

COUNCIL ACTION FORM

SUBJECT: UPDATING OVERTIME PAYBACK FEES FOR POLICE DEPARTMENT

BACKGROUND:

Fees for Police Department services are described in Appendix M of the Ames Municipal Code. Included in that appendix are the fees charged for the services of police officers at special events, for security services and for safety escort services. These fees are referred to as "Overtime Payback and Event/Escort Service" fees. Officers who fill these roles are doing so in addition to their regularly assigned schedule, and are therefore being paid at an overtime rate. The current established fee is \$40.00 per hour.

Fees for these services have historically been calculated using the established hourly pay for a typical officer while on overtime. During the last few years, pay increases for officers put the fee slightly behind the actual hourly overtime rate. In addition, the rate does not recognize other costs, including equipment and vehicle costs, which are almost always associated with an officer working in this capacity. More importantly, the rate does not recognize the supervisory costs associated with these events. That is true even if a supervisor is actually working the event.

It is proposed that the fees for these services be raised to \$45.00 per hour to recognize these additional costs. The proposed fee more accurately reflects the true cost of an event with its base calculation being the average pay of an officer on a team of three patrol officers with one supervisor. It also recognizes recent pay increases for officers. Finally, it brings the Ames Police Department into line with the fees already being charged by other Story County law enforcement agencies.

ALTERNATIVES:

1. Approve the Police Department's new Overtime Payback and Event/Escort Service fee at \$45.00 per hour and implement this rate immediately.
2. Do not approve increasing the Overtime Payback and Event/Escort Service fee to \$45.00 per hour.

MANAGER'S RECOMMENDED ACTION:

The services provided by police officers are often critical to the success of the various activities and special events that occur in and around the City of Ames. The City strives to provide that service without additional burden on taxpayers. Establishment of a fee that more accurately reflects the true cost of providing those services is appropriate.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No.1, thereby approving the Police Department's Overtime Payback and Event/Escort fee at \$45.00 per hour. Rather than waiting until the beginning of the next fiscal year to take action, this alternative authorizes the increase in the overtime fee immediately to coincide with the overtime fee increases recently established by the Story County Sheriff's Department and the ISU Department of Public Safety.