



City of San Antonio

Agenda Memorandum

File Number: 14-1428

Agenda Item Number: 36.

Agenda Date: 6/19/2014

In Control: City Council A Session

DEPARTMENT: SAPD

DEPARTMENT HEAD: William McManus (SAPD)

COUNCIL DISTRICTS IMPACTED: City Wide

SUBJECT:

Authorization for Temporary Captain Position for SAPD

SUMMARY:

An ordinance authorizing the addition of one (1) temporary San Antonio Police Department (SAPD) Captain's position increasing the authorized positions for the rank of Captain to twenty-one (21) until the next vacancy in the rank of Captain or above occurs.

BACKGROUND INFORMATION:

Chapter 143 of the Texas Local Government requires City Council to establish the uniformed ranks and set the number of positions by rank, by ordinance. The City does this annually through the adopted budget ordinance. SAPD has an authorized strength of twenty (20) Captain positions that are currently filled. The temporary position is required to allow reinstatement to the Captain's promotion list of a Lieutenant. To promote the Lieutenant to Captain, the current authorized strength for this rank will result in an overage of one Captain position.

To keep from having a negative effect on the current authorized positions for this rank, one (1) Police Officer position will be converted to a temporary Captain's position to accommodate the promotion. With the next vacancy in the rank of Captain, the temporary position would be changed back to a Police Officer position returning the authorized strength for the rank of Captain back to twenty (20) positions.

ISSUE:

The addition of one (1) temporary Captain's position is to allow promotion to the rank of Captain.

ALTERNATIVES:

Should this ordinance not be approved, this will require the demotion of the Lieutenant most recently promoted to the rank of Captain in order to maintain authorized strength of twenty (20) positions. The demotion would in turn cause a demotion at the ranks of a current Captain, Lieutenant, Sergeant and Detective Investigator since there are currently no vacancies for the rank of Captain.

FISCAL IMPACT:

This ordinance authorizes conversion of one police officer position to one (1) temporary Captain's position. The cost of one (1) temporary Captain's position at Step A of the pay schedule is \$100,548 and the estimated fringe benefits are \$76,868. This will be funded through SAPD's FY 2014 General Fund Budget.

RECOMMENDATION:

Staff recommends approval of the addition of one (1) temporary Captain's position to preclude demoting a current Captain, Lieutenant, Sergeant and Detective.