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

OR-24-002 | March 19, 2024

Background

- Civil Service system was established on August 13, 1977.

- City Council, by ordinance, shall prescribe the number of authorizations in each classification.

- Killeen Police Department Civil Service staffing currently is:
  - 222 Police Officers
  - 26 Police Sergeants
  - 10 Police Lieutenants
  - 4 Police Captains
  - 2 Assistant Chief of Police

Real Time Crime Center Software

- Real Time Crime Center software (FUSUS), Killeen Police Department
  - Approved by Council December 12, 2023
  - Specialized benefits and roles needed
  - Authorizations

Discussion

☐ **Adapting to Changing Needs**

  ☐ Converting officer positions to sergeants reflects a strategic response to evolving operational needs, staffing requirements, or community demographics.

☐ **Strategic Realignment**

  ☐ The department plans to reallocate resources to areas deemed higher priority or more critical to the organization's mission and objectives of enhancing our technological capabilities.

Real Time Crime Center Community Benefits

- Prioritize calls by having officers respond to higher-priority calls before responding to lower-level priority calls.

- Enables RTCC personnel to engage with citizens to address lower-priority crimes.
  - Enable patrol officers to receive "actionable intelligence" while enroute to a scene.
  - Allow for real-time information sharing between detectives and patrol.
  - Assist in crime prevention and reduction.
  - Increase public safety.

Real Time Crime Center Sergeant Roles

- Monitor police radio, data, and any other communications systems and determine if ongoing incidents could benefit from any services provided by the RTCC.

- Upon notification of a major crime or incident that is in progress, begin appropriate investigative steps.

- Coordinate the appropriate response to any active crime incident that will benefit from the services of the RTCC.

- Assign each RTCC member-specific camera to be monitored during their shift.

- Provides overall supervision and guidance of RTCC personnel. Ensures all resources and equipment are maintained in good working order, functioning properly, and can be deployed when needed.

- Assigns duties required to maintain all systems (cameras, ALPRs, drones) based on the direction of the RTCC commander.

Recommendation

□ Staff recommends approval to reclassify four (4) police officer positions to four (4) sergeant positions with a financial impact of $156,174 to operate the Real Time Crime Center effectively.