

## Legislation Text

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**File #:** 18-548, **Version:** 1

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Presenter/Contact

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**SUBJECT:**

Approval of the second and final reading of an ordinance establishing the number of positions in each classification in the New Braunfels Fire Department and Police Department pursuant to Local Government Code, Chapter 143.

**BACKGROUND / RATIONALE:**

***Police Department***

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. Traditionally, 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. 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. To go through this process in accordance with civil service statutes, the City Council increased the number of sergeant positions temporarily. The attached ordinance adjusts the FY 2017-18 total to the original number of positions authorized (122).

FY 2018-19 Police Department additional positions - The total number of authorized positions in the Police Department in the attached ordinance fluctuates throughout the fiscal year in accordance with the funding included in the proposed budget.

***Fire Department***

Included in the proposed budget are several reclassifications for the Fire Department. Similar to the Police Department in FY 2017-18, the total number of positions will need to be temporarily increased to support the reclassification process. Therefore, while there were no additional positions included in the proposed budget for the Fire Department, the first step of processing the reclassifications includes adding four Captain positions. Once all the reclassifications have been completed, the ordinance will be amended once again to adjust down the total number of positions authorized in accordance with the FY 2018-19 budget.

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

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**FISCAL IMPACT:**

Funding for all new positions and reclassifications has been incorporated into the FY 2018-19 Proposed Budget. Therefore, sufficient funds are available.

**COMMITTEE RECOMMENDATION:**

N/A

**STAFF RECOMMENDATION:**

Staff recommends approval of the ordinance.