



EXHIBIT B

City of Tacoma - Police Department

Memorandum

TO: Elizabeth Pauli
City Manager

FROM: Donald L. Ramsdell
Chief of Police

DR 6347

DATE: September 28, 2018

SUBJECT: 2018 FEE SCHEDULE – OFF DUTY EMPLOYMENT

There are two mechanisms regarding off duty employment for the Tacoma Police Department. Tacoma Police Special Events coordinates off duty employment through two channels, City of Tacoma Special Events permit and direct contact with businesses, organizations, and events seeking Law Enforcement support. Currently, there is a pay disparity and increased off duty employment opportunities creating a lack of available staffing, specifically regarding City of Tacoma Special Events permitted functions. On **December 9, 2009**, current rate of pay was established by City of Tacoma resolution **No. 37970** establishing the following rate of pay for Police Department, Special Events permitted functions.

- Police Officer-\$55.00/hour
- Supervisor-\$60.00/hour
- Commander-\$70.00/hour

In 2014, the Department proposed an increase for City of Tacoma Special Events permitted functions regarding off duty Police City of Tacoma resolution **No. 39075**. That proposal was removed due a proposed fee increase and potential negative impacts to event promoters. The current rate of pay has remained consistent for several years and has not adjusted to reflect current Department overtime pay rates. Additionally, there are individual, off duty accounts that consistently compete for staffing and compensate at higher rate of pay than the existing rate of pay for Police Department, Special Events permitted functions.

The Tacoma Police Department Special Events is continuously seeking available staffing from other law enforcement entities in an attempt to facilitate City of Tacoma Special Events permitted functions. In 2017, through Tacoma Venues and Events, there were a total 128 approved permits issued, 46 of those events employed Police services. There were an additional 65 events requiring police off duty services. Additionally, 22% of off duty employment during 2017 was facilitated through other law enforcement agencies. In 2018, there has been 99 approved permitted functions with an additional 16 pending. Of those 99 approved permits, 32 have required police services and the additional 16 requests anticipate the need for police services. Within the current political climate, there has been a significant increase in requests for Police services causing noteworthy impacts on staffing/labor availability.

To mitigate and enhance staffing availability I would respectfully request an increase of the rate of pay for Police Department personnel, Special Events permitted functions to the level consistent with current average overtime (1.5 hours) 2018 labor agreements. To alleviate impacts on events and event promoters I would recommend reducing the current four (4) hour minimum to a three (3) hour minimum.

- Police Officer: **\$75.00**
- Supervisor: **\$85.00**
- Commander: **\$95.00**

Please contact me if you have any questions regarding this request.

To create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner, preserving the peace and order in our neighborhoods, and safeguarding our constitutional guarantees.