shannon I. Draughn<sup>(3)</sup></b>
Hire Date:	12/24/04	8/10/2001	1/18/2008	3/2/2007	1/8/2016
Years of Service: (1)	20.3	20.2	17.2	18.1	9.2
Job:	HeadNurseCorrectionalFacility	CorrectionOfficer	CorrectionOfficer	CorrectionOfficer, DOC/Mason	HeadNurseCorrectionalFacility
Union:	Health Professional (P-1)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health Professional (P-1)
Retired:	N	10/29/2021	N	N	N
Last Annual Rate:	\$119,005	\$64,064	\$70,716	\$70,716	\$101,483
Last Full-Year OT as % of Last Annual Rate	105%	234%	117%	138%	121%
Annual Pension	NA	\$85,183	NA	NA	NA
Pension as % of Last Annual Rate:	NA	133%	NA	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	318,099			2025 YTD	76,683	2025 YTD	62,901	2025 YTD	2,263
2024	124,496			2024	82,385	2024	97,828	2024	122,330
2023	365,286			2023	101,556	2023	155,314	2023	148,351
2022	252,780	2022	27,948	2022	120,158	2022	156,104	2022	113,628
2021	177,716	2021	149,962	2021	141,553	2021	138,343	2021	136,298
2020	16,835	2020	74,329	2020	72,198	2020	63,352	2020	100,433
2019	14,429	2019	61,734	2019	39,193	2019	56,012	2019	95,021
2018	18,691	2018	48,344	2018	44,599	2018	48,342	2018	9,664
2017	5,061	2017	43,166	2017	39,406	2017	30,880	2017	82
2016	7,699	2016	68,397	2016	56,409	2016	34,302	2016	15
2015	2,303	2015	96,287	2015	56,176	2015	51,232		
2014	2,572	2014	77,681	2014	44,862	2014	34,526		
2013	1,368	2013	41,387	2013	38,521	2013	25,061		
2012	1,698	2012	42,743	2012	24,422	2012	23,460		
2011	7,530	2011	43,713	2011	38,073	2011	16,435		
2010	2,376	2010	13,753	2010	13,749	2010	6,874		
	1,318,940		789,444		989,941		1,000,965		728,085

	<b>Steven J. Wales<sup>(2)</sup></b>	<b>Don L Beresford</b>	<b>Matthew H. Connell<sup>(2)</sup></b>	<b>Kevin Joyner Sr</b>	<b>Shani Hewitt</b>
Hire Date:	8/11/2000	12/19/2008	12/3/1999	9/28/2007	4/17/2015
Years of Service: (1)	22.7	16.3	22.5	17.5	Less than 20
Job:	CorrectionOfficer	CorrectionOfficer	CorrectionOfficer	Correction Officer	Licensed Practical Nurse
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health NonProfessional (NP-6)
Retired:	4/28/2023	N	5/31/2022	N	N
Last Annual Rate:	\$67,308	\$70,716	\$64,064	\$70,716	\$68,623
Last Full-Year OT as % of Last Annual Rate	202%	130%	208%	222%	182%
Annual Pension	\$95,201	NA	\$94,495	NA	NA
Pension as % of Last Annual Rate:	141%	NA	148%	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
		2025 YTD	66,528			2025 YTD	115,396	2025 YTD	111,025
		2024	91,685			2024	156,908	2024	124,770
2023	105,597	2023	107,072			2023	170,801	2023	127,318
2022	135,809	2022	139,848	2022	105,064	2022	171,090	2022	125,875
2021	135,536	2021	133,756	2021	133,399	2021	127,529	2021	126,014
2020	67,984	2020	85,094	2020	69,194	2020	136,036	2020	122,968
2019	29,836	2019	60,993	2019	75,259	2019	109,873	2019	101,070
2018	2,524	2018	41,004	2018	67,276	2018	71,763	2018	36,755
2017	11,853	2017	13,354	2017	63,006	2017	59,313	2017	32,427
2016	26,014	2016	24,743	2016	56,055	2016	56,687	2016	1,376
2015	36,377	2015	30,055	2015	52,366	2015	68,907	2015	338
2014	8,904	2014	34,624	2014	48,255	2014	45,572		
2013	9,319	2013	22,825	2013	33,699	2013	39,439		
2012	-	2012	25,218	2012	9,656	2012	33,115		
2011	599	2011	4,241	2011	10,003	2011	31,923		
2010	3,416	2010	8,850	2010	8,220	2010	12,919		
	573,769		889,889		731,453		1,407,271		909,935

(1.) If not retired, through 3/31/25. Name = repeat from prior year.  = Last full year of work.  = Top 10 Year 2025 YTD = 9 Months 7/1/24 to 3/31/25.

(2) Received "other" payment at retirement: Wales - \$52,164; Connell - \$79,339.

(3) Normal pay suspended: DeCampos - Jan - July 2024; Draughn - July 2024 - April 2025

## OVERTIME SPIKING STUDY - 2025

## TEN CORRECTION DEPT. EMPLOYEES WITH THE HIGHEST OVERTIME IN FISCAL 2022

	Edgar DeCampos <sup>(3)</sup>	Laura S. Mangs	Timothy Daniels	Kevin Joyner Sr	Scott Lessard
Hire Date:	12/24/04	9/3/2004	9/1/2006	9/28/2007	9/6/2002
Years of Service: (1)	20.3	20.4	18.6	17.5	20.4
Job:	HeadNurseCorrectionalFacility	Head Nurse Correction Facility	Correction Officer	Correction Officer	Correction Officer
Union:	Health Professional (P-1)	Health Professional (P-1)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	1/31/2025	N	N	1/31/2023
Last Annual Rate:	\$119,005	\$109,996	\$70,716	\$70,716	\$67,308
Last Full-Year OT as % of Last Annual Rate	105%	180%	222%	222%	247%
Annual Pension	NA	\$152,703	NA	NA	\$111,089
Pension as % of Last Annual Rate:	NA	139%	NA	NA	165%

