

Motion to amend Mayor Watson's Substitute Ordinance for Item 61

PART 3.

The City Manager is directed to develop and implement by no later than March 31, 2023, a program to address the current and projected shortage of police officers within APD that includes the following compensation elements:

- A. A base wage rate increase for all APD officers below the rank of Assistant Chief;
- B. A one-time lump sum payment to new cadets who join **and complete** an APD cadet training academy;
- C. A financial component to incentivize current APD officers to remain with APD; and
- D. A financial component for APD officers that incentivizes the Austin Police Association to resume immediately good faith bargaining for a new meet and confer labor agreement with the City.

The City Manager is further directed to bring to the Council for consideration any 60 elements of this program that require Council approval.