



STAFF REPORT

DATE: November 13, 2018

TO: Ronald L. Olson, City Manager

FROM: Eva Bark, Executive Director of Human Resources

SUBJECT: Ordinance To Amend the Number of Authorized Civil Service Positions for the Killeen Police Department

BACKGROUND AND FINDINGS:

The Texas Local Government Code (TLGC), Chapter 143, became effective September, 1977; 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 classified police and fire officers.

One of the provisions of TLGC, Chapter 143, is that the municipality's governing body establishes 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)].

During the FY 19 budget briefings, the plan to unfund these 2 (two) position was discussed and the positions were not included in the FY19 budget. The attached ordinance eliminates two (2) vacant police officer authorizations to align with the approved FY 19 budget. The overall impact to the efficient functioning of the police department will be addressed through the efficient distribution of responsibilities.

Current Strength of Force for KPD		Revised Strength of Force for KPD	
Police Officer	220	Police Officer	218
Police Sergeant	24	Police Sergeant	24
Police Lieutenant	10	Police Lieutenant	10
Police Captain	4	Police Captain	4
Assistant Chief of Police	1	Assistant Chief of Police	1

THE ALTERNATIVES CONSIDERED:

Alternatives are: 1) To eliminate the two (2) police officer authorizations to match FY 19 funding, decreasing staffing by two (2). 2) Do nothing.

Which alternative is recommended? Why?

Staff recommends the first alternative. This action would generate a total savings of \$120,371.78, salary and benefits, in the Police Department.

CONFORMITY TO CITY POLICY:

This action is uniformed to city policy.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

The financial impact is a saving of \$120,371.78 in salary and benefits.

Is this a one-time or recurring expenditure?

N/A

Is this expenditure budgeted?

N/A The impact is a savings.

If not, where will the money come from?

N/A The impact is a savings.

Is there a sufficient amount in the budgeted line-item for this expenditure?

N/A The impact is a savings.

RECOMMENDATION:

Staff recommends that the City Council approve the attached ordinance to eliminate two (2) police officer authorizations.

DEPARTMENTAL CLEARANCES:

City Attorney

ATTACHED SUPPORTING DOCUMENTS:

Ordinance