

CITY COUNCIL MEMORANDUM

AGENDA ITEM

ORDINANCE TO AMEND THE NUMBER OF AUTHORIZED CIVIL SERVICE POSITIONS FOR THE POLICE DEPARTMENT

ORIGINATING DEPARTMENT

Human Resources

BACKGROUND INFORMATION

The Texas Local Government Code (TLGC), Chapter 143, became effective September, 1987; this codification represents an effort to present, in a coherent and practical format, the laws and civil service procedures for Texas police and fire departments. The civil service system was established in the City of Killeen in an election duly called and lawfully conducted on August 13, 1977. The rules and regulations of TLGC Chapter 143 apply to all of the classified police and fire officers covered under Chapter 143.

One of the provisions of TLGC, Chapter 143, is that the municipality's governing body establish the civil service classifications by ordinance. This ordinance, as adopted by the governing body, further prescribes the number of positions in each classification (TLGC 143.021(a)).

DISCUSSION/CONCLUSION

The COPS Hiring Program Grant for the City of Killeen's 2015 application for salary and benefits for 13 entry-level, full-time police officer positions has been approved. The Cops Hiring Grant will fund up to a maximum of \$1,625,000 of the entry-level officers' salaries and benefits for three years, with the City matching the balance of the cost of \$829,884 throughout the life of the grant. The City of Killeen is also committed to hire from among the 13 positions at least one military veteran and to maintain the 13 officers for an additional 12 months upon completion of the three-year grant period.

The Human Resources Department is requesting changes to the current police staffing with acceptance of the COPS Hiring Program Grant by adding 13 positions.

FISCAL IMPACT

Funding is available in the FY15-16 budget.

RECOMMENDATION

Staff recommends the adoption of the proposed ordinance to add 13 entry-level, full-time police officer positions as outlined in the COPS Hiring Program Grant.