

**RESOLUTION NO. 20240118-046**

**WHEREAS**, the meet and confer agreement between the City and the Austin Police Association (the “APA”), effective on November 15, 2018, expired on March 31, 2023 (the “Expired Agreement”); and

**WHEREAS**, the City and the APA have not entered into a successor meet and confer agreement; and

**WHEREAS**, on February 23, 2023, Council passed Ordinance No. 20230223-061, establishing pay and benefits for officers of the Austin Police Department (“APD”) and establishing authority of the Office of Police Oversight; and

**WHEREAS**, Parts 2 and 3 of Ordinance No. 20230223-061, establishing certain pay and benefits for APD officers, are set to remain in effect until either the effective date of a successor meet and confer agreement or March 31, 2024, whichever comes first; and

**WHEREAS**, in light of continuing and significant staffing concerns within APD, and in order to maintain effective recruiting and retention of APD officers and continuity of pay and benefit practices while the City and the APA continue to seek a successor to the Expired Agreement, it is necessary to provide wage and benefit stability for the officers covered by the Expired Agreement to the extent not inconsistent with state civil service and other laws; **NOW, THEREFORE,**

**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 the Council for consideration an ordinance that extends the pay and benefit provisions of the Expired Agreement enumerated in Part 2 of Ordinance No. 20230223-061 for either 12 months or until the effective date of a successor agreement to the Expired Agreement, whichever comes first. The base wages for 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 Chief beginning with the first full pay period after April 1, 2023.

**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.

**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:

- A set of financial incentives paid when new cadets:
  - Join an APD cadet training academy;
  - Complete an APD cadet training academy;
  - Complete APD field training; and/or
  - 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:** January 18, 2024 **ATTEST:** *GP Brady for*  
Myrna Rios  
City Clerk