

Mayor and Council Communication

DATE: 09/17/24

M&C FILE NUMBER: M&C 24-0850

LOG NAME: 03FY25 POLICE STAFFING ORDINANCE

SUBJECT

(ALL) Adopt Ordinance Amending Police Department Staffing Effective October 1, 2024, to Increase the Number of Authorized Civil Service Positions in the Specified Classifications by Nineteen (19) and Adopt Attached Ordinance Prescribing Salaries for the Police Department

RECOMMENDATION:

It is recommended that the City Council:

1. Adopt the attached ordinance to revise Civil Service staffing in the Police Department, effective October 1, 2024; and
2. Adopt the attached ordinance prescribing the salaries for all peace officers in the Police Department, effective October 1, 2024.

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) 2025 Budget for the Police Department.

Adoption of the first ordinance will revise Civil Service staffing levels in the Police Department. Approval of this M&C will add a total of 19 Civil Service positions to the budgeted authorized strength in the Police Department (including seven positions being "converted" from overage status) to reflect the FY2025 adopted budget as follows:

1. Fifteen Officer positions for Patrol, Community Outreach, and the School Resource Office Program (six of which are "converted"); and
2. Four Sergeant positions for additional support to the SWAT, Wellness, Community Outreach, and School Resource Officer programs (one of which is "converted").

In January, 2024, seven "overage" positions (6 Officer, 1 Sergeant) were authorized outside of the budget process in the Community Outreach Unit in connection with the Police Department receiving a Community Oriented Policing (COPS) grant from the United States Department of Justice (M&C 24-0097, Ordinance 26706-01-2024). As part of the grant approval process in FY2024, the Department stated it would request the positions as part of its authorized strength for FY2025.

Adoption of this M&C and the first attached ordinance "converts" those overages into regular authorized positions accounted for as part of the FY2025 authorized strength. The staffing ordinance also adds twelve new positions (3 Sergeants, 12 Officers) to reflect the recently adopted budget.

The chart below reflects changes in authorized strength from the most recent prior staffing ordinance (Ordinance 26706-01-2024).

Classification	Staffing for FY2024 Ordinance 26706-01- 2024	Temporary Authorized Positions	FY2024 Authorized Strength	Changes in Today's Ordinance	FY2025 Authorized Strength
Assistant Chief	3		3		3
Deputy Chief	6		6		6
Commander	6		6		6
Captain	17		17		17
Lieutenant	50		50		50

Sergeant	213	-1	212	4	216
Corporal/Detective	262		262		262
Police Officer	1325	-6	1319	15	1334
Total	1882	-7	1875	19	1894

The adoption of the second ordinance will prescribe the salaries for each classification of peace officer in the Police Department for FY2025, in accordance with state law and the adopted labor agreement.

This ordinance reflects the salary schedule for the "evergreen" period of the Meet and Confer Labor Agreement (MCA) (M&C 20-0356; CFW Contract No. 543566). Negotiations on an updated MCA are currently being finalized. Once the agreement is fully executed a revised salary ordinance with updated schedule will be presented for adoption.

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 2025 Budget by the City Council, funds will be available in the Fiscal Year 2025 operating budget, 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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Additional Information Contact:

Expedited