



Action Requested/Required:

- ☒ Vote/Action Requested
☐ Discussion or Presentation Only
☐ Public Hearing
Report Date: _____
Hearing Date: _____
Voting Date: _____

Department: Police Presenter(s) & Title: Stephen Merrifield
Chief of Police

Agenda Item Title:

Discussion and possible action on a request to raise specail event pay for employees

Summary:

Request to raise special event pay from \$45 an hour to \$65 an hour.

Budget Implications:

Budgeted? ☐ Yes ☒ No ☐ N/A

Total Cost of Project: _____ Check if Estimated ☐

Fund Source: General Fund ☒ Water & Sewer ☐ Sales Tax ☐ Other: _____

Staff Recommendations:

Approve request to raise special event pay for employees

Reviews:

Has this been reviewed by Management and Legal Counsel, if required? ☒ Yes ☐ No

Attachments:

Memorandum "Special Event Pay Increase"



MEMORANDUM

To: Billy Peppers, City Manager
Nathan Ingram, Assistant City Manager

From: Stephen Merrifield, Chief of Police

Date: October 25, 2022

Ref: Special Event Pay Increase

This memorandum is to request an increase in our Special Event Pay amount for city staff. Special events are defined as events put on by citizens or businesses, which require police officers for security or traffic direction. Throughout the year, we receive numerous requests for officers to work a variety of "off-duty" jobs such as wedding venues serving alcohol, private businesses wanting extra security during holidays, movie production companies wanting security and traffic direction, paving companies wanting traffic direction, and organizations sponsoring 5K and 10K runs requiring traffic direction.

While less frequently than the above listed requests, we also require individuals and organizations utilizing city venues such as our parks and downtown area, to have officers present to ensure the safety of participants and deter damage to our facilities. This requirement depends on the anticipated crowd size and whether alcohol will be served. City sponsored events such as concerts and First Fridays, are not considered special events and we utilize on-duty personnel to provide protection for our citizens and city property.

Having officers work special events is essential in supplementing our workforce, as we would not be able to handle these requests and also adequately provide police services to our community. It also relieves the economic burden to our city residents to provide traffic direction and security for private events, which most often are conducted for profit.

Currently, the city charges \$45.00 an hour for an officer to work a special event, with \$42.00 an hour going to the officer and \$3.00 an hour going to the city for

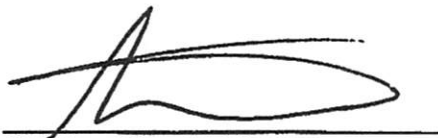
various fees. This amount has remained the same since 2015. Other law enforcement agencies in our county have increased their pay amounts to \$55.00 an hour, and above depending on the job. In speaking with Cherokee County Sheriff's Department officials, we have learned their deputies receive amounts up to \$75.00 an hour, again depending on the job and the availability of deputies volunteering for the off-duty jobs.

Recently, we have experienced difficulties in filling requests for "off-duty" officers, due to the current pay amount. As a result, those requests are sent to the Sheriff's Office where their personnel negotiate higher pay amounts and end up working "off-duty" jobs inside the city of Canton. As a result, I would request our current special event pay amount be increased to \$65.00 per hour. I believe this would attract more of our officer to volunteer for the jobs and allow us to provide security for events while also providing police services to our community of the highest standards.

In our Fiscal Year 2022 Adopted Municipal Fee Schedule, under Sec. VIII, Community Services/Public Works/Parks & Rec., we have the following language "Some special events will require a certain number of City staff to be present at the event. If the special event requires City staff resources, the following charges will apply:

Public Safety (Sworn Officers)	\$45/hour/officer
Public Works services during Special Events	\$45/hour/staff needed

For all reasons stated above, I ask the fee schedule to be changed to reflect \$65 an hour for officers and needed staff.



Stephen Merrifield
Chief of Police