

## Legislation Text

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Presenter/Contact

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**SUBJECT:**

Approval of the first reading of an ordinance amending Ordinance 2017-68, which authorizes the number of positions in each classification in the New Braunfels Police Department pursuant to Local Government Code, Chapter 143.

**BACKGROUND / RATIONALE:**

In FY 2016-17, Finance Dept., Human Resources Dept., and City Manager's Office staff completed a comprehensive salary study. The data was reviewed collaboratively with a Police Department staffed compensation committee and resulted in a revised step plan that not only supports the new market data but address several recruitment and career progression limitations that existed within our previous step plans. One of the changes that Police Department leadership and the members of the compensation committees felt strongly about was to reclassify the rank of Corporal to Detective. Currently, corporals are either assigned to the Criminal Investigations Division (CID) or serve as a supervisor in the Patrol Division. Most of the corporals in the department are assigned to CID (16 out of 22) as a detective. The supervision and leadership that the current six corporals provide to the Patrol Division is still a need moving forward. However, if the rank of corporal is replaced with detective, then the detective title/role will not apply in the Patrol Division. Therefore, the compensation committee (along with HR, Finance and CMO) recommend replacing the six corporals assigned to the Patrol Division with six sergeants as well as replacing the rank/title of corporal with detective.

Until recently (April 2018), there was an active promotional list for the rank of corporal. Staff was not able to implement the previously discussed changes until that list expired as the officers on that list would have had legal right to that promotional opportunity. Now that the list is expired, there are several actions required by both the City Council and Civil Service Commission to implement the change in rank/title as well the number of classified positions within each rank. Please reference the timeline below for a more in-depth explanation.

**Timeline**

- **May 14<sup>th</sup> & 29<sup>th</sup>** - City Council amends position classification ordinance to add six Sergeants (ordinance attached)
- **Week of May 29<sup>th</sup>** - Civil Service Commission approves posting for Sergeant promotional exam
- **Early June** - Promotional exam held for Sergeant
- **Mid to Late June** - Six Sergeants promoted
- **July 9<sup>th</sup> & 23<sup>rd</sup>** - City Council amends position classification ordinance to reduce six Corporals

- **July 9<sup>th</sup> & 23<sup>rd</sup>** - City Council amends position classification ordinance to change the rank of Corporal to Detective

The total number of sworn positions in the Police Department will not be affected by these changes. However, as the timeline indicates, the total number of positions in the police department will need to be temporarily increased - *from May 29<sup>th</sup> to July 23<sup>rd</sup>*.

**ADDRESSES A NEED/ISSUE IN A CITY PLAN OR COUNCIL PRIORITY:**

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**FISCAL IMPACT:**

The transition of six Corporals to Sergeants in the patrol division will have a direct fiscal impact. In FY 2017-18, the impact is projected to be approximately \$10,000 and can be absorbed by the Police Department's attrition savings that have been generated throughout the fiscal year. In FY 2018-19, the full year costs will be absorbed by the elimination of assignment pay for those assigned to CID. Removal of assignment pay was an additional strategy that emanated from the update to the Police Department step plan. Therefore, sufficient funds are available.

**COMMITTEE RECOMMENDATION:**

N/A

**STAFF RECOMMENDATION:**

Staff recommends approval of the amendment to the ordinance.