

# Mayor and Council Communication

**DATE:** 12/13/22

**M&C FILE NUMBER:** M&C 22-1066

**LOG NAME:** 35CCPD FY23 BUDGET AMEND RECRUIT PAY

**SUBJECT**

(ALL) Conduct Public Hearing and Approve Fiscal Year 2023 Crime Control and Prevention District Budget Amendment to Increase the Recruitment and Training Initiative by \$1,565,598.07, from Available Funds, to Increase Police Trainee (Recruit) Pay; Adopt Appropriation Ordinance, and Amend the City's Fiscal Year 2023 Adopted Budget to Reflect this Change

(**PUBLIC HEARING** - a. Report of City Staff: Keith Morris; b. Public Comment; c. Council Action: Close Public Hearing and Approve Amendment to the Fiscal Year 2023 Crime Control and Prevention District Budget)

**RECOMMENDATION:**

It is recommended that the City Council:

1. Conduct a public hearing and approve an amendment to the Fiscal Year 2023 Crime Control and Prevention District Budget to increase funding in the Recruitment and Training Initiative by \$1,565,598.07, to increase recruit pay; and
2. Adopt the attached appropriation ordinance amending the City's FY2023 budget to increase estimated receipts and appropriations in the Crime Control and Prevention District Operating Fund by \$1,565,598.07, from available funds, for the purpose of increasing police trainee pay.

**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) is to consider an amendment to the Fiscal Year (FY) 2023 budget adopted by the Board of Directors of the Fort Worth Crime Control and Prevention District (CCPD) to fund an increase in police trainee (recruit) pay and to revise the City's budget and appropriations in accordance with those changes.

Recommendation number one relates to formal Council approval of the budget amendment that was considered and adopted by the CCPD Board at its November 29, 2022 meeting. Council action (approval or rejection) is required as the final step for a CCPD budget amendment, per Chapter 363 of the Local Government Code and the CCPD Board's adopted budget rule. Recommendation number two makes conforming changes to the City's budget.

The amendment increases funding in the Recruitment and Training Initiative by \$1,565,598.07 so that pay for the classification of police trainee can be increased from the current annualized rate of \$40,040.00 to \$55,536.00, effective December 31, 2022. The change will impact current recruits in Classes 153 and 154. Class 155, which is scheduled to begin in early 2023, would be the first one subject to the new pay rate for its entire training period.

NOTE - The effective date of the change coincides with the beginning of a pay period and is one day earlier than the date communicated to the CCPD board. The Police Department anticipates being able to absorb the cost of the additional day through savings elsewhere in the initiative and will process a budget adjustment at year end if needed.

The increase is recommended following a market comparison conducted by the Human Resources Department in concert with the Police Department, which found that the variance between the City's existing police trainee pay and overall market rate was 72%. If approved, this new rate would increase Fort Worth's recruit pay from the second-lowest of the top 10 large cities in Texas to being at mid range, with four cities paying more and five cities paying less.

It is standard practice for a market adjustment to target bringing undercompensated employees to the market mid-range. At the CCPD November meeting, support was expressed for increasing recruit pay further. Staff will be conducting further review on this subject. Setting recruit pay must be done in a way that takes into consideration the pay rates for officers following graduation. Those rates are set by the terms of the City's Meet and Confer Agreement, which expires on September 30, 2024 and will be up for negotiation soon.

Following approval of this M&C, the projected fund balance would still exceed the reserve requirement dictated by CCPD policy (16.67%) and the City Manager's goal (18%).

The action in this M&C will amend the Fiscal Year 2023 Adopted Budget as approved in connection with Ordinance 25773-09-2022, Section 2, Sepsail Revenue Funds, as listed on page 6.

Fund / Department Budget Category	Section 2. Special Revenue Funds			
	FY2023 Adopted Budget	Authority	Budget Change (Increase/Decrease)	Revised FY2023 Budget
Crime Control and Prevention District Fund Revenues				

Sales Tax	\$ 102,073,793.00		\$ 102,073,793.00
Intergovernmental Revenue	\$ 6,241,193.00	\$	- \$ 6,241,193.00
Use of Money & Property	\$ 105,664.00		\$ 105,664.00
Other			
Miscellaneous Revenue	\$ 11,455.00		\$ 11,455.00
Auto Scrap Metal Sales	\$ 1,054.00		\$ 1,054.00
Recovery of Labor Costs	\$ 198,594.00		\$ 198,594.00
Transfer In			\$ -
Sales of Capital Assets	\$ 159,300.00		\$ 159,300.00
Salvage Sales	\$ 28,201.00		\$ 28,201.00
Use of Fund Balance	\$ 8,883,077.00	This M&C \$	1,565,598.00 \$ 10,448,675.00
<b>Total Revenues</b>	<b>\$ 117,702,331.00</b>	<b>\$</b>	<b>- \$ 119,267,929.00</b>
<b>Expenditures</b>			
Police	\$ 81,891,261.00	This M&C \$	1,565,598.00 \$ 83,456,859.00
Transfer to CCPD Capital Projects Fund	\$ 21,665,235.00		\$ 21,665,235.00
Transfer to IT Refresh Capital	\$ 2,132,409.00		\$ 2,132,409.00
Transfer to CCPD Community Based Fund	\$ 2,735,308.00		\$ 2,735,308.00
Transfer to Grant Match (COPS)	\$ 640,648.00		\$ 640,648.00
Transfer to General Debt Service Fund	\$ 2,655,560.00		\$ 2,655,560.00
Park and Recreation	\$ 1,392,957.00		\$ 1,392,957.00
Neighborhood Services	\$ 914,808.00		\$ 914,808.00
Transportation and Public Works	\$ 2,886,612.00		\$ 2,886,612.00
Transfer to CCPD Capital Projects Fund	\$ 756,360.00		\$ 756,360.00
Transfer to Vehicle & Equipment Replacement	\$ 31,173.00		\$ 31,173.00
<b>Total Expenditures</b>	<b>\$ 117,702,331.00</b>	<b>\$</b>	<b>1,565,598.00 \$ 119,267,929.00</b>

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 attached appropriation ordinance, funds will be available in the Crime Control & Prev Distr Operating Fund. Prior to an expenditure being incurred, the Police Department has the responsibility of verifying the availability of funds.

**Submitted for City Manager's Office by:** Fernando Costa 6122

**Originating Business Unit Head:** Neil Noakes 4212

**Additional Information Contact:** Leo Luna 4229

Expedited