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	318,099	2025	80,867	2025 YTD	117,466	2025 YTD	115,396		
2024	124,496	2024	197,600	2024	157,257	2024	156,908		
2023	365,286	2023	230,802	2023	167,008	2023	170,801	2023	88,679
2022	252,780	2022	212,968	2022	181,226	2022	171,090	2022	165,987
2021	177,716	2021	118,527	2021	125,878	2021	127,529	2021	126,003
2020	16,835	2020	130,707	2020	119,656	2020	136,036	2020	69,330
2019	14,429	2019	101,305	2019	74,242	2019	109,873	2019	83,182
2018	18,691	2018	56,555	2018	102,498	2018	71,763	2018	67,924
2017	5,061	2017	50,055	2017	121,044	2017	59,313	2017	43,073
2016	7,699	2016	21,846	2016	22,800	2016	56,687	2016	40,059
2015	2,303	2015	58,755	2015	94,143	2015	68,907	2015	58,576
2014	2,572	2014	40,218	2014	55,205	2014	45,572	2014	52,672
2013	1,368	2013	32,082	2013	76,161	2013	39,439	2013	29,456
2012	1,698	2012	65,707	2012	50,219	2012	33,115	2012	31,503
2011	7,530	2011	56,233	2011	41,547	2011	31,923	2011	38,637
2010	2,376	2010	22,145	2010	12,449	2010	12,919	2010	14,426
	1,318,940		1,476,372		1,518,799		1,407,271		909,507

	Donald Peter Ostuno	Patrick C Davidson	Corey S Donlin	Jeffrey Echevarria	Ricky M Pettway Jr
Hire Date:	3/2/2007	8/20/2004	1/18/2008	8/14/2009	1/18/2008
Years of Service: (1)	18.1	20.2	17.2	15.6	17.2
Job:	CorrectionOfficer, DOC/Mason	CorrectionOfficer, DOC/N Haven	CorrectionOfficer, DOC/Hartfd	Correction Officer, DOC/Mansn	Correction Officer
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	10/31/2024	N	N	N
Last Annual Rate:	\$70,716	\$70,716	\$70,716	\$70,716	\$70,716
Last Full-Year OT as % of Last Annual Rate	138%	218%	153%	117%	214%
Annual Pension	NA	\$120,370	NA	NA	NA
Pension as % of Last Annual Rate:	NA	170%	NA	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	62,901	2025	30,441	2025 YTD	107,235	2025 YTD	4,328	2025 YTD	115,258
2024	97,828	2024	154,459	2024	108,149	2024	82,723	2024	151,065
2023	155,314	2023	154,482	2023	144,941	2023	92,204	2023	146,040
2022	156,104	2022	154,848	2022	154,758	2022	150,173	2022	149,580
2021	138,343	2021	85,962	2021	86,361	2021	119,361	2021	105,419
2020	63,352	2020	101,913	2020	72,974	2020	21,745	2020	116,864
2019	56,012	2019	83,124	2019	72,625	2019	12,585	2019	83,885
2018	48,342	2018	74,097	2018	83,466	2018	43,391	2018	86,642
2017	30,880	2017	73,541	2017	50,007	2017	33,344	2017	75,474
2016	34,302	2016	58,088	2016	59,934	2016	46,116	2016	48,268
2015	51,232	2015	85,918	2015	63,763	2015	48,231	2015	70,941
2014	34,526	2014	40,854	2014	57,703	2014	43,789	2014	81,519
2013	25,061	2013	73,149	2013	26,672	2013	32,439	2013	62,398
2012	23,460	2012	48,570	2012	13,315	2012	21,952	2012	44,992
2011	16,435	2011	50,356	2011	10,293	2011	12,504	2011	34,752
2010	6,874	2010	19,867	2010	4,604	2010	1,269	2010	14,148
	1,000,965		1,289,669		1,116,800		766,156		1,387,246

(1.) If not retired, through 3/31/25.

Name = repeat from prior year.

= Last full year of work.

= Top 10 Year

2025 YTD

= 9 Months 7/1/24 to 3/31/25.

(2) Received "other" payment at retirement.

(3) Normal pay suspended: DeCampos - Jan - July 2024.

