

Fort Worth Police Staffing Plan

Presented by Assistant Chief Robert Alldredge

The Fort Worth Police Department is continually looking for ways to make Fort Worth a safe place for our residents to live, play, and work. Having a fully staffed police department is key to maintaining and fulfilling that objective.

The ability to fill vacancies due to retirements or attrition and having a plan to increase the staffing each budget year is one of our greatest challenges.

FY2024 Recommended Police Budget

	General Fund		CCPD		Total	
Sworn	\$4,326,026		\$5,762,578		\$10,088,604	
Positions	54		52		106	
- by Bureau	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian
Patrol	21	1	17	1	38	2
Support	8	10	9	2	17	12
F&P	14		6	17	20	17

**FY2024
Recommended
Positions
(by Division/Unit)**

Division/Unit	Officers	Civilians	TOTAL
Biology Unit (Crime Lab)		2	2
Crimes Against Children		1	1
Communications		26	26
Community Alliance Division		1	1
Crime Scene	3		3
Crisis Intervention Team	13		13
Domestic Violence	2		2
Finance Division		1	1
Firearms Unit (Crime Lab)		1	1
Fusion Center	1	1	2
HOPE Team	4		4
Missing Persons	2		2
Gun Violence (NIBINS)		2	2
Open Records		2	2
Patrol Bureau	21	1	22
Real-Time Crime Center	2		2
School Resource Unit	9		9
Technology Services		4	4
Training Division	6		6
Warrant & Records		1	1
Totals	63	43	106

Current Status

Applicants

- 306 applicants remaining

Recruits

- 157 remaining recruits

Sworn

- 93 separations (prev. 12-months)
- 141 sworn vacancies
 - 60 Patrol Officers

Class #	Graduation Date	Remaining in Class
155	10/23	20
LEO 8	11/23	17
156	1/24	60
157	6/24	60

Officer Vacancies

- There are 39 Probationary Officers in training in Patrol
- Current assignments will change once they get cut loose to solo status

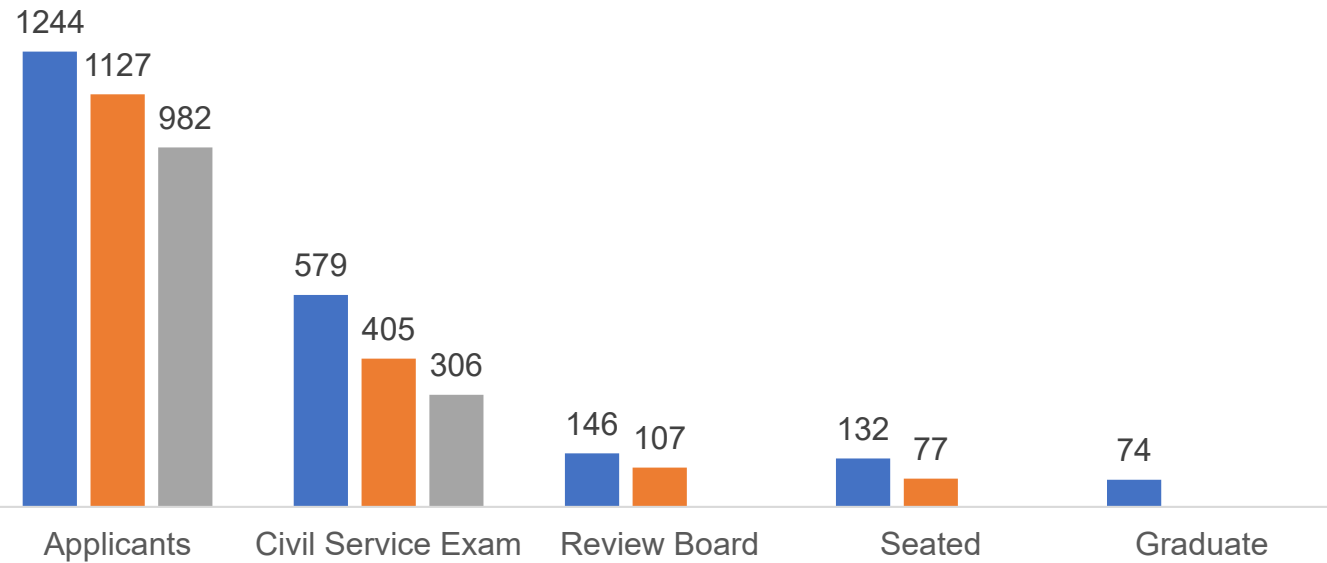


Bureau	Vacancies	% Vacant
F&P	4	7%
Patrol	92	8%
• <i>Central</i>	17	15%
• <i>Northwest</i>	3	4%
• <i>West</i>	4	3%
• <i>North</i>	10	14%
• <i>East</i>	11	9%
• <i>South</i>	15	13%
Support	45	9%

