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RESOLUTION NO.

2	WHEREAS, the meet and confer agreement between the City and the
3	Austin Police Association (the "APA"), effective on November 15, 2018, expired
4	on March 31, 2023 (the "Expired Agreement"); and
5	WHEREAS, the City and the APA have not entered into a successor meet
6	and confer agreement; and
7	WHEREAS, on February 23, 2023, Council passed Ordinance No.
8	20230223-061, establishing pay and benefits for officers of the Austin Police
9	Department ("APD") and establishing authority of the Office of Police Oversight;
10	and
11	WHEREAS, Parts 2 and 3 of Ordinance No. 20230223-061, establishing
12	certain pay and benefits for APD officers, are set to remain in effect until either the
13	effective date of a successor meet and confer agreement or March 31, 2024,
14	whichever comes first; and
15	WHEREAS, in light of continuing and significant staffing concerns within
16	APD, and in order to maintain effective recruiting and retention of APD officers
17	and continuity of pay and benefit practices while the City and the APA continue to
18	seek a successor to the Expired Agreement, it is necessary to provide wage and
19	benefit stability for the officers covered by the Expired Agreement to the extent not
20	inconsistent with state civil service and other laws; NOW, THEREFORE,
21	

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

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

31 **BE IT FURTHER RESOLVED:**

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

36 BE IT FURTHER RESOLVED:

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

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

45	• A financial component to incentivize current APD officers to remain with
46	APD; and
47	• A financial component for APD officers that incentivizes the APA to
48	resume immediately good faith bargaining for a new meet and confer
49	labor agreement with the City.
50	BE IT FURTHER RESOLVED:
51	The City Manager is directed to bring to the Council for consideration any
52	elements of the programs that may be developed or proposed pursuant to this
53	Resolution that require Council approval.
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55	ADOPTED:, 2024 ATTEST:
56	Myrna Rios
57	City Clerk
	Page 3 of 3
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