

Farmers Branch Police Department: Five-Year Strategic Staffing Plan

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Overview of Staffing Analysis

- Research team experience
- Multi-faceted methodology utilized
 - Interviews (n=19)
 - Comprehensive review of documents and data
 - City of Farmers Branch and Farmers Branch Police Department
 - Development of staffing/statistical models
 - Review of nationally recognized best practices and contemporary staffing standards
- Assessed all divisions/sections

Patrol Division Staffing

- Build base MAPP to establish concurrent validity
- Modifications to Base MAPP for Staffing Plan
 - Increased Calls for Service and Back-up Responses
 - Proportion of calls per citizen applied to population growth
 - Increased Self-Initiated Activity slightly
 - From current 30% to 33% of shift
 - Increased Administrative Activity slightly
 - From current 18.7% to 20.8% of shift

Patrol Division Staffing

- Patrol Officer Staffing Recommendation:
 - 54 patrol officers should be assigned to patrol by the end of fiscal year 2021-2022
 - Add 13 patrol officers above current authorized strength of 41
- Expected Outcomes
 - Annually respond to proportionate increase in calls for service due to population growth
 - Maintain 4 minute response time
 - Maintain 99% immediate availability
 - Maintain significant level of police visibility in community
 - Spend 33% of each shift on self-initiated activities
 - Spend 20.8% of each shift on administrative activities
 - Maintain current leave rate

Patrol Division Staffing

- Public Service Officer (PSO) Recommendation:
 - 2 PSOs should be assigned to patrol by the end of fiscal year 2021-2022
 - Add 1 PSO above current authorized strength of 1

Support Services Division Staffing

- Criminal Investigations Function
 - Assessed case assignment practices in division and number of cases assigned by investigator, month, and type of offense
- CID Staffing Recommendation:
 - 8 detectives should be assigned to the Criminal Investigations Division by the end of fiscal year 2021-2022
 - Add 2 detectives above current authorized strength of 6

Records Section Staffing

- *Records Section Staffing Recommendation:*
 - 1 Records Manager should be assigned to the Records Section by the end of fiscal year 2021-2022
 - *Add 1 Records Manager above current authorized strength of 0*



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Questions?