## OVERTIME SPIKING STUDY - 2025

## TEN CORRECTION DEPT. EMPLOYEES WITH THE HIGHEST OVERTIME IN FISCAL 2023

	<b>Edgar DeCampos <sup>(3)</sup></b>	<b>Chad A. Greenwood</b>	<b>Laura S. Mangs</b>	<b>Leroy L. Lee</b>	<b>Viviane L. Martell</b>
Hire Date:	12/24/04	12/28/01	9/3/2004	4/30/04	10/4/13
Years of Service: (1)	20.3	22.0	20.4	20.9	11.5
Job:	HeadNurseCorrectionalFacility	HeadNurseCorrectionalFacility	Head Nurse Correction Facility	CorrectionOfficer, DOC/Gardner	HeadNurseCorrectionalFacility
Union:	Health Professional (P-1)	Health Professional (P-1)	Health Professional (P-1)	Correctional Officers (NP-4)	Health Professional (P-1)
Retired:	N	12/29/2023	1/31/2025	N	N
Last Annual Rate:	\$119,005	\$110,077	\$109,996	\$70,716	\$101,483
Last Full-Year OT as % of Last Annual Rate:	105%	272%	180%	270%	137%
Annual Pension	NA	\$90,779	\$152,703	NA	NA
Pension as % of Last Annual Rate:	NA	82%	139%	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	318,099			2025	80,867	2025 YTD	130,768	2025 YTD	117,577
2024	124,496	2024	54,249	2024	197,600	2024	191,130	2024	138,895
2023	365,286	2023	299,369	2023	230,802	2023	191,371	2023	190,066
2022	252,780	2022	70,753	2022	212,968	2022	120,126	2022	121,330
2021	177,716	2021	10,910	2021	118,527	2021	3,429	2021	78,398
2020	16,835	2020	3,393	2020	130,707	2020	6,553	2020	72,690
2019	14,429	2019	5,509	2019	101,305	2019	7,901	2019	13,465
2018	18,691	2018	9,450	2018	56,555	2018	9,408	2018	5,095
2017	5,061	2017	4,586	2017	50,055	2017	896	2017	2,752
2016	7,699	2016	3,130	2016	21,846	2016	9,493	2016	0
2015	2,303	2015	981	2015	58,755	2015	16,046	2015	0
2014	2,572	2014	3,160	2014	40,218	2014	2,979	2014	0
2013	1,368	2013	8,575	2013	32,082	2013	10,021		
2012	1,698	2012	2,829	2012	65,707	2012	23,537		
2011	7,530	2011	6,310	2011	56,233	2011	7,167		
2010	2,376	2010	868	2010	22,145	2010	2,196		
	1,318,940		484,072		1,476,372		733,021		740,270

	<b>Kevin Joyner Sr</b>	<b>Timothy Daniels</b>	<b>Eric J. Green</b>	<b>Donald Peter Ostuno</b>	<b>Patrick C Davidson</b>
Hire Date:	9/28/2007	9/1/2006	8/31/07	3/2/2007	8/20/2004
Years of Service: (1)	17.5	18.6	17.6	18.1	20.2
Job:	Correction Officer	Correction Officer	LicensedPracticalNurse	CorrectionOfficer, DOC/Mason	CorrectionOfficer, DOC/N Haven
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health NonProfessional (NP-6)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	N	N	N	10/31/2024
Last Annual Rate:	\$70,716	\$70,716	\$84,813	\$70,716	\$70,716
Last Full-Year OT as % of Last Annual Rate:	222%	222%	159%	138%	218%
Annual Pension	NA	NA	NA	NA	\$120,370
Pension as % of Last Annual Rate:	NA	NA	NA	NA	170%

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	115,396	2025 YTD	117,466	2025 YTD	114,956	2025 YTD	62,901	2025	30,441
2024	156,908	2024	157,257	2024	134,709	2024	97,828	2024	154,459
2023	170,801	2023	167,008	2023	159,354	2023	155,314	2023	154,482
2022	171,090	2022	181,226	2022	103,414	2022	156,104	2022	154,848
2021	127,529	2021	125,878	2021	109,877	2021	138,343	2021	85,962
2020	136,036	2020	119,656	2020	96,969	2020	63,352	2020	101,913
2019	109,873	2019	74,242	2019	76,056	2019	56,012	2019	83,124
2018	71,763	2018	102,498	2018	16,739	2018	48,342	2018	74,097
2017	59,313	2017	121,044	2017	23,141	2017	30,880	2017	73,541
2016	56,687	2016	22,800	2016	31,714	2016	34,302	2016	58,088
2015	68,907	2015	94,143	2015	29,877	2015	51,232	2015	85,918
2014	45,572	2014	55,205	2014	12,060	2014	34,526	2014	40,854
2013	39,439	2013	76,161	2013	11,574	2013	25,061	2013	73,149
2012	33,115	2012	50,219	2012	13,813	2012	23,460	2012	48,570
2011	31,923	2011	41,547	2011	15,514	2011	16,435	2011	50,356
2010	12,919	2010	12,449	2010	16,735	2010	6,874	2010	19,867
	1,407,271		1,518,799		966,502		1,000,965		1,289,669

(1.) If not retired, through 3/31/25. **Name** = repeat from prior year. = Last full year of work. = Top 10 Year

2025 YTD

= 9 Months 7/1/24 to 3/31/25.

(2) Received "other" payment at retirement.

(3) Normal pay suspended: DeCampos - Jan - July 2024.



## OVERTIME SPIKING STUDY - 2025

## TEN CORRECTION DEPT. EMPLOYEES WITH THE HIGHEST OVERTIME IN FISCAL 2024

	Edgar DeCampos <sup>(3)</sup>	Laura S. Mangs	Leroy L. Lee	Patrick C Davidson	Timothy Daniels
Hire Date:	12/24/04	9/3/2004	4/30/04	8/20/2004	9/1/2006
Years of Service: (1)	20.3	20.4	20.9	20.2	18.6
Job:	HeadNurseCorrectionalFacility	Head Nurse Correction Facility	Correction Officer, DOC/Gardner	Correction Officer, DOC/N Haven	Correction Officer
Union:	Health Professional (P-1)	Health Professional (P-1)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	1/31/2025	N	10/31/2024	N
Last Annual Rate:	\$119,005	\$109,996	\$70,716	\$70,716	\$70,716
Last Full-Year OT as % of Last Annual Rate:	105%	180%	270%	218%	222%
Annual Pension	NA	\$152,703	NA	\$120,370	NA
Pension as % of Last Annual Rate:	NA	139%	NA	170%	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	318,099	2025	80,867	2025 YTD	130,768	2025 YTD	30,441	2025 YTD	117,466
2024	124,496	2024	197,600	2024	191,130	2024	154,459	2024	157,257
2023	365,286	2023	230,802	2023	191,371	2023	154,482	2023	167,008
2022	252,780	2022	212,968	2022	120,126	2022	154,848	2022	181,226
2021	177,716	2021	118,527	2021	3,429	2021	85,962	2021	125,878
2020	16,835	2020	130,707	2020	6,553	2020	101,913	2020	119,656
2019	14,429	2019	101,305	2019	7,901	2019	83,124	2019	74,242
2018	18,691	2018	56,555	2018	9,408	2018	74,097	2018	102,498
2017	5,061	2017	50,055	2017	896	2017	73,541	2017	121,044
2016	7,699	2016	21,846	2016	9,493	2016	58,088	2016	22,800
2015	2,303	2015	58,755	2015	16,046	2015	85,918	2015	94,143
2014	2,572	2014	40,218	2014	2,979	2014	40,854	2014	55,205
2013	1,368	2013	32,082	2013	10,021	2013	73,149	2013	76,161
2012	1,698	2012	65,707	2012	23,537	2012	48,570	2012	50,219
2011	7,530	2011	56,233	2011	7,167	2011	50,356	2011	41,547
2010	2,376	2010	22,145	2010	2,196	2010	19,867	2010	12,449
	1,318,940		1,476,372		733,021		1,289,669		1,518,799

