

City of Fort Worth, Texas

Mayor and Council Communication

DATE: 09/16/25M&C FILE NUMBER: M&C 25-0885

LOG NAME: 35FY26 POLICE STAFFING ORDINANCE

SUBJECT

(ALL) Adopt Ordinance Amending Police Department Staffing Effective October 1, 2025 to Increase the Number of Authorized Civil Service Positions in the Classification of Police Officer by 10 to Reflect Changes Included in the Fiscal Year 2026 Budget and Adopt Ordinance Prescribing Salaries for the Police Department

RECOMMENDATION:

It is recommended that the City Council:

1. Adopt the attached ordinance to add 10 positions in the classification of Police Officer and reflect Civil Service staffing in the Police Department, effective October 1, 2025; and
2. Adopt the attached ordinance prescribing the salaries for all peace officers in the Police Department, effective October 1, 2025.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions associated with the recently adopted Fiscal Year (FY) 2026 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 2026 Budget. The adopted budget includes funding for an additional ten positions in the Police Officer classification (rank) - eight (8) Neighborhood Patrol Officers and two (2) School Resource Officers.

Approval of the attached staffing ordinance would result in new authorized civil service staffing levels to be effective October 1, 2025, as follows:

Classification	FY2025 Authorized Strength (Ordinance 27232-10- 2024)	Change	FY2026 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	216	0	216
Corporal/Detective	262	0	262
Police Officer	1334	10	1344
FWPOA Offset 1*	1	0	1
FWPOA Offset 2*	1	0	1
Total	1896	+10	1906

*FWPOA Offset positions are "floater" positions that mirror the rank/classification of each FWPOA representative per the terms of the current Meet and Confer Agreement between the City of Fort Worth and the Fort Worth Police Officers Association (FWPOA or Union). These positions were bargained for to allow for the designation of two individuals whose job duties consist of representing FWPOA, utilizing vacation hours from members of the bargaining unit, with the City appointing an additional sworn personnel in the same rank as each Union representative so that active authorized strength is not negatively impacted.

Adoption of the second ordinance will prescribe the salaries for each classification of peace officer in the Police Department for FY2026, in accordance with state law and the adopted labor agreement.

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 2026 Budgets by the City Council, funds will be available in the Fiscal Year 2026 operating budgets, as appropriated by the General Fund and Crime Control & Prev Distr Fund. Prior to an expenditure being incurred, the Police Department has the responsibility to validate the availability of funds.

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