

Memorandum

TO: ALL DEPARTMENT PERSONNEL **FROM: Anthony Mata**
Chief of Police

SUBJECT: SECONDARY EMPLOYMENT: DATE: May 23, 2023
LARGE EVENT PAY RATE CHANGE

Memo# 2023-012

BACKGROUND

The Chief of Police has the sole authority to set the pay scale for uniformed secondary employment assignments. The current SEU officer payrate is set at \$70 per hour and the overtime rate is \$105 per hour. Due to the large amount of available overtime assignments both within and outside the Department, the Secondary Employment Unit has seen the number of unfilled assignments significantly increase for assignments that require a large number of officers at an event. The Department recognizes the need for employers to be able to increase the pay rates for off-duty uniformed secondary employment at large events to a level that will increase participation in the program and address the need to maintain public safety.

ANALYSIS

The purpose of a standard hourly wage is to establish a uniform pay scale for all officers working in an off-duty uniformed secondary employment capacity. The standard rates are both a minimum and maximum, in that an officer cannot receive less compensation and an officer cannot charge more than the established rates for off-duty uniformed work.

Secondary employers that require more than fifteen (15) officers on scene during the entire job request will have the option to pay the SEU overtime rate. Supervisors are not included in the staffing numbers. The SEU overtime rate is currently \$105 for officers, \$120 for sergeants, and \$138 for lieutenants. The employer **may not** pay some officers the regular rate and other officers the overtime rate.

Example 1: An event organizer hires 20 officers for a street closure during a race. The employer can elect to pay the SEU overtime rate for officers.

Example 2: An event organizer hires 9 officers for a parade in the morning and 9 officers for a festival in the afternoon. The SEU overtime rate option would not apply because more than 15 officers were not required to be on scene for the entire job request.

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The Secondary Employment Unit will conduct outreach to the SEU employers.

Order

Effective immediately, the SEU overtime hourly rate may be paid by a SEU employer for ALL off-duty uniformed employment personnel when the assignment requires more than fifteen (15) officers on scene during the entire the job request.



Anthony Mata
Chief of Police

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