ACTION FORM
BRYAN CITY COUNCIL

Meeting Date (?) 02/23/2016

Subject Matter* (?) Police-Fire Staffing Ordinance 2015-2016
This must match rolling agenda entry

Department of Origin* HUMAN RESOURCES

Submitted By* Kari French

Type of Meeting* ○ BCD ○ Special ◉ Regular

Classification* ○ Public Hearing ○ Consent ◉ Statutory ○ Regular

Ordinance* ○ None ◉ First Read ○ Second Read ○ First & Only Read

Strategic Initiative* ☑ Public Safety ☑ Service ☐ Economic Development ☐ Infrastructure ☐ Quality of Life

Agenda Item Description* Consideration of an ordinance pertaining to the classifications and number of positions in the Bryan Police Department and Bryan Fire Department pursuant to Chapter 143.021 of the Texas Local Government Code. Also included in the ordinance is an updated certification pay plan for the Bryan Fire Department pursuant to Chapter 143.044 of the Texas Local Government Code.

Summary Statement* Section 143.021 of the Texas Local Government Code requires the Civil Service Commission to provide for the classification of all fire fighters and police officers; and the City Council, by ordinance, to establish the classifications and prescribe the number of positions in each classification. While changes to classifications are not being recommended in this ordinance, as proposed, the number of positions in the Bryan Police Department and the Bryan Fire Department will be affected.

For Fiscal Year 2016, City Council approved the following position(s) to be added: three (3) police officers to the Bryan Police Department and six (6) fire fighters to the Bryan Fire Department. These positions need to be established, by this ordinance, by the City Council.

Pursuant to Section 143.044 of the Texas Local Government Code, if each fire fighter or police officer in a municipality is afforded an opportunity to qualify for certification, the City Council may authorize certification pay to those fire fighters who meet the requirements for certification set by the Texas Commission on Fire Protection or for those police officers who meet the requirements for certification set by the Texas Commission on Law Enforcement. The certification pay plan for the Fire Department has been updated, including more categories of certification and an increase to the maximum pay per month to incentivize personnel and stay comparable with other agencies; the certification pay plan for the Police Department remains the same.

Staff Analysis & Recommendation* Approval of the proposed ordinance allows the Bryan Police Department and the Bryan Fire Department to maintain appropriate staffing levels to meet the operational needs of the department and the citizens in our community, while providing continued competitive pay and certification incentives. Upon approving the FY2016 budget, the City Council approved funding for these positions. Additionally, approving the Fire Department certification pay plan allows the department to stay competitive with other fire departments and agencies.

City staff recommends approving the proposed ordinance.

Options* (In Suggested Order of Staff Preference)
1. Approve ordinance;
2. Do not approve ordinance; or
3. Recommend other staffing alternatives or number of positions, which may require future City Council consideration and action.

Funding Source *

The additional positions in the Bryan Police Department and Bryan Fire Department were approved in the Fiscal Year 2016 General Fund Budget.

Attachments

Police-Fire Staffing Ordinance 2015-2016_Attachment.docx 29.41KB

Please detail attachments and note attachments available for viewing in City Secretary's Office:
(included in one attachment)
1. Proposed ordinance that includes an updated number of positions in the Bryan Police Department and the Bryan Fire Department and authorization for the updated certification pay plan for the Bryan Fire Department (redline versions of the changes included).
2. The Bryan Fire Department's Certification Pay Plan – previous and current.

Dept. Head Signature

Kari French

Deputy City Manager Signature

Hugh R. Walker

City Manager Signature

City Attorney Signature

Janis K. Hampton