



**October 24, 2024**

Questions and Answers Report



Mayor Kirk Watson

- Council Member Natasha Harper-Madison, District 1
- Council Member Vanessa Fuentes, District 2
- Council Member José Velásquez, District 3
- Council Member José “Chito” Vela, District 4
- Council Member Ryan Alter, District 5
- Council Member Mackenzie Kelly, District 6
- Mayor Pro Tem Leslie Pool, District 7
- Council Member Paige Ellis, District 8
- Council Member Zohaib “Zo” Qadri, District 9
- Council Member Alison Alter, District 10

*The City Council Questions and Answers Report was derived from a need to provide City Council Members an opportunity to solicit clarifying information from City Departments as it relates to requests for council action. After a City Council Regular Meeting agenda has been published, Council Members will have the opportunity to ask questions of departments via the City Manager's Agenda Office. This process continues until 5:00 p.m. the Tuesday before the Council meeting. The final report is distributed at noon to City Council the Wednesday before the council meeting.*

## QUESTIONS FROM COUNCIL

### Item 2

Approve an ordinance amending the Fiscal Year 2024-2025 Austin Energy Operating Budget Special Revenue Fund (Ordinance No. 20240814-007) to accept and appropriate \$31,593,683 in grant funds from the U.S. Environmental Protection Agency and add three full-time equivalent grant positions to implement the Solar for All residential-serving community and residential rooftop solar program.

COUNCIL MEMBER ZO QADRI'S OFFICE

1) *What are the labor protections/ monitoring for those employed in green jobs through this funding stream and entity requiring the standards (federal/state/local)?*

Enclosed is the Solar For All federal Notice of Funding Opportunity (NOFO) **Appendix E. Equitable Workforce Development and Job Quality**. The NOFO encourages applicants to review the U.S. Department of Labor and Commerce guidelines on "Good Jobs." Austin Energy plans to collaborate with community stakeholders, including local union representatives, to implement the NOFO recommendations as part of our stakeholder engagement. Funding Opportunity EPA-R-HQ-SFA-23-01 can be found here: <https://www.grants.gov/search-results-detail/348957>  
In addition, for our Solar Standard Offer and all existing solar offerings, contractors have to sign our [Code of Conduct](#), which allows us to remove them from the program for violating any local, state, or federal labor laws or practices.

### Item 7

Authorize negotiation and execution of an amendment to the interlocal agreement with Austin Independent School District to extend the full-day pre-kindergarten program through December 31, 2026, at no additional cost to the City.

COUNCIL MEMBER VANESSA FUENTES' OFFICE

1) *Which campuses offer full-day PreK3?*

The four campuses offering full-day PreK3 are Allison (78741/D3), Houston (78744/D2), Overton (78724/D1), and Padron (78758/D4).

### Item 24

Authorize negotiation and execution of all documents and instruments necessary or desirable to acquire in fee simple approximately 1.966 acres (85,630 square feet) of land out of the William Cannon League Survey No. 19, Abstract No. 6, Travis County, Texas for parkland, generally located at 6405 Circle S Road, Austin, Texas 78745, and being portions of those tracts conveyed to Trustees of Pleasant Hill Common School District 38 by deed recorded in Volume 1500, Page 108 of the Deed Records, and to Austin Independent School District by warranty deed recorded in Volume 8634, Page 544 of the Real Property Records, and all of that land conveyed to Austin Independent School District by general warranty deed

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recorded in Document No. 2005222797 of the Official Public Records, each of Travis County, Texas, from Austin Independent School District, for a total amount not to exceed \$1,140,764 including closing costs.

COUNCIL MEMBER VANESSA FUENTES' OFFICE

*1) What is the timeline for acquisition and park development?*

Assuming Council approval, staff anticipate closing on the transaction in the latter half of January 2025. After closing, PARD will proceed with initial service and improvements that may include signage, raising the canopy and improving lines of sight, and basic cleanup. This property will be added to the list of parks for future development so that PARD could proceed with securing the necessary resources (staff for planning and design of the pocket park and funding for construction). PARD would expect to include this park to the funding request for the 2026 Bond Program.

**Item 26**

Authorize negotiation and execution of all documents and instruments necessary or desirable to acquire in fee simple approximately 13.83 acres, including two 4-story Class A office buildings, known as One and Two Barton Skyway, totaling approximately 390,963 square feet of office space and two 5-level parking garages with approximately 1,551 garage and surface parking spaces, for municipal offices, located at 1501 and 1601 South Mopac Expressway, Austin, Texas 78756, and being all of Lots 2A and 2B of the Wallingwood Section II, Replat of Lot 2 Subdivision, a subdivision of record in Volume 100, Pages 95-96 of the Plat Records of Travis County Texas, from G&I VII Barton Skyway LP, in an amount not to exceed \$107,892,000 including closing costs. Related to Item #13.

