Resolution No. 2025-3401

A resolution of the City of Sanford, Florida providing for reasonable and appropriate off duty police officer services fees; providing for delegation of authority to the City Manager; providing for a savings provision; providing for severability; providing for conflicts and providing for an effective date.

Be it resolved by the City Commission of the City of Sanford, Florida, as follows:

Section 1. Off duty police officer services fees; implementation.

a). To ensure that the City operates in a high quality manner consistent with sound and prudent fiscal management practices and principles while providing off duty law enforcement detail services to the public, the following fees are hereby adopted by the City Commission in accordance with the controlling provisions of law relative to off duty police officer services procured from the City by various businesses, organizations, churches and individuals as may occur from time -to -time which services are beyond the scope of normative law enforcement activities and which provide a unique and special benefit to those procuring the services from the City:

1). $ 60.00 an hour for each law enforcement officer for normal work day off duty detail assignments.

2). $ 71. 00 an hour for each law enforcement officer for off duty detail assignments on days which occur on union negotiated holidays to include Thanksgiving, the Friday after Thanksgiving, Christmas Eve, Christmas, New Year' s Day, Martin Luther King Day, Memorial Day, Independence Day and Labor Day.

3). $ 65. 00 an hour for each law enforcement officer acting in a supervisory role for normal work day off duty detail assignments.

4). $ 77. 00 an hour for each law enforcement officer acting in a supervisory role for off duty detail assignments which occur on days which fall on union negotiated holidays to include Thanksgiving, the Friday after Thanksgiving, Christmas Eve, Christmas, New Year' s Day, Martin Luther King Day, Memorial Day, Independence Day and Labor Day.

5). Each off duty detail assignment shall be billed with a 4 -hour minimum to the user of the services.

b). The City Manager, or designee, shall take any and all actions necessary to implement the program relating thereto and may adjust the fee set forth herein by up to 10% each year to ensure that all charges are appropriate and relate to the costs and expenses incurred by the City. The City Manager shall report any such fee adjustments to the City Commission as soon as practicable after implementation. Moreover, the City

Manager is hereby empowered to establish, and adjust fees, for specialized services that are not included within the above -established hourly charges to ensure that the City recovers all of its costs for providing these services to the public.

3). The City Manager shall be vested with any and all necessary authority to implement the provisions of this Resolution in accordance with sound and generally accepted public management practices and principles and shall consult with the City' s Human Resources and Risk Management Director and City Attorney, as may be necessary, to ensure compliance with labor laws and collective bargaining agreements.

Section 2. Savings. The prior actions of the City of Sanford relating to the provision of off duty police officer services and the collection of fees related thereto as well as any and all related activities are hereby ratified and affirmed.

Section 3. Conflicts. All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed.

Section 4. Severability. If any section, sentence, phrase, word, or portion of this Resolution is determined to be invalid, unlawful or unconstitutional, said determination shall not be held to invalidate or impair the validity, force or effect of any other section, sentence, phrase, word, or portion of this Resolution not otherwise determined to be invalid, unlawful, or unconstitutional.

Section 5. Effective Date. This Resolution shall become effective immediately upon adoption.

Passed and adopted this 28th day of July 2025.

Attest: City Commission of the City of Sanford

Traci Houchin MMC, FCRM

Traci Houchin MMC, FCRM Art Woodruff

City Clerk 7/28/25 Mayor

For use and reliance of the Sanford

City Commission only

Approved as to form and legality.

Lindsay N. Greene

City Attorney

APPROVED

CITY OF SANFORD FLORIDA

WS __ RM _X_
Item No. 9.A

CITY COMMISSION MEMORANDUM 25-179
JULY 28, 2025, AGENDA

TO: Honorable Mayor and Members of the City Commission
PREPARED BY: Cynthia Lindsay, Finance Director
SUBMITTED BY: Norton N. Bonaparte, Jr., ICMA-CM, City Manager
SUBJECT: Police Officers Off Duty Detail Charges; Resolution No. 2025-3401

STRATEGIC PRIORITIES:

- ☐ Unify Downtown & the Waterfront
- ☐ Promote the City's Distinct Culture
- ☐ Update Regulatory Framework
- ☐ Redevelop and Revitalize Disadvantaged Communities

SYNOPSIS:

Requesting to approve Resolution No. 2025-3401, approving the hourly charge to business owners and individuals for police officers outside services (off duty detail).

FISCAL/STAFFING STATEMENT:

The approval of Resolution No. 2025-3401 will eliminate the financial impact of the increase approved in the union contract with police officers and sergeants for off duty details.

BACKGROUND:

The City receives numerous requests from local businesses, churches, organizations and individuals to provide law enforcement services at events or at business locations. The Police Department coordinates the requests, and its personnel sign up to provide this service to desired users. Currently, the City charges $47.50 per hour, which covers the hourly personnel cost to the City of $40 per hour plus benefits regarding the law enforcement officers performing regular off duty detail and the City's recovery of reasonable administration costs for providing this service and $69 per hour for off duty details performed on holidays.

The newly negotiated police officer and sergeant union contract increases the payment to officers effective October 1, 2025, from $40 per hour to $50 per hour for regular details and $60 per hour from $65 per hour for detail performed on holidays. To ensure that the City continues to recover payments to employees and a reasonable administrative cost, the proposed resolution provides for an increase for the users of off duty detail services from $47.50 per hour to $60 per hour for regular details and $69 per hour to $71 per hour for details performed on holidays.

The new union contract also permits a new level of payment to supervisors for regular off duty details of $55 per hour and of $65 per hour for details performed on holidays and, thus, the proposed resolution provides for supervisor rates of $65 and $77.

The union contract also guarantees officers that are assigned to an off duty detail a minimum of four hours of this additional pay for each assignment and, thus, the proposed resolution provides users of off duty details to pay a minimum of four hours to use this service.

Legal Review:

The City Attorney has assisted in this matter and has no legal objections to the proposed action.

Recommendation:

City staff recommends that the City Commission adopt Resolution No. 2025-3401, establishing off duty detail rates for Police Department personnel, in accordance with the Union Contract.

Suggested Motion:

"I move to approve Resolution No. 2025-3401, as proposed"

Attachment: Resolution No. 2025-3401