

**RESOLUTION NO.**

**WHEREAS**, about 250 Austin Police Department (“APD”) officers are currently eligible for retirement and face a February 26 deadline to make important financial decisions related to their retirements, as well as the potential loss of significant retirement-related benefits under the current meet and confer agreement if that agreement expires before they retire; and

**WHEREAS**, the hardworking officers of APD deserve certainty with regard to their pay, benefits, and compensation; and

**WHEREAS**, Austin residents will potentially have the opportunity to vote on two different petitions in a May 2023 referendum regarding police oversight and transparency, which could have important implications for the contract between the City and the Austin Police Association (“APA”); and

**WHEREAS**, the APA contract expires on March 31, 2023, and the negotiation of the new four-year contract would potentially allow the City and the APA to pre-empt the voters’ direction on contract issues such as police oversight and disciplinary processes for years; and

**WHEREAS**, the residents of Austin have repeatedly and adamantly advocated for increased police oversight and transparency; and

**WHEREAS**, public trust and officer morale can only be strengthened and sustained by meaningful transparency, accountability, and professional civilian oversight; **NOW, THEREFORE**,

23  
24 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

25       The City Manager is directed to negotiate for a new meet and confer  
26 agreement with the APA that achieves the following Council policy goals to the  
27 extent feasible in the labor contract negotiation process:

- 28       1.     Maintain or improve existing terms, conditions, and privileges of  
29               employment for APD officers;
- 30       2.     Preserve or enhance the City's existing civilian oversight program for  
31               APD officers as established in the current APA labor contract and City  
32               Code Chapter 2-15;
- 33       3.     Provide for incorporation into the new agreement of any civilian  
34               oversight program enhancements that may be approved by Austin  
35               voters in the May 2023 election; and
- 36       4.     Have a term of no more than one year from the expiration date of the  
37               current meet and confer agreement.

38 **BE IT FURTHER RESOLVED:**

39       The City Manager is directed to return to Council as needed to update the  
40 Council on relevant developments in the negotiation process with the APA.

41 **BE IT FURTHER RESOLVED:**

42       The City Manager is directed to bring any agreed-upon meet and confer  
43 agreement to the Council for approval as soon as an agreement is reached in  
44 negotiations and approved by the APA membership.

**BE IT FURTHER RESOLVED:**

The Council is committed to approving a long-term meet and confer labor agreement with the APA that faithfully embodies the will of the people of Austin and provides clarity and predictability for APD officers as soon as it can be responsibly done, and nothing in this Resolution prevents or prohibits the City Manager from negotiating for such a long-term agreement reflecting the results of the May referendum before the expiration of the agreement described in the first part of this Resolution.

**BE IT FURTHER RESOLVED:**

This Resolution shall become effective if:

1. The negotiating teams for the City and the APA do not reach agreement (subject to ratification by the APA membership and approval by the Council) on all items currently under negotiation before February 16, 2023, and
2. The agreement is not ratified by the APA membership and approved by the Council before February 24, 2023.

**ADOPTED:** \_\_\_\_\_, 2023      **ATTEST:** \_\_\_\_\_

Myrna Rios  
City Clerk