

# Mayor and Council Communication

DATE: 09/22/20

M&C FILE NUMBER: M&C 20-0679

LOG NAME: 03POLICE FY2021 STAFFING ORDINANCE

## **SUBJECT**

(ALL) Adopt Ordinance Amending Police Department Staffing Effective October 1, 2020, to Increase the Number of Authorized Civil Service Positions in Specified Classifications by a Total of Seventeen to Reflect Changes Included in the Fiscal Year 2021 Budget and Adopt Ordinance Prescribing Salaries for the Police Department

## **RECOMMENDATION:**

It is recommended that the City Council:

1. Adopt the attached ordinance to reflect Civil Service staffing in the Police Department; and
2. Adopt the attached ordinance prescribing the salaries for all peace officers in the Police Department effective October 1, 2020.

## **DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions to effect the recently adopted Fiscal Year 2021 Budget for the Police Department and to address changes called for under the recently executed Meet and Confer Labor Agreement (M&C 20-0356; CFW Contract Number 54366) (MCA).

Adoption of the first ordinance will revise Civil Service Staffing in the Police Department to reflect Civil Service Staffing included in the MCA and the City's adopted Fiscal Year 2021 Budget. Approval of this M&C will add a total of seventeen Civil Service positions in the Police Department. Thirteen positions (seven Police Officers and six Detectives) are added as part of the COPS Hiring Grant Program, and three Officers are added as School Resource Officers for Crowley ISD and Eagle Mountain Saginaw ISD.

The seventeenth position is created in accordance with the MCA. In the contract the City agreed to create one additional position to accommodate the President of the Fort Worth Police Officers Association (POA) in order to allow the individual serving in that role to conduct union business using donated leave hours without reducing the full complement of authorized positions available to conduct police business. Because the current POA President serves in the rank of sergeant, an additional position is being created in that classification with the understanding that such position is intended, through subsequent ordinances, to be eliminated and replaced with another position in the appropriate classification as the current President changes ranks or when another individual, serving in a different rank, assumes such role.

Approval of the first attached ordinance would result in new authorized civil service staffing levels to be effective October 1, 2020, as follows

Position	FY2020 Authorized Positions	Change	FY2021 Authorized Positions
Assistant Chief	3	0	3
Deputy Chief	5	0	5
Commander	6	0	6
Captain	17	0	17
Lieutenant	50	0	50
Sergeant	196	+1	197
Corporal/Detective	242	+6	248
Police Officer	1193	+10	1203
<b>Total</b>	<b>1712</b>	<b>+17</b>	<b>1729</b>

NOTE: The COPS Hiring Grant Program (M&C 20-0505) requires the thirteen positions added in FY2021 be maintained for a minimum of twelve-months following the three-year grant period.

Adoption of the second ordinance would prescribe the salaries for each classification of peace officer in the Police Department in accordance with state law and the adopted labor agreement.

Under the terms of the MCA, there are three (3) salary schedule alternatives (A, B, and C) for the tested ranks (Police Officer through Captain). The difference in revenues from the Crime Control and Prevention District sales tax in the fourth quarter (July - September) of 2020 versus 2019 will determine which alternative applies beginning with FY2021 and throughout the remainder of the contract.

If the revenue reduction is between 0% and 5%, Schedule A will apply. Schedule B applies if the difference in revenues is between 5% and 10%. If the reduction in revenues is greater than 10%, then Schedule C applies. Although the salary ordinance will become effective at the beginning of

the fiscal year, the salary changes for FY2021 for the tested ranks will take effect beginning with the first full pay period after December 1, 2020.

A Form 1295 is not required because: This M&C does not request approval of a contract with a business entity.

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**FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that the adopted Fiscal Year 2021 Budget, as appropriated, includes funds for the added thirteen positions in the General Fund and three positions in the Crime Control and Prevention District Fund and with costs associated with the POA President position to be covered from savings in other line items.

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