

AUDIT OF OVERTIME CONTROLS FOR METRO TRANSIT SECURITY OFFICERS AND SECURITY CONTROL SPECIALISTS

**OIG Report 26-AUD-06
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(Office of the Inspector General)**

**Operations, Safety, and Customer Experience Committee
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Objective

To assess whether overtime controls for Metro Transit Security Officers and Security Control Specialists are adequate and effective to ensure that overtime is:

- Authorized;
- Accurately recorded;
- Supported by legitimate operational needs; and
- Compliant with Metro policies, labor agreements, and budgetary requirements.

Audit Results

Summary:

- Controls were generally adequate and operated as intended.
- Policies and timekeeping were largely consistent with labor agreements.
- Opportunities exist to strengthen oversight and compliance.

Key Issues Identified:

- Overtime exceeded budget in FY 2024 and FY 2025.
- Employees exceeded the 32-hour weekly overtime threshold.
- Operational demands affected meal-break compliance.
- Overtime was concentrated among a small group.

Overtime – Budget vs. Actual

Budget vs. Actual Overtime per Payroll Reports				
Fiscal Year	Budget	Actual	Actual over Budget	Budget Overrun %
FY24	\$ 3,800,000	\$ 4,152,486	\$ 352,486	9%
FY25	\$ 2,942,503	\$ 4,870,518	\$ 1,928,015	66%

FY24 Overtime by Job Title			
Job Title	No. of Employee	Overtime Hours	Overtime Amount
Transit Security Officer I	104	41,013	\$ 1,320,763
Transit Security Officer II	121	45,353	\$ 2,184,627
Senior Transit Security Officer	21	8,456	\$ 480,402
Security Control Specialist	15	3,191	\$ 166,694
Total	261	98,013	\$ 4,152,486
Total Payroll of TSOs and SCSs			\$ 15,793,525
% of Overtime to Total Payroll of TSOs and SCSs			26%

FY25 Overtime by Job Title			
Job Title	No. of Employee	Overtime Hours	Overtime Amount
Transit Security Officer I	20	7,661	\$ 262,492
Transit Security Officer II	181	83,928	\$ 3,746,809
Senior Transit Security Officer	19	10,459	\$ 613,500
Security Control Specialist	27	4,419	\$ 247,717
Total	247	106,467	\$ 4,870,518
Total Payroll of TSOs and SCSs			\$ 19,175,926
% of Overtime to Total Payroll of TSOs and SCSs			25%



Vacancies

Vacancies by Job Title									
Job Title	Fiscal Year 24			Fiscal Year 25			As of 4/01/2026		
	Per Org. Chart	Actual	Vacancies (Excess)	Per Org. Chart	Actual	Vacancies (Excess)	Per Org. Chart	Actual	Vacancies (Excess)
Transit Security Officer I	113	104	9	145	20	125	157	15	142
Transit Security Officer II	136	121	15	154	181	(27)	204	198	6
Senior Transit Security Officer	15	21	(6)	16	19	(3)	21	21	0
Security Control Specialist	15	15	0	15	27	(12)	26	24	2
Total	279	261	18	330	247	83	408	258	150



Recommendations

OIG provided 55 recommendations to improve the following:

- **Budgeting & Workforce Planning**
- **System Controls & Automation**
- **Oversight & Accountability**
- **Training & Communication**