

Memorandum



DATE: August 10, 2012

TO: Members of the Public Safety Committee

SUBJECT: **Implementation of the Major Rank in Dallas Police Department**

Attached is briefing material on the "Implementation of the Major Rank in Dallas Police Department" to be presented to the Members of the Public Safety Committee on Tuesday, August 14, 2012.

A handwritten signature in black ink, appearing to read 'A.C. Gonzalez'.

A.C. Gonzalez
First Assistant City Manager

Attachment

CC: Honorable Mayor and Members of the Dallas City Council
Mary K. Suhm, City Manager
Rosa Rios, City Secretary
Thomas P. Perkins, Jr., City Attorney
Craig D. Kinton, City Auditor
C. Victor Lander, Administrative Municipal Judge
Ryan S. Evans, Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager
Forest E. Turner, Assistant City Manager
Joey Zapata, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Office
Stephanie Cooper, Assistant to the City Manager Mayor/City Council



Implementation of Major Rank in Dallas Police Department

Public Safety Committee

August 14, 2012



Purpose

- Describe the new Major Rank being implemented in the Dallas Police Department in October 2012

Context

- Department's strategic planning effort identified several challenges/opportunities, such as:
 - Community Policing 2.0
 - Technology for crime reduction
 - Rapid growth of department
 - Experience
 - First line supervision
 - Management oversight
 - Succession planning

Common Threads to Address

- Identifying needed skill sets
- Development of leadership
 - Short and long term
- Accountability
- Span of control
- Strategic planning
- First line supervision

Developing Solutions

- Research of national practices
- Review with employees and their associations
- Evaluation by Human Resources
- Assessment of financial impact
- Review by CAO
- Discussion with City Managers office

Fighting Crime Is Ever Changing

- Criminal activity is an ever evolving process to avoid detection and “beat the system”
- We have to respond accordingly
 - Community Policing 2.0
 - Technology in Hotspots
 - Focus on criminal fencing operations

Another Significant Step

- A critical piece of the puzzle is the creation of the Major rank
 - An exempt appointed rank immediately below Deputy Chief
 - Command level rank
 - 12 Majors to be appointed by Chief of Police
 - Cost neutral

Will Help Address

- Succession planning
 - Majors create a pool with command level experience for promotion to Chief level positions
- Accountability
 - Majors assigned to the patrol divisions would work peak hours (i.e. 6p-2a)
 - Provide command level guidance for critical incidents
 - Accountable to ensure officers and resources are deployed during peak hours to address community crime issues
 - Afford greater command level access to the community during evening hours

Will Help Address

- Span of control
 - Field Services Division
 - Crimes Against Persons Division
 - 50 More First Line Supervisors (Sergeants)
 - Offers greater oversight and accountability in the field
 - As DPD added officers it didn't add supervisors
- Strategic planning needs
 - Technology in Hotspots
 - Community Relations Section
 - Major Crimes-Organized Theft Section

Cost Neutral

- Cost based on conservative projections
- Cost savings occur from elimination of:
 - 2 Deputy Chief positions
 - 20 Lieutenant positions (12 from promotion to Major)
- Savings are balanced against costs from:
 - Pay difference between Lieutenant and Major pay for the 12 Lieutenants promoted to Major
 - Pay difference between Senior Corporal and Sergeant for the 50 Corporals promoted to Sergeant
- Potential for savings depending on the current pay grade of the those officers who will be promoted

Summary

- Accountability and oversight in the police department will improve
- Succession planning will be enhanced
- Stronger community engagement
- More effective first line supervision

Questions