	Terry T Castro	Shannon I. Draughn <sup>(3)</sup>	Jeffrey Echevarria	Guylene M Buissereth	Ricky M Pettway Jr
Hire Date:	8/20/2004	1/8/2016	8/14/2009	12/16/2022	1/18/2008
Years of Service: (1)	20.6	9.2	15.6	2.3	17.2
Job:	Correction Officer	HeadNurseCorrectionalFacility	Correction Officer, DOC/Mansn	Nurse (Correctional Facility)	Correction Officer, DOC/Bport
Union:	Correctional Officers (NP-4)	Health Professional (P-1)	Correctional Officers (NP-4)	Health Professional (P-1)	Correctional Officers (NP-4)
Retired:	N	N	N	N	N
Last Annual Rate:	\$68,991	\$101,483	\$70,716	\$72,166	\$70,716
Last Full-Year OT as % of Last Annual Rate:	229%	121%	117%	208%	214%
Annual Pension	NA	NA	NA	NA	NA
Pension as % of Last Annual Rate:	NA	NA	NA	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	116,168	2025 YTD	2,263	2025 YTD	4,328	2025 YTD	116,970	2025 YTD	115,258
2024	157,960	2024	122,330	2024	82,723	2024	149,979	2024	151,065
2023	95,904	2023	148,351	2023	92,204	2023	35,423	2023	146,040
2022	27,856	2022	113,628	2022	150,173			2022	149,580
2021	5,130	2021	136,298	2021	119,361			2021	105,419
2020	61,504	2020	100,433	2020	21,745			2020	116,864
2019	56,974	2019	95,021	2019	12,585			2019	83,885
2018	19,519	2018	9,664	2018	43,391			2018	86,642
2017	26,381	2017	82	2017	33,344			2017	75,474
2016	26,761	2016	15	2016	46,116			2016	48,268
2015	34,169			2015	48,231			2015	70,941
2014	25,470			2014	43,789			2014	81,519
2013	37,768			2013	32,439			2013	62,398
2012	36,394			2012	21,952			2012	44,992
2011	42,393			2011	12,504			2011	34,752
2010	16,452			2010	1,269			2010	14,148
	786,803		728,085		766,156		302,372		1,387,246

(1.) If not retired, through 3/31/25. Name = repeat from prior year. = Last full year of work. = Top 10 Year 2025 YTD = 9 Months 7/1/24 to 3/31/25.

(2) Received "other" payment at retirement.

(3) Normal pay suspended: DeCampos - Jan - July 2024; Draughn - July 2024 - April 2025

## OVERTIME SPIKING STUDY - 2025

## CORRECTION DEPT. EMPLOYEES WITH TOP-TEN OVERTIME PAY: HIRING "CLASS" OF DECEMBER 1999 TO DECEMBER 2001

	<b>Matthew H. Connell</b> <sup>(2)</sup>	<b>Robert J Daddona</b> <sup>(2)</sup>	<b>Robin Brown</b> <sup>(2)</sup>	<b>Steven J. Wales</b> <sup>(2)</sup>	<b>Kenneth Mclvor</b>
Hire Date:	12/3/1999	4/7/2000	8/11/2000	8/11/2000	12/15/2000
Years of Service: (1)	22.5	21.1	20.4	22.7	20.1
Job:	Correction Officer	Correction Officer	Correction Officer	Correction Officer	Correction Officer
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	5/31/2022	4/30/2021	1/4/2021	4/28/2023	1/29/2021
Last Annual Rate:	\$64,064	\$64,064	\$64,064	\$67,308	\$64,064
Last Full-Year OT as % of Last Annual Pension	208%	181%	174%	202%	189%
Annual Pension	\$94,495	\$78,474	\$84,363	\$95,201	\$92,592
Pension as % of Last Annual Rate:	148%	122%	132%	141%	145%

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
Partial 2022	105,064	Partial 2021	112,321	Partial 2021	4,013	Partial 2023	105,597	Partial 2021	75,552
2021	133,399	2020	115,725	2020	111,359	2022	135,809	2020	120,766
2020	69,194	2019	37,825	2019	82,909	2021	135,536	2019	83,073
2019	75,259	2018	54,065	2018	91,494	2020	67,984	2018	69,944
2018	67,276	2017	37,143	2017	80,894	2019	29,836	2017	48,178
2017	63,006	2016	38,629	2016	27,150	2018	2,524	2016	94,487
2016	56,055	2015	54,041	2015	48,219	2017	11,853	2015	117,450
2015	52,366	2014	39,508	2014	46,771	2016	26,014	2014	75,093
2014	48,255	2013	28,927	2013	57,556	2015	36,377	2013	43,737
2013	33,699	2012	12,654	2012	25,052	2014	8,904	2012	22,616
2012	9,656	2011	11,470	2011	31,918	2013	9,319	2011	28,319
2011	10,003	2010	4,175	2010	14,964	2012	-	2010	5,664
2010	8,220					2011	599		
						2010	3,416		
	731,453	546,483	622,298	573,769	784,879				

