City of Killeen

Legislation Text

File #: OR-24-002, **Version:** 1

Consider an ordinance to amend the number of authorized civil service positions for the Killeen Police Department.

DATE: **March 19, 2024**

TO: **Kent Cagle, 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 in 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)].

The Killeen Police Department is requesting to reclass four (4) Police Officer positions to four (4) Police Sergeant positions to support the Killeen PD Real Time Crime Center. The Real-Time Crime Center will be housed at the Killeen PD Headquarters, and it will be staffed with two call-takers and one classified supervisor (Police Sergeant). The Killeen PD Real Time Crime Center software (Fusus) has been approved by the Killeen City Council and the Killeen PD has begun receiving some of the required hardware. To support this effort, the Killeen PD is requesting this reclass.

The Killeen Police Department currently has 264 total authorized positions. There are 222 authorized Police Officer positions and 26 authorized Police Sergeant positions. The requested reclass will reduce the number of Police Officer positions by 4 and will increase the number of Police Sergeants by four (4) positions.

The total authorized positions of 264 will not be impacted by the reclassification of four (4) Police Officers to four (4) Police Sergeants. The overall impact on the efficient functioning of the police department will be addressed through a more efficient distribution of responsibilities.

Current Strength of Force for KPD		Revised Strength of Force for KPD	
Police Officer	222	Police Officer	218
Police Sergeant	26	Police Sergeant	30
Police Lieutenant	10	Police Lieutenant	10
Police Captain	4	Police Captain	4
Assistant Chief of Police	2	Assistant Chief of Police	2

THE ALTERNATIVES CONSIDERED:

N/A

Which alternative is recommended? Why?

Staff recommends reclassifying four (4) Police Officer authorizations to four (4) Police Sergeant authorizations. This action would support the Killeen PD Real Time Crime Center increase the overall functionality of the Police Department and maintain necessary support in line with the population density.

CONFORMITY TO CITY POLICY:

This action is uniformed to city policy.

FINANCIAL IMPACT:

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

The FY 2024 fiscal impact is approximately $156,174 and will be funded with salary lag. For FY 2025, this additional cost will be an increase to the General Fund budget.

Is this a one-time or recurring revenue/expenditure?

Recurring

Is this revenue/expenditure budgeted?

Yes, funds are available in the General Fund Police Department accounts 010-6035-441.40-05 thru 010-6035-441.40-89 utilizing salary lag in the current fiscal year.

If not, where will the money come from?

N/A

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

Yes

RECOMMENDATION:

Staff recommends that the City Council approve reclassifying four (4) Police Officer authorizations to four (4) Police Sergeant authorizations.

DEPARTMENTAL CLEARANCES:

Finance
City Attorney

ATTACHED SUPPORTING DOCUMENTS:

Ordinance
Presentation