

# **Mayor and Council Communication**

**DATE:** 10/17/23

**M&C FILE NUMBER:** M&C 23-0843

**LOG NAME:** 03FY24 PD STAFFING CORRECTION

**SUBJECT**

(ALL) Adopt Ordinance Making Technical Correction to Police Department Staffing Effective October 1, 2023, to Reflect Change in Rank of Individual Serving as President of the Fort Worth Police Officers Association

**RECOMMENDATION:**

It is recommended that the City Council adopt the attached ordinance to reflect Civil Service staffing in the Police Department, effective October 1, 2023.

**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinance is to make a technical correction in the authorized staffing of the Police Department for Fiscal Year 2024.

The current Meet and Confer Labor Agreement between the City and the Fort Worth Police Officers Association was approved in June 2020 (M&C 20-0356; CFW Contract Number 54366) (MCA). In the MCA 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.

From the time the contract went into effect through early this calendar year, the POA President was an individual serving in the rank of sergeant. Following the approval of the MCA, an additional position was created in the sergeant classification with the understanding that such position was intended, through subsequent ordinances, to be eliminated and replaced with another position in the appropriate classification as an existing president changed ranks or when another individual, serving in a different rank, assumed such role. (M&C 20-0679; Ordinance 24421-09-2020).

The individual who had been serving as POA President separated from the City effective February 11, 2023, and the Association elected an individual serving in the rank of officer as president. Per the intent of the MCA expressed in M&C 20-0679, an ordinance should have been brought to the City Council to delete the POA sergeant position and add a POA officer position, with such change to be effective as of when the prior president separated from the City.

Because the POA sergeant position did not get deleted before the City was required to promote individuals based off the April 20, 2023 sergeant list, an individual was promoted into that spot as required by state law, and the position has generally been continually filled since that time.

On September 19, 2023, the City Council approved its Fiscal Year 2024 budget. That budget included funding to add four (4) sergeants, five (5) corporal/detectives, and sixty-three (63) police officers effective October 1, 2023, and a staffing ordinance to effect those changes was approved on the same date (M&C 23-0784; Ordinance \_\_\_\_\_-09-2023).

In order to correct the classification/rank of the POA position, that M&C could and should have (A) added only three (3) sergeants, effectively "converting" the "POA" sergeant position into regular staffing one, and (B) increased the police officer rank by sixty-four (64), adding a "POA" officer position to reflect the rank of the current president. However, due to an oversight, the issue of the POA position was not addressed.

Approval of this M&C and adoption of the attached ordinance will align the department's staffing with the intent of both the adopted budget and the MCA.

Approval of the attached ordinance would result in revised authorized civil service staffing levels to be effective October 1, 2023, as follows:

Position	Ord. _____ Authorized Positions	Change Positions	Revised Authorized Positions
Assistant Chief	3	0	3
Deputy Chief	6	0	6
Commander	6	0	6

Captain	17	0	17
Lieutenant	50	0	50
Sergeant	213	-1	212
Corporal/Detective	262	0	262
Police Officer	1318	+1	1319
<b>Total</b>	<b>1875</b>	<b>0</b>	<b>1875</b>

Funding is budgeted in the General Fund and Crime Control & Prevention Distribution Fund, with costs associated with the POA president position to be covered from savings in other line items.

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

#### **FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that upon approval of the above recommendations and adoption of the Fiscal Year 2024 Budget by the City Council, funds will be available in the Fiscal Year 2024 operating budget, as appropriated of the General Fund and Crime Control & Prev Dist Fund, to support approval of the recommendation. Prior to an expenditure being incurred, the Police Department has the responsibility to validate the availability of funds.

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