

TO: ALL DEPARTMENT PERSONNEL **FROM:** Paul Joseph
Chief of Police

SUBJECT: SECONDARY EMPLOYMENT **DATE:** February 13, 2026
PAY RATE INCREASE

Memo# 2026-006

BACKGROUND

The Chief of Police works with the City Manager's Office to establish the pay scale for uniformed secondary employment assignments. To ensure that all off-duty uniformed employment pay rates are equitable and consistent, the Department will utilize a standard rate for all off-duty uniformed assignments, regardless of job type. The Department and the City recognize the need to align off-duty uniformed secondary employment pay rates with the most recent contract pay raises: 7% for fiscal year 2025–2026, 5% for fiscal year 2026–2027, and 3% for fiscal year 2027–2028.

ANALYSIS

The Secondary Employment Unit, in coordination with the Chief's Office, has been working with the City Manager's Office to increase the Secondary Employment pay rate, which is currently set at \$70.00 per hour. Based on an agreement with the City Manager's Office, the Secondary Employment pay rate will increase with each POA-negotiated contractual pay raise.

Effective **March 1, 2026**, the newly established standard hourly rate for all off-duty uniformed employment will be \$75.00 per hour, with a minimum of three hours, or \$225.00 per assignment. The standard hourly rate for supervisors working in a supervisory capacity for these assignments will be \$86.00 per hour, with a minimum of three hours, or \$258.00 per assignment. In special circumstances where a lieutenant is required, the standard hourly rate will be \$99.00 per hour, with a minimum of three hours, or \$297.00 per assignment.

With the POA-negotiated contractual pay raise of 5% effective **July 1, 2026**, the standard hourly rate for all off-duty uniformed employment will increase to \$79.00 per hour, with a minimum of three hours, or \$237.00 per assignment. The standard hourly rate for supervisors working in a supervisory capacity for these assignments will increase to \$91.00 per hour, with a minimum of three hours, or \$273.00 per assignment. In special circumstances where a lieutenant is required, the standard hourly rate will increase to \$104.00 per hour, with a minimum of three hours, or \$312.00 per assignment.

With the POA-negotiated contractual pay raise of 3% effective **July 1, 2027**, the standard hourly rate for all off-duty uniformed employment will increase to \$82.00 per hour, with a minimum of three hours, or \$246.00 per assignment. The standard hourly rate for

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supervisors working in a supervisory capacity for these assignments will increase to \$94.00 per hour, with a minimum of three hours, or \$282.00 per assignment. In special circumstances where a lieutenant is required, the standard hourly rate will increase to \$108.00 per hour, with a minimum of three hours, or \$324.00 per assignment.

The purpose of establishing a standard hourly wage is to ensure a uniform pay scale for all officers working in off-duty uniformed secondary employment. These standard rates serve as both a minimum and a maximum, meaning an officer cannot receive less compensation or charge more than the established rates for off-duty uniformed work.

To allow SEU employers time to comply with the rate increase, the Secondary Employment Unit will conduct outreach to all affected SEU employers.

NOTE: Officers may continue the practice of volunteering their services without compensation for charitable causes when approved by the Department in accordance with Duty Manual section C 1508.

ORDER

Effective March 1, 2026, July 1, 2026, and July 1, 2027, the standard hourly rate for ALL off-duty uniformed employment will increase to the above listed amounts.



Paul Joseph
Chief of Police