	<b>Anthony S Aiello</b>	<b>Anna A. Okonkwo</b> <sup>(2)</sup>	<b>Chad A. Greenwood</b>
Hire Date:	8/10/2001	9/7/2001	12/28/2001
Years of Service: (1)	20.2	20.4	22.0
Job:	Correction Officer	Nurse (Correction Facility)	Head Nurse Correctional Facility
Union:	Correctional Officers (NP-4)	Health Professional (P-1)	Health Professional (P-1)
Retired:	10/29/2021	1/31/2022	12/29/2023
Last Annual Rate:	\$64,064	\$78,724	\$110,077
Last Full-Year OT as % of Last Annual Pension	234%	176%	272%
Annual Pension	\$85,183	\$109,765	\$90,779
Pension as % of Last Annual Rate:	133%	139%	82%

AVERAGE OF CLASS / RETIREES	
21.2	Years of Service (1)
	Job
	Union
	Retired
\$72,054	Last Annual Rate
204%	Last Full-Year OT as % of Last Annual Rate
\$91,357	Annual Pension
130%	Pension as % of Last Annual Rate

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
Partial 2022	27,948	Partial 2021	40,970	Partial 2024	54,249
2021	149,962	2020	138,271	2023	299,369
2020	74,329	2019	125,203	2022	70,753
2019	61,734	2018	54,493	2021	10,910
2018	48,344	2017	12,201	2020	3,393
2017	43,166	2016	21,938	2019	5,509
2016	68,397	2015	33,818	2018	9,450
2015	96,287	2014	48,078	2017	4,586
2014	77,681	2013	13,484	2016	3,130
2013	41,387	2012	28,114	2015	981
2012	42,743	2011	49,359	2014	3,160
2011	43,713	2010	6,425	2013	8,575
2010	13,753			2012	2,829
				2011	6,310
				2010	868
	789,444	572,354	484,072		

Year of Service	Overtime <sup>(2)</sup> in 19th year of service	OT as % of OT
20th	\$ 504,786	83%
19th	607,053	100%
18th	528,882	87%
17th	449,606	74%
16th	344,207	57%
15th	295,740	49%
14th	368,719	61%
13th	300,436	49%
12th	262,188	43%
11th	130,803	22%
<sup>(2)</sup> OT in fiscal year in which the indicated year of service is reached.		

(1.) If not retired, through 3/31/25.

= Last full year of work. = Top 10 Year

= 20th year of service.

(2) Received "other" payment at retirement: Wales - \$52,164; Connell - \$79,339; Okonkwo - \$15,465; Daddona - \$54,886; Brown - \$32,550.

## OVERTIME SPIKING STUDY - 2025

## CORRECTION DEPT. EMPLOYEES WITH TOP-TEN OVERTIME PAY: HIRING "CLASS" OF SEPTEMBER 2002 TO DECEMBER 2004

	Scott Lessard	Leroy L. Lee	Patrick C Davidson	Terry T Castro	Laura S. Mangs
Hire Date:	9/6/2002	4/30/2004	8/20/2004	8/20/2004	9/3/2004
Years of Service: (1)	20.4	20.9	20.2	20.6	20.4
Job:	Correction Officer	Correction Officer, DOC/Gardnr	Correction Officer, DOC/N Haven	Correction Officer	Head Nurse Correction Facility
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health Professional (P-1)
Retired:	1/31/2023	N	10/31/2024		1/31/2025
Last Annual Rate:	\$67,308	\$70,716	\$70,716	\$68,991	\$109,996
Last Full-Year OT as % of Last Annual Rate:	247%	270%	218%	229%	180%
Annual Pension	\$111,089	NA	\$120,370	NA	\$152,703
Pension as % of Last Annual Rate:	165%	NA	170%	NA	139%

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2023 YTD	88,679	2025 YTD	130,768	2025 YTD	30,441	2025 YTD	116,168	2025 YTD	80,867
2022	165,987	2024	191,130	2024	154,459	2024	157,960	2024	197,600
2021	126,003	2023	191,371	2023	154,482	2023	95,904	2023	230,802
2020	69,330	2022	120,126	2022	154,848	2022	27,856	2022	212,968
2019	83,182	2021	3,429	2021	85,962	2021	5,130	2021	118,527
2018	67,924	2020	6,553	2020	101,913	2020	61,504	2020	130,707
2017	43,073	2019	7,901	2019	83,124	2019	56,974	2019	101,305
2016	40,059	2018	9,408	2018	74,097	2018	19,519	2018	56,555
2015	58,576	2017	896	2017	73,541	2017	26,381	2017	50,055
2014	52,672	2016	9,493	2016	58,088	2016	26,761	2016	21,846
2013	29,456	2015	16,046	2015	85,918	2015	34,169	2015	58,755
2012	31,503	2014	2,979	2014	40,854	2014	25,470	2014	40,218
2011	38,637	2013	10,021	2013	73,149	2013	37,768	2013	32,082
2010	14,426	2012	23,537	2012	48,570	2012	36,394	2012	65,707
		2011	7,167	2011	50,356	2011	42,393	2011	56,233
		2010	2,196	2010	19,867	2010	16,452	2010	22,145
	909,507		733,021		1,289,669		786,803		1,476,372

	Edgar DeCampos <sup>(3)</sup>
Hire Date:	12/24/2004
Years of Service: (1)	20.3
Job:	Head Nurse Correctional Facility
Union:	Health Professional (P-1)
Retired:	N
Last Annual Rate:	\$110,077
Last Full-Year OT as % of Last Annual Rate:	113%
Annual Pension	NA
Pension as % of Last Annual Rate:	NA

