City of Fort Worth, Texas

Mayor and Council Communication

DATE: 09/28/21   **M&C FILE NUMBER:** M&C 21-0730

LOG NAME: 03POLICE FY2022 STAFFING ORDINANCE

SUBJECT

(ALL) Adopt Ordinance Adjusting Police Department Staffing Effective October 1, 2021, to Increase the Number of Authorized Civil Service Positions in the Classification of Corporal/Detective by Four to Reflect Changes Included in the Fiscal Year 2022 Budget and Adopt Attached Ordinance Prescribing Salaries for the Police Department

RECOMMENDATION:

It is recommended that the City Council:

1. Adopt the attached ordinance revising Police Department civil service staffing effective October 1, 2021 to increase the number of authorized positions in the classification of Corporal/Detective by four and reflect staffing changes included in the Fiscal Year 2022 Budget; and
2. Adopt the attached ordinance prescribing the salaries for all peace officers in the Police Department effective October 1, 2021.

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 2022 Budget for the Police Department.

Adoption of the first ordinance will revise Civil Service Staffing in the Police Department to reflect Civil Service Staffing included in the City's adopted Fiscal Year 2022 Budget. Approval of this M&C will add a total of four Civil Service positions in the Police Department, with the costs funded by the Crime Control and Prevention District (CCPD) Fund. Specifically, four Corporal positions (Police Detectives) are being added to address homicide and sexual assault cases. These positions are in addition to the ten Sergeant positions added to the department's authorized strength in March of 2021 (M&C 21-0194; Ordinance 24751-03-2021).

The chart below reflects authorized strength levels from the adoption of the FY21 staffing ordinance (Ordinance 24421-09-2020) through the changes included in today's action.

Classification	Staffing for FY21 Ordinance 24421-09-2020	Changes in Ordinance 24751-03-2021	Changes in Today's Ordinance	Authorized Strength Following Adoption
Assistant Chief	3			3
Deputy Chief	5			5
Commander	6			6
Captain	17			17
Lieutenant	50			50
Sergeant	197	10		207
Corporal/Detective	248		4	252
Police Officer	1203			1203
Total	**1729**	**+10**	**+4**	**1743**

Adoption of the second ordinance would prescribe the salaries for each classification of peace officer in the Police Department for FY2022 in accordance with state law and the adopted labor agreement.

When the terms of the Meet and Confer Labor Agreement (MCA) were agreed to and approved in June of 2020 (M&C 20-0356; CFW Contract Number 54366), the financial impact of the COVID-19 pandemic on the performance of the Crime Control and Prevention District (CCPD) sales tax was unknown.

The parties agreed to tie the structure of salary schedules for the tested ranks (Police Officer through Captain) to the performance of that revenue source with three alternative schedules possible (A, B, and C). CCPD sales tax revenues were compared for the fourth quarter (July through September) of 2020 versus 2019. Per this comparison, the CCPD sales tax revenues had a reduction of 1.29% year over year. Because the reduction in sales tax revenue was between 0% and 5%, salary Schedule A is the one that applies throughout the term of the current MCA. That schedule is the one included in the attached salary ordinance.

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 funds will be available in the Fiscal Year 2022 Crime Control & Prev Dist Fund, as appropriated. Prior to an expenditure being incurred, the Police Department has the responsibility to validate the availability of funds.

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Additional Information Contact:

Expedited