




MEMORANDUM

TO: Mayor and Council Members

FROM: Chief Joseph Chacon, Austin Police Department 

THROUGH: Chief Bruce Mills, Interim Assistant City Manager

DATE: May 4, 2023

SUBJECT: **Response on Modified Police Academies (Fiscal Year 2023 Kelly Budget Rider 1)**

The purpose of this memorandum is to provide an update to an FY23 budget rider that recommends the implementation of modified police academies for the recruitment and training of experienced law enforcement candidates. APD now refers to its modified academies as the Transitional Officer Program (TOP).

APD initiated TOP recruitment and hiring for the 146th class on January 28, 2022, and eight cadets were hired as a result of this process. All eight cadets graduated on November 18, 2022, completed field training, and will continue the remainder of their 12-month probationary period as required by the department.

Recruitment and hiring efforts for the 150th class began on August 17, 2022, and thus far has yielded 5 viable applicants. This class is scheduled to begin on September 11, 2023, and cadets will graduate on December 29, 2023. The department will continue to accept applications for this class until July 1, 2023. Funding for the 150th class is available in the FY23 Operating Budget of the department. Recruiting for each of these classes and any future TOP classes follows the recommendations from the process set forth in Resolution No. 20191205-066. Additionally, all TOP cadets starting with the 146th class have and will continue to undergo approved training curriculum as required by Resolution No. 20210325.

The TOP classes include a much smaller group of cadets and the length of time for training is abbreviated as compared to a regular cadet class (approximately 4 months of training as opposed to 8 months) due to the required three years of law enforcement experience candidates must have in order to qualify.

As of the date of this memorandum, APD has 328 vacancies, with 103 officers having separated from the department this calendar year. The continued recruitment for TOP classes coupled with regular cadet classes is needed to help fill the large number of vacancies in the department.

cc: Jesus Garza, Interim City Manager