AVERAGE OF CLASS OF 6	
20.5	Years of Service (1)
	Job
	Union
	Retired
\$82,967	Last Annual Rate
210%	Last Full-Year OT as % of Last Annual Rate
\$128,054	Annual Pension
158%	Pension as % of Last Annual Rate

AVERAGE OF 3 RETIREES	
20.4	Years of Service (1)
	Job
	Union
	Retired
\$82,673	Last Annual Rate
215%	Last Full-Year OT as % of Last Annual Rate
\$128,054	Annual Pension
158%	Pension as % of Last Annual Rate

Fiscal Year	Overtime (\$)	Overtime by Fiscal Year (\$)	OT as % of OT in Last Full Year
2025 YTD	318,099	\$1,020,028	103% (Annualized)
2024	124,496	\$991,633	100%
2023	365,286	\$1,163,848	117%
2022	252,780	\$837,908	84%
2021	177,716	\$473,946	48%
2020	16,835	\$385,435	39%
2019	14,429	\$306,807	31%
2018	18,691	\$218,329	22%
2017	5,061	\$214,510	22%
2016	7,699	\$176,559	18%
2015	2,303	\$226,647	23%
2014	2,572	\$143,596	14%
2013	1,368	\$193,025	19%
2012	1,698	\$190,332	19%
2011	7,530		
2010	2,376		
	1,318,940	\$6,542,604	

Year of Service	Overtime <sup>(a)</sup> (\$)	OT as % of OT in 19th year of service
20th	\$ 518,047	101%
19th	511,287	100%
18th	437,146	85%
17th	287,672	56%
16th	300,543	59%
15th	227,503	44%
14th	170,711	33%
13th	182,172	36%
12th	132,606	26%
11th	174,130	34%
10th	112,575	22%
(a) OT in fiscal year in which the indicated year of service is reached.		

(1.) If not retired, through 3/31/25.

(2) Received "other" payment at retirement.



= Last full year of work.

= Top 10 Year

= 20th year of service.

(3) Normal pay suspended: DeCampos - Jan - July 2024.

## OVERTIME SPIKING STUDY - 2025

ATTACHMENT II - CLASS OF SEPT. 2006 to DEC. 2008

## CORRECTION DEPT. EMPLOYEES WITH TOP-TEN OVERTIME PAY: HIRING "CLASS" FROM SEPT. 2006 TO DEC. 2008

	<b>Timothy Daniels</b>	<b>Donald Peter Ostuno</b>	<b>Eric J. Green</b>	<b>Kevin Joyner Sr</b>	<b>Ricky M Pettway Jr</b>
Hire Date:	9/1/2006	3/2/2007	8/31/07	9/28/2007	1/18/2008
Years of Service: <sup>(1)</sup>	18.6	18.1	17.6	17.5	17.2
Job:	Correction Officer	Correction Officer, DOC/Mason	Licensed Practical Nurse	Correction Officer	Correction Officer, DOC/Bport
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Health NonProfessional (NP-6)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	N	N	N	N
Last Annual Rate:	\$70,716	\$70,716	\$84,813	\$70,716	\$70,716
Last Full-Year OT as % of Last Annual Rate:	<b>222%</b>	<b>138%</b>	<b>159%</b>	<b>222%</b>	<b>214%</b>
Annual Pension	NA	NA	NA	NA	NA
Pension as % of Last Annual Rate:	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)
2025 YTD	117,466	2025 YTD	62,901	2025 YTD	114,956	2025 YTD	115,396	2025 YTD	115,258
<b>2024</b>	<b>157,257</b>	2024	97,828	2024	134,709	2024	156,908	<b>2024</b>	<b>151,065</b>
2023	167,008	<b>2023</b>	<b>155,314</b>	<b>2023</b>	<b>159,354</b>	<b>2023</b>	<b>170,801</b>	2023	146,040
2022	181,226	2022	156,104	2022	103,414	2022	171,090	2022	149,580
2021	125,878	2021	138,343	2021	109,877	2021	127,529	2021	105,419
2020	119,656	2020	63,352	2020	96,969	2020	136,036	2020	116,864
2019	74,242	2019	56,012	2019	76,056	2019	109,873	2019	83,885
2018	102,498	2018	48,342	2018	16,739	2018	71,763	2018	86,642
2017	121,044	2017	30,880	2017	23,141	2017	59,313	2017	75,474
2016	22,800	2016	34,302	2016	31,714	2016	56,687	2016	48,268
2015	94,143	2015	51,232	2015	29,877	2015	68,907	2015	70,941
2014	55,205	2014	34,526	2014	12,060	2014	45,572	2014	81,519
2013	76,161	2013	25,061	2013	11,574	2013	39,439	2013	62,398
2012	50,219	2012	23,460	2012	13,813	2012	33,115	2012	44,992
2011	41,547	2011	16,435	2011	15,514	2011	31,923	2011	34,752
2010	12,449	2010	6,874	2010	16,735	2010	12,919	2010	14,148
<b>1,518,799</b>		<b>1,000,965</b>		<b>966,502</b>		<b>1,407,271</b>		<b>1,387,246</b>	

	<b>Corey S Donlin</b>	<b>Myung-Ho Lee</b>	<b>Don L Beresford</b>
Hire Date:	1/18/2008	1/18/2008	12/19/2008
Years of Service: (1)	17.2	17.2	16.3
Job:	Correction Officer, DOC/Hartfd	Correction Officer	Correction Officer
Union:	Correctional Officers (NP-4)	Correctional Officers (NP-4)	Correctional Officers (NP-4)
Retired:	N	N	N
Last Annual Rate:	\$70,716	\$70,716	\$70,716
Last Full-Year OT as % of Last Annual Rate:	<b>153%</b>	<b>117%</b>	<b>130%</b>
Annual Pension	NA	NA	NA
Pension as % of Last Annual Rate:	<b>NA</b>	<b>NA</b>	<b>NA</b>

