

# Mayor and Council Communication

**DATE:** 12/13/22

**M&C FILE NUMBER:** M&C 22-1075

**LOG NAME:** 35POLICE STAFFING STUDY UPDATE

## **SUBJECT**

(ALL) Authorize Agreement with Matrix Consulting Group, LTD., to Update the 2018 Staffing Analysis and Deployment Study of the Police Department for Planning and Data Analytics and Police Departments in a Total Amount Up to \$166,940.00

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## **RECOMMENDATION:**

It is recommended that the City Council authorize an agreement with Matrix Consulting Group, LTD., to update the staffing analysis and deployment study of the Police Department that was previously authorized by Mayor and Council Communication P-12160 and conducted in 2018.

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## **DISCUSSION:**

This Mayor and Council Communication (M&C) requests approval to execute a contract with Matrix Consulting Group, LTD to conduct an update of the 2018 study of the Fort Worth Police Department. While conducted in recent years, the study results were reflective of staffing challenges that existed prior to both the COVID-19 pandemic and unprecedented changes in policing across the United States over this time. These new challenges have resulted in necessary adjustments to programming and staffing recommendations in the original study. As such, the Planning and Data Analytics and Police Departments believe that refreshing the study will ensure that the City of Fort Worth Police Department (FWPD) efficiently identifies and deploys resources to address the current environment.

Matrix Consulting will be updating the previous study after responding to a formal Request for Qualification (RFQ) process conducted by the Purchasing Department. The contract authorized by M&C P-12160 followed the RFQ process. This has been reviewed and approved for an exemption from competitive bid. The contractor in the original contract (Matrix Consulting) provided an objective, systematic and comprehensive study to evaluate the Police Department's staffing and deployment. The 2018 study resulted in 116 recommendations for response and deployment by the Department. Of those recommendations that are still relevant to current operations; 8 have been implemented, 42 are pending additional resources, and 38 can be implemented without increased resources. Of the remaining, 20 were not accepted and 8 are pending additional information.

The study's update will include all divisions in the Police Department and will entail staff interviews, analysis of resources, operations, and deployment, projection of service demands and staffing needs, an analysis of organizational structure and management, and best practice assessment. The final updated report will include specific recommendations for policy, management action, improved efficiency and deployment, appropriate staffing levels, and identification of functions that could be performed more appropriately by other means.

The contract price to update the study and analysis is \$166,940.00 which is \$46,940.00 more than the previous study. The Scope of Work provides 20-weeks to complete stakeholder interviews, descriptive profile, reviews of workload, staffing, organization and management. The final report will include recommendations, projections, and an implementation plan.

Upon City Council approval, the Agreement shall commence on the date of contract execution and shall expire on September 30, 2023.

Police Department was approved for a sole source exemption by City Attorney's Office, therefore, the business equity goal requirement is not applicable.

Funding is budgeted in the Police Administration Department's rollup within the General Fund.

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## **FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that funds are available in the current operating budget, as previously appropriated, in the General Fund to support the approval of the above recommendation and execution of the agreement. Prior to any expenditure being incurred, the Police Department has the responsibility to validate the availability of funds.

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Expedited