

38 priorities of the Austin community,” while it drastically defunded the police
 39 department by reducing the budget by over \$31 million, cutting 180 officer
 40 positions and delaying four cadet classes. In addition to these budget
 41 reductions, more than \$120 million in funds were also set aside from police
 42 activities that could be ended or redirected. All of these decisions were made
 43 by the City Council, despite the fact the same City budget reflects that fewer
 44 than 7 in 10 Austinites say they feel safe at all times, a downward trend in
 45 satisfaction the City itself admits it would “optimally ... like to increase
 46 significantly.” Further, more than 50% of residents and visitors say they are
 47 dissatisfied with public safety at night downtown, a critical deficiency for our
 48 community that has been historically dependent on tourism and entertainment.
 49 We must ensure that more police are employed, highly trained and fully
 50 accountable on the streets of our community. This proposed ordinance is
 51 critical and will require the City Council to adopt an adequate level of police
 52 funding, staffing, and training and enhance police oversight, all of which are
 53 crucial to providing for the safety and well-being of our Austin Community.

54
 55 **PART 2. Title 2 of the Austin City Code is hereby amended by adding**
 56 **Chapter 2-16 as follows:**

57
 58 **§ 2-16. EFFECTIVE PUBLIC SAFETY**

59
 60 **§ 2-16-1 – MINIMUM STANDARDS AND RESOURCES**

61
 62 The city council shall ensure at all times that the police department achieves
 63 the following minimum standards:

64
 65 (A) the employment of at least two sworn officers for every 1,000 residents,
 66 as determined by the city demographer based on the most recent data available
 67 from the United States Census Bureau, while maintaining not less than 35%
 68 community engagement time for all front-line officers whose time is measured
 69 on this basis across the entire police force;

70
 71 (B) full enrollment for no fewer than three full-term cadet classes for the
 72 department, until such time as the staffing levels for the department return to
 73 the levels prescribed in the 2019-2020 city budget;

74
 75 (C) an additional 40 hours each year of mandatory continuing education and
 76 in-service training for all sworn officers employed by the department above the
 77 hours required by the Texas Commission on Law Enforcement, with an

78 emphasis on training outside a classroom setting that will equip the officers to
79 handle evolving, fluid, dangerous situations and enhance their own safety and
80 that of the public. The training will be developed by the commander of the
81 department academy and emphasize skills essential to the everyday split-
82 second decision-making officers face on the streets in areas such as critical
83 thinking, defensive tactics, intermediate weapons proficiency, active shooter
84 scenarios, and hasty react team reactions; and

85
86 (D) a program designed by the police chief to enhance recruiting and
87 retention of officers by providing incentives in the form of additional
88 compensation or compensatory time for:

- 89
90 (1) officers proficient in the five most common non-English languages
91 spoken in the city, based on the most recent information available from
92 the United States Census Bureau,
93
94 (2) officers who participate in a mentoring program for cadets in the
95 department academy, and
96
97 (3) officers in good standing and eligible for an honorable conduct citation
98 or equivalent recognition every fifth year.
99

100 **§ 2-16-2 – REPRESENTATIVE COMMUNITY POLICING**

101
102 To ensure effective public safety throughout all areas of the city that meets the
103 needs of neighborhoods and establishes and maintains trust between the police
104 and city residents, the police chief shall:

105
106 (A) Work to recruit, hire and maintain a police force that reflects the racial,
107 ethnic and gender diversity of the city.
108

109 (B) Establish a system that, to the extent practicable, ensures officers
110 representative of, and proficient in the most common non-English languages
111 spoken in, neighborhoods within the city regularly and consistently patrol
112 those neighborhoods.
113

114 **§ 2-16-3 – COORDINATION OF OVERSIGHT**

115
116 To help ensure effective oversight of and accountability for the Department:

117
118 (A) The mayor and council members, their assistants and members of their
119 staffs, and the director of the office of police oversight shall, during their first
120 year of service or employment, (a) attend and complete the curriculum of the
121 Citizen Police Academy or the alternative program developed by the director
122 and (b) participate in the city's Ride Along Program, and the director shall
123 issue a report annually regarding the participation of these individuals.
124

125 (B) In order to be eligible for appointment to the Public Safety Commission
126 or the Community Police Review Commission or their successor boards, a
127 person nominated to serve by a council member must, prior to any vote of the
128 council to approve the nomination, (a) attend and complete the curriculum of
129 the Citizen Police Academy or the alternative program developed by the
130 director and (b) participate in the city's Ride Along Program.
131

132 **PART 3. Effectiveness and Severability.**

133
134 (A) The effective date of this ordinance shall be the earlier of (i) ten (10)
135 days after the date of its final passage by the Austin City Council, as prescribed
136 under Article IV, Section 4(a) of the Austin City Charter or (ii) the date upon
137 which the results of an election required under Article IV, Section 4(b) are
138 canvassed.
139

140 (B) If any section, paragraph, clause, or provision of this ordinance is for any
141 reason held to be invalid or unenforceable, the invalidity or unenforceability of
142 that section, paragraph, clause, or provision shall not affect any of the
143 remaining provisions of this ordinance, and to this end, the provisions of this
144 ordinance are declared to be severable. This ordinance shall supersede the
145 Austin City Code to the extent there are any conflicts.
146

147 **PART 3.** The election shall be conducted between the hours of 7:00 a.m. and 7:00
148 p.m. The location of the main early voting polling place, the dates and hours for
149 early voting, and the early voting clerk's official mailing address are provided in
150 Exhibit A, attached and incorporated as a part of this ordinance.

151 **PART 4.** A direct electronic recording voting system, as the term is defined in
152 Title 8 of the Texas Election Code, shall be used for early voting and for voting
153 conducted on election day. The central counting station is established at the Travis
154 County Elections Division, 5501 Airport Boulevard, Austin, Texas.

155 **PART 5.** Notice of this election shall be posted and published in accordance with
156 state law. The notice shall be posted, in both English and Spanish, in the office of
157 the City Clerk and at the City Hall notice kiosk not later than the 21st day before
158 election day. Notice of this election shall be published one time, in English and
159 Spanish, not earlier than the 30th day before the date of the election or later than the
160 10th day before the date of the election, in a newspaper of general circulation in the
161 City of Austin.

162 **PART 6.** In accordance with Chapter 271 of the Texas Election Code, the
163 November 2, 2021 special municipal election may be held jointly with the various
164 political subdivisions that share territory with the City of Austin and that are
165 holding elections on that day. The City Clerk may enter and sign joint election
166 agreements with other political subdivisions for this purpose, and their terms as
167 stated in the agreements are hereby adopted.

168 **PART 7.** The Council finds that the need to immediately begin required
169 preparations for this election constitutes an emergency. Because of this emergency,
170 this ordinance takes effect immediately on its passage for the immediate
171 preservation of the public peace, health, and safety.

172

173 **PASSED AND APPROVED**

174

175 §
176 §
177 _____, 2021 § _____

178 Steve Adler
179 Mayor

180

181

182

183 **APPROVED:** _____ **ATTEST:** _____

184 Anne L. Morgan
185 City Attorney

186

187

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