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WHEREAS, one of the goals of the City of Austin outlined in Austin Strategic Direction 2023 is to create a shared understanding with the community about what constitutes timely, equitable, and effective safety outcomes and align performance expectations and resource investments accordingly; and

WHEREAS, the total budget for all three departments represents 65.6% of the \$1.17 billion General Fund budget; and

WHEREAS, AFD has 1,257 sworn position in the department, with approximately 110 vacancies, representing 9% of authorized sworn positions; and

WHEREAS, departments have been overwhelmed and taxed due to the onset of COVID-19 and its variants; and

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23 **WHEREAS**, suggestions from City departments will support the filling of
24 staffing vacancies and improve important public safety metrics; and

25 **WHEREAS**, we are engaged in contract negotiations and the goal is a
26 mutual benefit to both the employees of these public safety departments and the
27 City of Austin; **NOW, THEREFORE**,

28 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

29 The City Manager, as part of contract negotiations, is directed to develop the
30 ATX Public Safety Vacancy Staffing Plan, and shall provide an update to Council
31 no later than April 30, 2022;

32 **BE IT FURTHER RESOLVED:**

33 The City Manager is directed to work with the appropriate City departments
34 to develop the ATX Public Safety Vacancy Staffing Plan, for Austin's Emergency
35 Medical Services, Fire, and Police departments.

36 The plan shall include, but is not limited to, the following:

- 37 1. Provide current staffing levels, including classifications and vacant
38 positions, as well as historical vacancy trends for each department.
- 39 2. Identify challenges leading to vacancies in each department, including but
40 not limited to retention and recruitment.
- 41 3. Provide each department's plan to fill current vacancies, including a detailed
42 timeline.
- 43 4. Identify potential expanded or new public safety facilities needs to
44 accomplish vacancy needs.

45 5. Recommendations and a timeline for necessary City Council actions to
46 implement, including budgetary actions.

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50 **ADOPTED:** _____, 2022 **ATTEST:** _____

51 Myrna Rios
52 City Clerk
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