

RESOLUTION NO. 20230215-001

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 proposed four-year contract will 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

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

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

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

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

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

BE IT FURTHER RESOLVED:

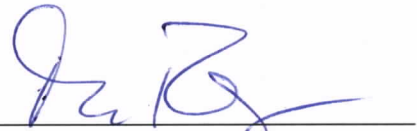
The City Manager is directed to bring the agreed-upon one-year meet and confer contract extension terms to the Council for approval as soon as an agreement is reached.

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 employees as soon as it can be responsibly done, and the City Manager may present such a long-term meet and confer agreement to Council for approval before the expiration of the one-year extension described herein, but only once the results of the May referendum are known, certified, and incorporated into the long-term agreement to the fullest extent allowable by law.

ADOPTED: February 15, 2023

ATTEST:



Myrna Rios
City Clerk