



**City Council
Agenda Memo**

City Council Meeting Date: 9/22/2015

TO: Robert Hanna, City Manager

FROM: Stan Standridge, Chief of Police and Ronnie Kidd, Managing Director for Administration & Civil Service Director

SUBJECT: First Reading of an Ordinance Amending Budget Ordinance No. 47-2015, Part 6 and setting a public hearing for October 8, 2015

GENERAL INFORMATION

Pursuant to Texas Local Government Code Chapter 143, the FY 2016 budget ordinance provides the number, classification, and designation of each position for the Police and Fire Departments. Historically, positions anticipated to be hired for an entry level academy have been projected and funded in the budget, but have not been considered within the authorized position count.

The recently approved FY 16 budget ordinance authorizes 198 police officers, which includes 5 new positions requested by police administration during the budget process. This request was made to support police administration's overall goal to eventually have 216 authorized police officers. Currently, we have 194 police officers employed. We are in the final stages of hiring academy class 53. We have 22 candidates that have successfully completed the screening process. This creates a unique opportunity to hire the 22 candidates and increase the authorized positions to 216 (194 + 22). Further, it allows synchronization of the hiring, budgeting and authorized position number, and at the same time achieves police administration's goal of 216 authorized positions.

Chief Standridge will provide a presentation regarding this item to the City Council at its October 8, 2015 meeting on Final Reading, before the Public Hearing.

SPECIAL CONSIDERATIONS

If the City Council approves this amendment request, then the authorized positions in the budget ordinance for the Police Department will be reflected as follows:

	FY16		
	Current	Proposed	Change
Assistant Police Chief	2	2	0
Police Lieutenant	11	11	0
Police Sergeant	24	24	0
Police Officer	161	179	18
Total	198	216	18

Staff further requests that the budget ordinance provide the City Manager the authority to over hire by 5% of the authorized positions. This affords management the necessary tool to support the recruiting and hiring process by analyzing attrition trends and considering the timeline to recruit, hire and get new officers fully trained and in service (currently a 20 month timeline).

FUNDING/FISCAL IMPACT

The funding/fiscal impact of this request is budget neutral since the 5 new positions and Academy 53 have already been funded in the FY 16 budget.

STAFF RECOMMENDATION

Staff recommends that the City Council approve the request to amend Budget Ordinance No. 47-2015, Part 6 on first reading and set the final reading and public hearing for October 8, 2015.

BOARD OR COMMISSION RECOMMENDATION

N/A

ATTACHMENTS:

Description	Type
□ Ordinance	Ordinance

ORDINANCE NO. _____

AN ORDINANCE APPROVING A REVISION TO SECTION 6 OF ORDINANCE NUMBER 47-2015; REPEALING ALL ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT HEREWITH; CALLING A PUBLIC HEARING.

WHEREAS, the City Council has adopted Ordinance Number 47-2015; and,

WHEREAS, said Ordinance established the number, classification, and designation of each position, as provided in Texas Local Government Code Ann., Chapter 143 (Vernon 1988), Municipal Civil Service, for the Police and Fire Departments; and,

WHEREAS, Section 6 of said Ordinance allows amendment by the City Council during the fiscal year the Ordinance is in effect; and,

WHEREAS, the Chief of the Abilene Police Department has requested changes and an overall increase in the number of approved positions within the ranks of the Abilene Police Department; and,

WHEREAS, in order to keep staffing levels consistent and vacancies to a minimum and in anticipation of the lengthy hiring and training process required, the City Manager may temporarily hire up to five percent (5%) more police officers than the total number of police department positions authorized by said Ordinance,

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS:

PART 1: That Ordinance Number 47-2015 is amended as set forth in Attachment A.

PART 2: That any ordinance, resolution, policy or any provision or section of the code of the City of Abilene, Texas, as amended, in conflict herewith, be, and the same is hereby repealed to the extent of any conflict.

PASSED ON FIRST READING on the _____ day of September, A.D. 2015.

After passage on first reading, a notice of the time and place said ordinance would be given a public hearing and considered for final passage was published in the Abilene Reporter-News, a daily newspaper of general circulation in the City of Abilene. The same being more than ten (10) days prior to the time designated for said hearing. After such opportunity for the public to be heard, said ordinance was passed on its second and final reading.

PASSED ON SECOND AND FINAL READING AT A PUBLIC HEARING on the _____ day of October, A.D. 2015.

ATTEST:

CITY SECRETARY

MAYOR

APPROVED:

CITY ATTORNEY

ATTACHMENT A

That Part 6 of Ordinance No. 47-2015 is hereby amended to read as follows:

Part 6: That the number, classification, and designation of each position, as provided in Texas Local Government Code Ann., Chapter 143 (Vernon 1988), Municipal Civil Service, for the Police and Fire Departments, as set out below, are hereby created, established, and adopted as the official plan for the classified service of the Police and Fire Departments of the City of Abilene for the fiscal year October 1, 2015, through September 30, 2016, or as may be amended by the City Council. Any position in the classified service of the Police and Fire Departments of the City of Abilene not below listed, is hereby abolished:

<u>Police Department</u>		<u>Fire Department</u>	
Assistant Police Chief	2	Deputy Fire Chief	2
Police Lieutenant	11	Battalion Chief	5
Police Sergeant	24	Fire Captain	13
Police Officers	161 179	Fire Lieutenant	32
	498 216	Fire Fighter	<u>121</u>
			173

Further, in order to keep staffing levels consistent and vacancies to a minimum and in anticipation of the lengthy hiring and training process required, the City Manager may temporarily hire up to five percent (5%) more police officers than the total number of police department positions authorized above.