<b>AVERAGE</b>	<b>Years of Service (1)</b>
<b>17.5</b>	<b>Job</b>
	<b>Union</b>
	<b>Retired</b>
<b>\$72,478</b>	<b>Last Annual Rate</b>
<b>169%</b>	<b>Last Full-Year OT as % of Last Annual Rate</b>
<b>NA</b>	<b>Annual Pension</b>
<b>NA</b>	<b>Pension as % of Last Annual Rate</b>

<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Fiscal Year</u>	<u>Overtime</u> (\$)	<u>Overtime</u> (\$)	<u>OT as % of OT in Last Full Year</u>
2025 YTD	107,235	2025 YTD	76,683	2025 YTD	66,528	<b>1,035,231</b>	<b>106% (Annualized)</b>
2024	<b>108,149</b>	2024	<b>82,385</b>	2024	<b>91,685</b>	<b>979,987</b>	<b>100%</b>
2023	144,941	2023	101,556	2023	107,072	<b>1,152,086</b>	<b>118%</b>
<b>2022</b>	<b>154,758</b>	2022	120,158	2022	139,848	<b>1,176,178</b>	<b>120%</b>
2021	86,361	<b>2021</b>	<b>141,553</b>	<b>2021</b>	<b>133,756</b>	<b>968,716</b>	<b>99%</b>
2020	72,974	2020	72,198	2020	85,094	<b>763,143</b>	<b>78%</b>
2019	72,625	2019	39,193	2019	60,993	<b>572,879</b>	<b>58%</b>
2018	83,466	2018	44,599	2018	41,004	<b>495,052</b>	<b>51%</b>
2017	50,007	2017	39,406	2017	13,354	<b>412,620</b>	<b>42%</b>
2016	59,934	2016	56,409	2016	24,743	<b>334,857</b>	<b>34%</b>
2015	63,763	2015	56,176	2015	30,055	<b>465,096</b>	<b>47%</b>
2014	57,703	2014	44,862	2014	34,624	<b>366,071</b>	<b>37%</b>
2013	26,672	2013	38,521	2013	22,825	<b>302,650</b>	<b>31%</b>
2012	13,315	2012	24,422	2012	25,218	<b>228,554</b>	<b>23%</b>
2011	10,293	2011	38,073	2011	4,241	<b>192,776</b>	<b>20%</b>
2010	4,604	2010	13,749	2010	8,850	<b>90,327</b>	<b>9%</b>

**1,116,800****989,941****889,889****\$9,277,414**

(1.) If not retired, through 3/31/25.

Name = repeat from prior year.

= Last full year of work.

= Top 10 Year

(2) Received "other" payment at retirement.

## OVERTIME SPIKING STUDY - 2025

ATTACHMENT II - CLASS OF AUG. 2009 to DEC. 2022

## CORRECTION DEPT. EMPLOYEES WITH TOP-TEN OVERTIME PAY: HIRING "CLASS" FROM AUGUST 2009 TO DECEMBER 2022

	<b>Jeffrey Echevarria</b>	<b>Gloria Genego</b>	<b>Viviane L. Martell</b>	<b>Shani Hewitt</b>
Hire Date:	8/14/2009	6/3/2011	10/4/13	4/17/2015
Years of Service: (1)	15.6	13.8	11.5	10.0
Job:	Correction Officer, DOC/Mansn	Licensed Practical Nurse	HeadNurseCorrectionalFacility	Licensed Practical Nurse
Union:	Correctional Officers (NP-4)	Health NonProfessional (NP-6)	Health Professional (P-1)	Health NonProfessional (NP-6)
Retired:	N	N	N	N
Last Annual Rate:	\$70,716	\$74,339	\$101,483	\$68,623
Last Full-Year OT as % of Last Annual	117%	86%	137%	182%
Annual Pension	NA	NA	NA	NA
Pension as % of Last Annual Rate:	NA	NA	NA	NA

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)
2025 YTD	4,328	2025 YTD	39,186	2025 YTD	117,577	2025	111,025
2024	82,723	2024	63,614	2024	138,895	2024	124,770
2023	92,204	2023	83,496	2023	190,066	2023	127,318
2022	150,173	2022	74,048	2022	121,330	2022	125,875
2021	119,361	2021	114,654	2021	78,398	2021	126,014
2020	21,745	2020	112,437	2020	72,690	2020	122,968
2019	12,585	2019	87,990	2019	13,465	2019	101,070
2018	43,391	2018	30,086	2018	5,095	2018	36,755
2017	33,344	2017	48,794	2017	2,752	2017	32,427
2016	46,116	2016	63,491	2016	0	2016	1,376
2015	48,231	2015	3,591	2015	0	2015	338
2014	43,789	2014	5,069	2014	0		
2013	32,439	2013	3,226				
2012	21,952	2012	301				
2011	12,504						
2010	1,269						
	766,156		729,984		740,270		909,935

	<b>Shannon I. Draughn <sup>(3)</sup></b>	<b>Guylene M Buissereth</b>	<b>AVERAGE</b>	
Hire Date:	1/8/2016	12/16/2022	10.4	Years of Service (1)
Years of Service: (1)	9.2	2.3		Job
Job:	HeadNurseCorrectionalFacility	Nurse (Correctional Facility)		Union
Union:	Health Professional (P-1)	Health Professional (P-1)		Retired
Retired:	N			Last Annual Rate
Last Annual Rate:	\$101,483	\$72,166	\$74,549	Last Full-Year OT as % of Last Annual Rate
Last Full-Year OT as % of Last Annual	121%	208%	160%	Annual Pension
Annual Pension	NA	NA	NA	Pension as % of Last Annual Rate
Pension as % of Last Annual Rate:	NA	NA	NA	

