

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 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 of Austin and the Austin Police Association (“APA”); and

WHEREAS, the APA contract expires on March 31, 2023, and the ~~negotiation of the new proposed~~ four-year contract ~~will would potentially~~ allow the City of Austin and the Austin Police Association 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, the people of Austin have the right to make their views known to their representatives; and

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

24 **WHEREAS**, the four-year proposal will not protect the will of the people, so
25 it must be replaced by a one-year extension of the current extension to ensure the
26 electoral process is completed; **NOW, THEREFORE,**

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

28 The City Manager is directed to negotiate for a temporary meet and confer
29 agreement with the APA that achieves the following Council policy goals to the
30 extent feasible in the labor contract negotiation process:

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

43 ~~**BE IT FURTHER RESOLVED:**~~

44 ~~———— The City Manager is directed to return to Council as needed to update the~~
45 ~~Council on relevant developments in the negotiation process with the APA.~~

46 **BE IT FURTHER RESOLVED:**

47 The City Manager is directed to bring ~~any~~ the agreed-upon one-year meet and
48 confer ~~agreement~~ contract extension terms to the City Council for approval as soon
49 as an agreement is reached ~~in negotiations and approved by the APA membership.~~

50 **BE IT FURTHER RESOLVED:**

51 The ~~Austin City~~ Council is committed to approving a long-term meet and
52 confer labor agreement with the APA that faithfully embodies the will of the people
53 of Austin and provides clarity and predictability for APD employees as soon as it
54 can be responsibly done, and ~~nothing in this resolution prevents or prohibits the City~~
55 ~~Manager from negotiating for such a long term agreement reflecting the results of~~
56 ~~the May referendum before the expiration of the agreement described in the first part~~
57 ~~of the Resolution.~~ may present such a long-term meet and confer agreement to
58 Council for approval before the expiration of the one-year extension described
59 herein, but only once the results of the May referendum are known, certified, and
60 incorporated into the long-term agreement to the fullest extent allowable by law.

61
62 **ADOPTED:** _____, 2023 **ATTEST:** _____

63 Myrna Rios
64 City Clerk