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**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

- A.** The current meet and confer agreement between the City and the Austin Police Association (the “APA”) effective as of November 15, 2018 (the “Current Agreement”) will expire on March 31, 2023.
- B.** Despite best efforts of the City and the APA, there is a likelihood that the parties will not reach agreement on a successor to the Current Agreement before its expiration on March 31, 2023.
- C.** In Resolution No. 20220915-091 the Council established a City policy to continue the current pay and benefits for Austin Police Department (“APD”) officers, including payout of sick leave hours upon separation, in the event the Current Agreement expires without an approved successor agreement in place.
- D.** In light of significant staffing concerns within APD, and in order to maintain effective recruiting and retention of APD officers and continuity of pay and benefit practices while the City and the APA continue to seek a successor to the Current Agreement, it is necessary to provide wage and benefit stability for the officers covered by the Current Agreement to the extent not inconsistent with state civil service laws.
- E.** The City’s Office of Police Oversight (“OPO”) is integral to a robust and effective civilian oversight program and to the City Manager’s Charter authority to supervise, direct, and manage APD.
- F.** Clearly establishing the authority of the OPO as an investigator permitted by state law to review allegations of police officer misconduct, and establishing the OPO as an independent resource for both residents and APD officers to make anonymous complaints alleging misconduct by APD officers, are necessary and healthy components of the City’s civilian oversight program for APD and implement important community values and expectations of Austin residents.



**PART 5.** The Director of OPO and such other OPO personnel as designated by the Director shall have independent and unfettered access to APD personnel, records, and processes necessary to carry out the functions and responsibilities in Part 4 of this Ordinance, including without limitation access to APD records maintained under Section 143.089(g) of the Texas Local Government Code.

**PART 6.** This ordinance takes effect on \_\_\_\_\_, 2023.

**PASSED AND APPROVED:**

\_\_\_\_\_, 2023

Kirk Watson  
Mayor

**APPROVED:** \_\_\_\_\_ **ATTEST:** \_\_\_\_\_

Anne L. Morgan Myrna Rios  
City Attorney City Clerk