Fiscal Year	Overtime (\$)	Fiscal Year	Overtime (\$)	OT as % of OT in Last Full Year
2025 YTD	2,263	2025 YTD	116,970	76% (Annualized)
2024	122,330	2024	149,979	100%
2023	148,351	2023	35,423	99%
2022	113,628			86%
2021	136,298			84%
2020	100,433			63%
2019	95,021			45%
2018	9,664			18%
2017	82			17%
2016	15			16%
				NM
				NM

728,085

302,372

\$4,176,802

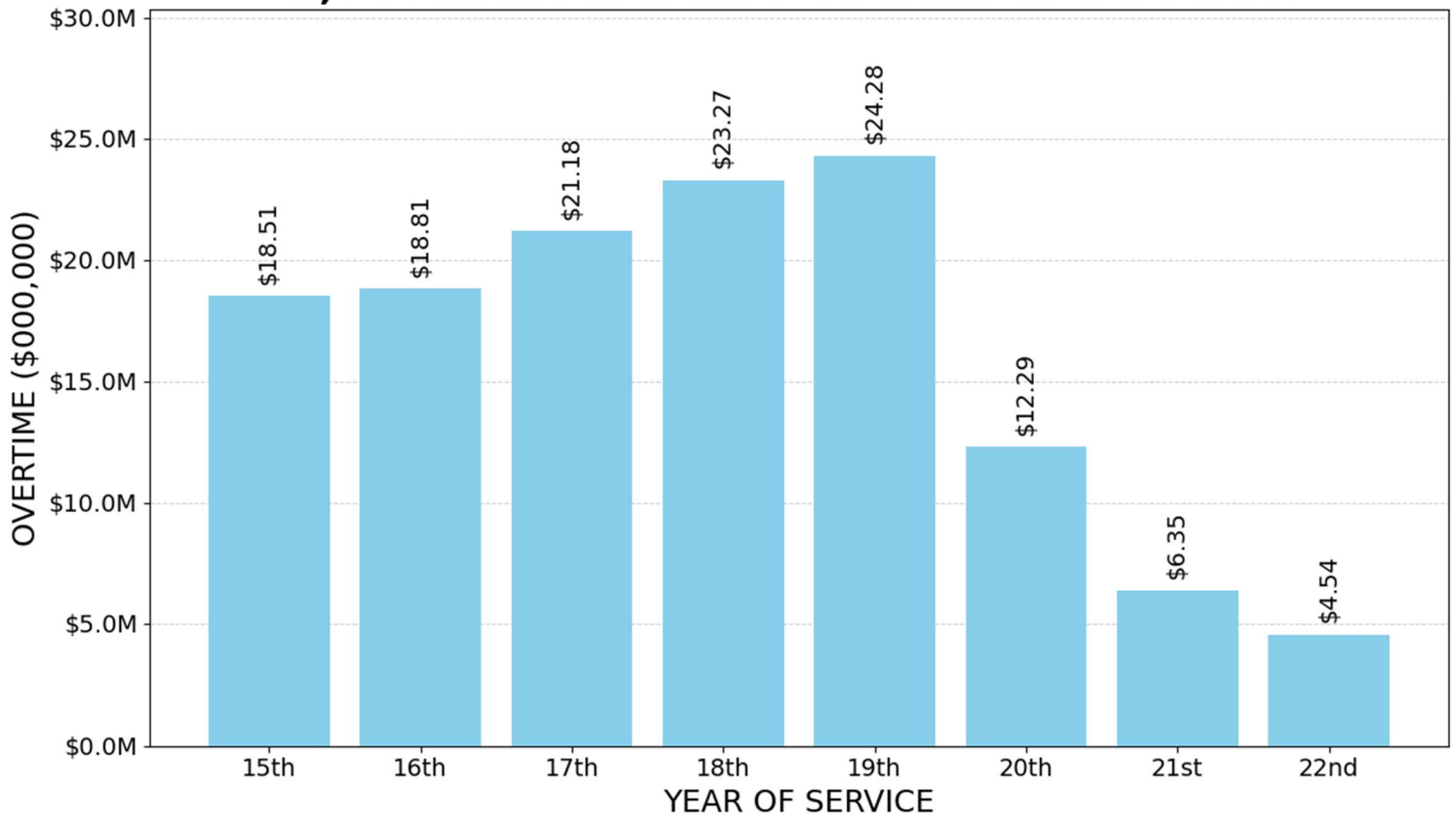
(1.) If not retired, through 3/31/25.

(2) Received "other" payment at retirement.

= Last full year of work. = Top 10 Year

(3) Normal pay suspended: Draughn - July 2024 - April 2025

**DEPARTMENT OF CORRECTIONS  
OVERTIME EARNED BEFORE RETIREMENT  
1,544 Retirees from 7-05-2019 to 4-04-2025**



Note: The graph includes OT earned by each worker by year of service (YOS), not by fiscal year. The graph is designed to reflect OT earned in the last five full YOSs prior to the 20<sup>th</sup> YOS, in which most DOC workers become eligible to retire and most do retire (or very shortly thereafter).

In order to capture OT earned in the 15<sup>th</sup> YOS for workers who retired in fiscal 2020, OT earned by workers is included as early as fiscal 2016.

For a worker who retired in their 20<sup>th</sup> YOS in fiscal 2025, the graph includes OT earnings in 2025 as well as 2021 to 2024 (5 full years plus a part-year for the year of retirement); it does not include the worker's OT earned in fiscal 2016 through 2020.

However, for a worker who retired in their 22<sup>nd</sup> YOS in fiscal 2025, the graph includes OT earned in 2025 as well as fiscal 2018 through fiscal 2024 (7 years plus a part-year for the year of retirement).

