



**RCA
CITY OF AUSTIN
RECOMMENDATION FOR COUNCIL ACTION**

**AGENDA ITEM NO.: 12
AGENDA DATE: Thu 01/15/2004
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SUBJECT: Approve an ordinance to establish classifications and number of positions in the classified service of the Police Department and repealing Ordinance No. 031023-19.

AMOUNT & SOURCE OF FUNDING: Funding is included in the Approved Fiscal Year 2003-2004 Operating Budget for the Police Department.

FISCAL NOTE: There is no unanticipated fiscal impact. A fiscal note is not required.

**REQUESTING Police
DEPARTMENT:**

**DIRECTOR'S
AUTHORIZATION:** Stan Knee

FOR MORE INFORMATION CONTACT: Rick Coy, Assistant Chief/ 974-5021

PRIOR COUNCIL ACTION: Classification ordinance amended on 10/23/03.

BOARD AND COMMISSION ACTION: N/A

PURCHASING: N/A

MBE / WBE: N/A

This action approves an ordinance to establish the classifications and number of positions in the classified service of the Police Department and repeals Ordinance No. 031023-19. This action reduces the number of Assistant Chief positions by 1 and adds 1 new Commander position. The Police Department has determined that reducing the number of Assistant Chiefs to 5 will not impact their ability to effectively manage their bureaus. The cost of creating the new Commander position is covered within the fiscal year 2003-2004 Operating Budget, and the elimination of the Assistant Chief position creates a net savings within the fiscal year 2003-2004 Operating Budget, and a permanent savings for future operating budgets.

The new Commander position will report to the Chief of Staff and will be responsible for the coordination of new and existing large-scale administrative projects. The department has several initiatives aimed at crime reduction and organizational effectiveness that requires the participation of Commanders. The new Commander position would focus on accountability and implementation across the decentralized and centralized Command functions.

The Commander in this position will also work closely with the Assistant Chiefs on the complex issues facing the department as APD takes community policing to a new level. The desire is to expand the skill base of senior Command staff by rotating Commanders through this position giving them hands-on experience with executive-level decision-making. The creation of this position is consistent with the Chief's vision of Commanders carrying increased responsibility for the operations of the department. In time, Commanders working as a management team to achieve departmental goals will allow for a flattening of the department's management levels and possibly further reduction in Assistant Chief positions.

Within the Austin Police Department, Civil Service classifications and the number of positions is as follows:

Current		Proposed	
Assistant Chief	6	Assistant Chief	5
Commander	15	Commander	16
Police Lieutenant	56	Police Lieutenant	56
Police Sergeant	146	Police Sergeant	146
Police Detective	269	Police Detective	269
Police Corporal	65	Police Corporal	65
Police Officer	874	Police Officer	874
Total Authorized	1,431	Total Authorized	1,431



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