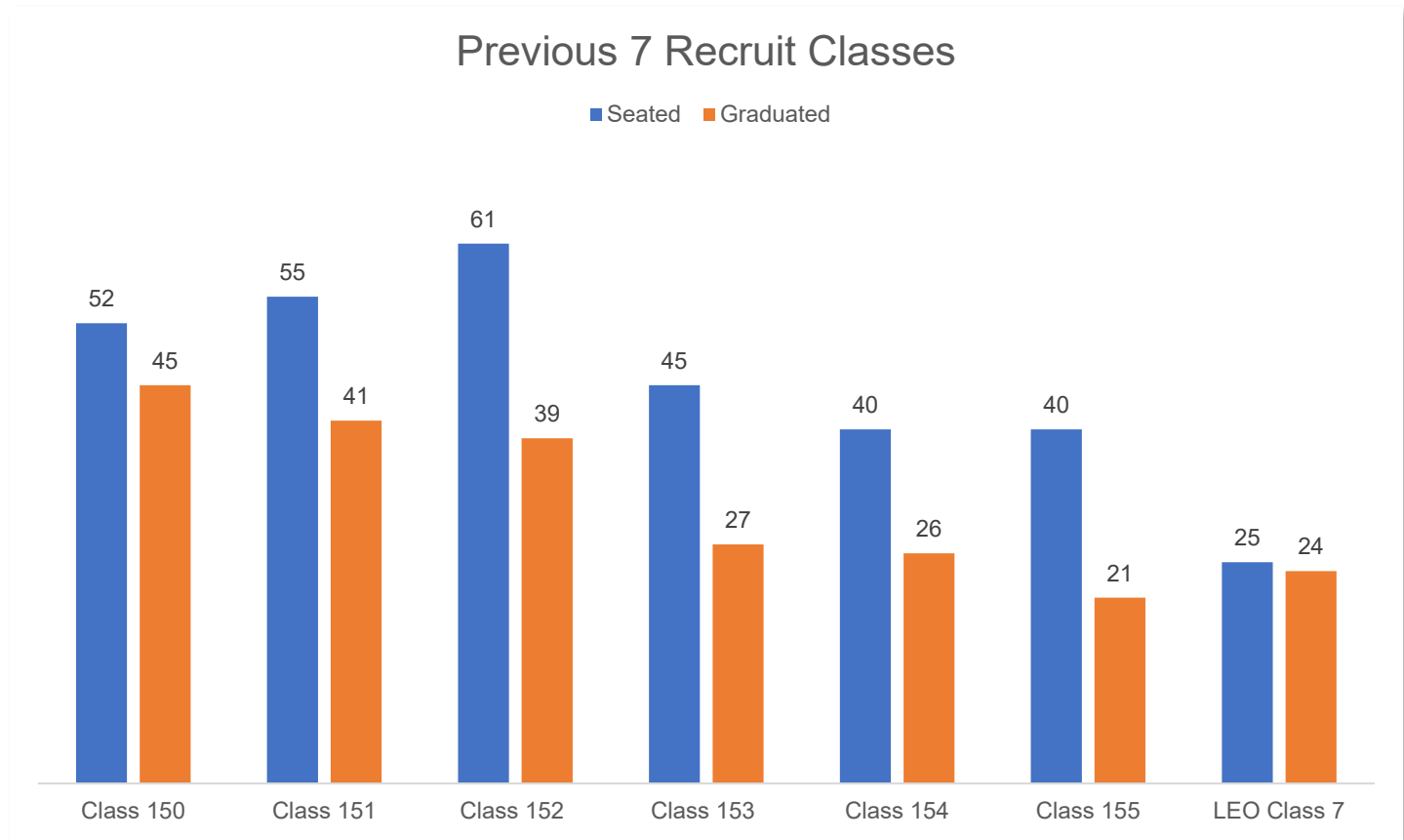
Challenge: Applicant Attrition

- Previous 3 Applicant Cycles -

■ Jan-22 ■ Jan-23 ■ May-23



Challenge: Recruit Class Attrition

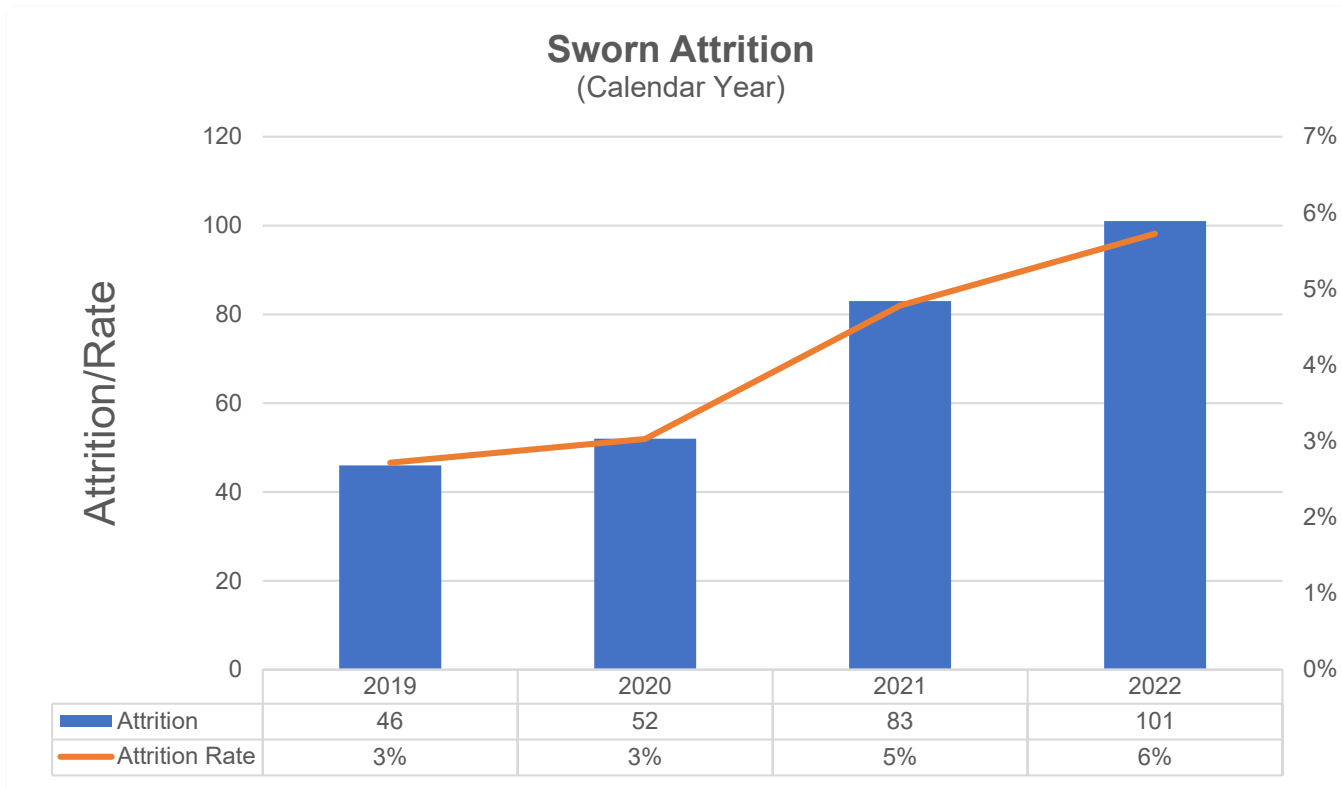


Challenge: Class Size

- Class size determined by:
 - Eligible applicants
 - Budget
- Challenges to large classes (60+):
 - Academy space supports sizes of 50 or less
 - Old class schedule = Impossible to stagger simultaneous classes



Challenge: Sworn Attrition



Plan

Applicant Attrition

- Create dedicated Recruiting Team (FY2024)
 - 1 Corporal and 3 Officers
 - Increase number of applicants
 - Decrease attrition rate of applicants

Recruit Attrition

- Physical training/study guides prior to start date
- Achieve efficiencies in training schedule
- Increase academic supports
- Update physical fitness standards
- Increase class space through renovation



