



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

23 By no later than February 1, 2024, the City Manager is directed to bring to  
24 the Council for consideration an ordinance that extends the pay and benefit  
25 provisions of the Expired Agreement enumerated in Part 2 of Ordinance No.  
26 20230223-06 for either 12 months or until the effective date of a successor  
27 agreement to the Expired Agreement, whichever comes first. The base wages for  
28 officers provided for in the proposed ordinance shall be inclusive of and reflect the  
29 four percent increase previously given to all officers below the rank of Assistant  
30 Chief beginning with the first full pay period after April 1, 2023.

31 **BE IT FURTHER RESOLVED:**

32 The City Manager is directed to ensure that the ordinance extending police  
33 pay and benefits includes an appropriate reiteration of the Council's commitment  
34 to the Office of Police Oversight's investigative authority and unfettered access to  
35 APD personnel, records, and processes.

36 **BE IT FURTHER RESOLVED:**

37 The City Manager is directed to develop, implement, and maintain programs  
38 to address the current and projected shortage of police officers at APD that include  
39 the following elements:

- 40 • A set of financial incentives paid when new cadets:
  - 41 ○ Join an APD cadet training academy;
  - 42 ○ Complete an APD cadet training academy;
  - 43 ○ Complete APD field training; and/or
  - 44 ○ Successfully complete the APD probationary period;

- A financial component to incentivize current APD officers to remain with APD; and
- A financial component for APD officers that incentivizes the APA to resume immediately good faith bargaining for a new meet and confer labor agreement with the City.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to bring to the Council for consideration any elements of the programs that may be developed or proposed pursuant to this Resolution that require Council approval.

**ADOPTED:** \_\_\_\_\_, 2024 **ATTEST:** \_\_\_\_\_

Myrna Rios  
City Clerk