

**ORDINANCE NO. 23-1171**

**AN ORDINANCE OF THE MAYOR AND COUNCIL OF THE CITY OF DOUGLAS, COCHISE COUNTY, ARIZONA, TO UNDERTAKE A DEPARTMENTAL REORGANIZATION AFFECTING THE POLICE DEPARTMENT AND AMENDING ORDINANCE No. 631, 673, 728, 848, 04-871, 09-954, 13-1027, 18-1086, 19-1103, 19-1108, 21-1133, 22-1142, AND 23-1159; ESTABLISHING SEVERABILITY OF COMPONENTS OF ORDINANCE; AND ESTABLISHING AN EFFECTIVE DATE THEREOF.**

**WHEREAS**, Article IV, Section 1(A) of the City Charter provides that the “Council, by ordinance not inconsistent with this Charter shall provide for the organization, conduct and operation of the several offices and departments of the city as established by this Charter, for the creation of additional departments, divisions, offices and agencies and for their consolidation, alteration or elimination”; and

**WHEREAS**, Article VII, Section 5(2) of the City Charter provides that the alteration of a city department shall be by ordinance; and

**WHEREAS**, the police department is requesting a change to their structure to be able to support their accreditation and other administrative programs for the long term. The Douglas Police Department recognizes the benefits that accreditation status brings to the agency through peer review of internal policies, procedures, operations and training intended to promote industry best-practices and improved transparency with the community that the department proudly serves. The accreditation process is information intensive and time sensitive; and

**WHEREAS**, the City Manager recommends a reorganization in the police department adding one new position for FY 23/24 Budget and reducing the number of FTEs in one classification; and

**WHEREAS**, all relevant changes embodied in this reorganization Ordinance are set out in the organizational chart identified as Exhibit “1”; and

**WHEREAS**, the Mayor and Council find that the reorganization recommended by the City Manager will promote the effective and efficient provision of city services to the citizens of Douglas.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and Council of the City of Douglas, Arizona, as follows:

**Section 1.** That Ordinance No. 631, Ordinance No. 673, Ordinance No. 728, Ordinance No. 848, Ordinance No. 04-871, Ordinance No. 09-954, Ordinance No. 13-1027, Ordinance No. 18-1086, Ordinance 19-1103, Ordinance No. 19-1108, Ordinance No. 21-1133, Ordinance No. 22-1142 and Ordinance No. 23-1159 are hereby amended and that the provisions of any and all ordinances in conflict with this Ordinance are repealed at the time this Ordinance becomes effective.

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**Section 2.** The Police department requires the following actions for this reorganization:

- Reduce the number of Police Sergeants from 6 to 5.
- Create a full-time equivalent permanent status Police Administrative Programs Coordinator position, range 26.

**Section 3.** All relevant changes embodied in this reorganization Ordinance are set out in the organizational chart identified as Exhibit “1”.

**Section 4.** This Ordinance shall be effective thirty (30) days after final approval and adoption by the Mayor and Council.

**Section 5.** Should any section, clause or provision of this Ordinance be declared invalid, illegal or unconstitutional, such invalidity, illegality or unconstitutionality shall not affect the other provisions of this Ordinance.

**PASSED AND ADOPTED** by Mayor and Council of the City of Douglas, Arizona, this 10<sup>th</sup> day of January 2024.

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Donald C. Huish, Mayor

Attest:

Approved as to form:

\_\_\_\_\_  
Alma Andrade, City Clerk

\_\_\_\_\_  
Denis Fitzgibbons, City Attorney

Prepared by:  
Rocio Garcia-Pedroza, HR Manager