Plan

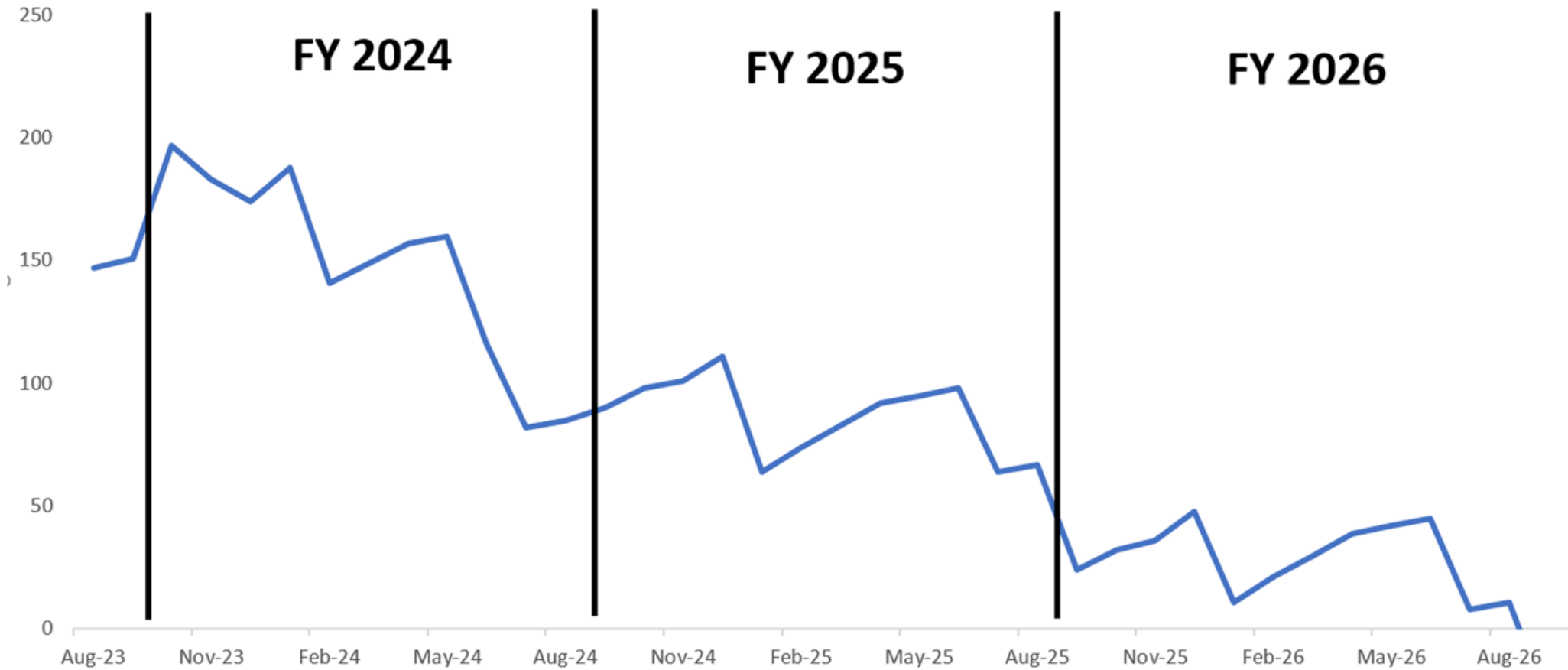
Sworn Attrition

- Increase officer wellness and training options
- Work with CMO to ensure competitive compensation package
- Cultivate community respect and support for the profession
- Continue to work with City HR to improve attrition modeling



Class	<u>Planned</u> Class Size	<u>Est. Graduates</u> (*actuals may vary)	<u>Planned</u> Graduation MM/YY	<u>Projected Vacancies</u> Remaining	
				1,816 positions (FY2023)	1,875 positions (FY2024)
154	40	26	5/23	133	N/A
155	41	21	10/23	138	197
LEO 8	17	17	12/23	115	174
156	77	59	1/24	82	141
157	60	48	6/24	57	116
LEO 9	45	45	6/24	23	82
158	75	60	2/25	5	64
LEO 10	45	45	7/25	5	64
159	60	48	9/25	-	24
160	60	48	1/26	-	11
161	60	48	4/26	-	8
162	TBD	TBD	9/26	-	0

Projected Sworn Vacancies
 (Current Vacancies + Projected Attrition - Graduating Recruits)



New Patrol Officer - Position Allocations

Division	Current Staffing	Proactive Time ¹	Response Times		Proactive Time ¹ Goal	Position Increase
			Priority 1	Priority 2		
Northwest	81	37%	7.4	13.8	40%	5
North	71	40%	10.1	18	44%	5
West	96	32%	6.8	14.8	34%	2
<i>Including West 7th</i>	121	47%			48%	
East	116	41%	7	15.6	42%	2
South	120	40%	7.4	17.9	41%	2
Central	114	37%	5.8	13.3	40%	5
Total		38%	7.42	15.6	40%	21

¹Proactive Time = $\frac{\text{Net Available Hours} - \text{Call for Service Hours}}{\text{Net Available Hours}}$

QUESTIONS