



HISTORIC
FRANKLIN
TENNESSEE

ITEM #7
WRKS
08/13/13

MEMORANDUM

August 2, 2013

TO: Board of Mayor and Aldermen

FROM: Eric Stuckey, City Administrator *ES*
Dave Rahinsky, Chief of Police

SUBJECT: **Master Patrol Position**

Purpose

The purpose of this memorandum is to provide the information to the Franklin Board of Mayor and Aldermen (BOMA) for consideration of the proposed change in the Police Department table of organization by creating the Master Patrol position.

Background

The Franklin Police Department is looking to create a Master Patrol position within the department. Previously the department had the position of Field Training Officer that was utilized to train new hires. Officers who served in a Field Training position received a stipend regardless of whether they had a trainee assigned or not. The position of Master Patrol would carry responsibilities for supervision, investigations, and training.

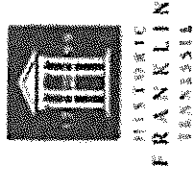
The creation of the Master Patrol position will allow officers assigned to the Operations Division a career development path equivalent to that of Detective within the Criminal Investigations Division. The creation of the Master Patrol Officer would come from the reclassification of existing positions within the Patrol Division of the Police Department.

Financial Impact

The Master Patrol program will be budget neutral in terms of impact. The previously expended cost of stipends for Field Training Officer positions will be redirected to cover the cost of Master Patrol positions.

Recommendation

Approval of the creation of the Master Patrol position is recommended.



MPO Proposals and Career Development Restructure

Franklin Police Department -- 2013

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Previous system

- Field Training Officers received a stipend regardless of whether or not they had a trainee assigned to them
- Detectives who wished to return to uniform patrol needed to request a 'demotion' to patrol
- Operations personnel had limited opportunity to serve in an investigative capacity

Proposed system

- Master Patrol Officers will have clearly identified responsibilities throughout the year – OIC, Training, and Misdemeanor Case follow up
- Detectives who wish to return to patrol can do so without sacrificing rank or compensation
- The Department will have a ready group of officers with the interest and training to work as detectives
- A recognition within the department that the Operations Division is an assignment on par with assignments in Investigations

Proposed Criteria

- ⌘ Master Patrol Officers (MPOs) will be at the same pay grade as detective. This will create a pool of officers that can move laterally between operations and CID, and fill both roles of MPO or Detective.
- ⌘ MPO will be considered a promotion with a designed criteria and process. Current detective will qualify as MPOs. The remaining contingent will be selected via the criteria and competitive process from current patrol officers that have expressed an interest.
- ⌘ The baseline criteria for newly created MPOs is as follows-
 - Minimum time in grade as FPD officer (*with this agency*) is 4 years
 - Attainment of an Associate's Degree or equivalent from a two year college or technical school, or equivalent combination of education and experience
(see job description approved 7/8/2013)

Proposed Selection

- Competitive Selection process to be designed and administered with input from the police department, Human Resources, and Stanard & Associates

Any combination of any of these training courses/ certifications/ instructor status would be qualifying.

Proposed Selection

- § An *AVERAGE* at or above 3.5 over 5 years on the candidates employee evaluations
- § No disciplinary action/ probation within 1 year of selection process (more specifically no *negligent policy violation/crash related disciplinary action*)
- § Must provide a letter of approval and recommendation from the candidates shift's supervisors (*collectively*)

Fiscal Footprint

- § As of early June 2013, the Franklin Police Department defunded the Field Training Officer program. There were, at that time, 23 officers assigned as field training. Each of these officers was receiving a \$25/week stipend. This equals to \$2300 / month additional pay, or \$27,600 annually.
- § The proposal is to create a number of MPO's positions consistent with funds budgeted for the FTO positions. The current detective would also be considered MPO's for the purpose of lateral transfers to and from CID and Operations. Both MPO and Detective positions are designated as pay grade F in the proposed Pay Plan.

Patrol Officer

0-4 years of service

After 4 years, eligible for
Master patrol Officer

Master Patrol/ Detective

4 years of service
minimum + competitive
testing process