COUNCIL OFFICE MACKENZIE KELLY'S OFFICE

*1) Which city employees or what department/team that searched for and worked on the Brandywine Property? What specifications were given to them for properties to look for?*

The City's Strategic Facilities Governance Team (SFGT) searched for the property in partnership with members of the City Manager's team. Specifications were based on a public safety headquarters programming report completed in 2022. The analysis for that report included examination of existing facilities, extensive staff and unit interviews, and employee surveys. Based on the data collected from these efforts, various space types were identified to meet operational needs. In addition, through the 769 survey responses, the SFGT was able to understand how the employees conduct their work, what they would like to see in new workspaces, and desired improvements in a new facility. Ultimately, the report found the departments would need approximately 400,000 square feet to meet their needs now and for the next twenty years. The Barton Skyway properties either currently or can easily be adapted to meet their needs.

*2) When was an appraisal of the property's value completed? What was the estimated market value? What were the dates of any sales of comparable properties that were used to estimate the value of the property?*

An appraisal was completed on September 10, 2024. The estimated market value in the appraisal report is \$107.6M as of August 5, 2024. The dates of sales of the comparable properties in the appraisal report are February of 2023, July of 2023, August of 2023, January of

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2024, April of 2024, and June of 2024.

*3) Was there any request for proposals for building owners for selling property to the city?*

There was none. However, the City is continually monitoring the market and in contact with the commercial real estate industry for properties that can meet any of its varied needs. The City utilizes three methods to address its facility needs, including design/construction, public private partnerships (P3s), and acquisitions. Design/construction and P3s involve RFQs and RFPs while acquisitions are completed by monitoring the real estate market for opportunities.

*4) Will any hazardous material be on the property? Will environmental assessments be considered on the site after purchase and renovations?*

The properties will be used for office/administrative purposes. No hazardous materials are expected to be on the property.

As part of the due diligence period for any acquisition, the City requires a Phase 1 Environmental Assessment. The assessment studies the current and historical uses of a property to determine if those uses have impacted the soil or groundwater beneath the property and could pose a threat to the environment and/or human health. A Phase 1 Environmental Assessment was completed for the Barton Skyway properties and it did not identify anything of concern. It concluded no additional investigation would be warranted. During renovations, staff will strictly follow all City regulations and policies to ensure there is no harmful impact.

*5) How many city employees are projected to work at the site for all departments in total?*

Approximately 1,500 employees are projected over the twenty-year horizon.

*6) Are there any city codes or ordinances that prevent the city from purchasing property in an aquifer recharge zone?*

No.

### **Item 33**

Authorize negotiation and execution of an interlocal agreement with Austin Independent School District (AISD) for implementation of the Saturday Academy and Summer Camp to support the advancement of literacy in English and Spanish for AISD children, youth, and their parents for a one-year term with five successive 12-month renewal options.

#### **COUNCIL MEMBER VANESSA FUENTES' OFFICE**

*1) Which schools can participate in this program?*

Academia Cuauhtli is historically hosted by the Emma S. Barrientos Mexican American Cultural Center (MACC). Due to the MACC's capital project expansion and closure, in FY24, the MACC partnered with Sanchez and Mendez Elementaries as hosts. The program is open to all AISD students.

### **Item 42**

Approve an ordinance amending the Fiscal Year 2024-2025 Transportation and Public Works Department Special Revenue Fund (Ordinance No. 20240814-007) to accept and appropriate grant funds from the U.

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S. Environmental Protection Agency in the amount of \$47,854,062 and amending the Fiscal Year 2024-2025 Transportation and Public Works Department Capital Budget (Ordinance No. 20240814-007) to transfer in and appropriate \$47,854,062 for Mobility Hub projects and regional mobility education.

COUNCIL MEMBER ELLIS' OFFICE

1) Please provide a breakdown of how and when the money will be spent on each of the strategies, which departments and partners are responsible for which pieces, what outcomes/goals we aim to accomplish, how Council will be kept involved throughout the implementation, how Council can support the implementation, and any other information staff would like to share.

**Please see the attached summary**

**Item 47 and 48**

47. Discussion and possible action to ratify a proposed five-year Meet and Confer Agreement with the Austin Police Association relating to wages, hours, and terms and conditions of employment for police officers of the Austin Police Department. Related to Item #48.

48. Approve an ordinance amending the Fiscal Year 2024-2025 General Fund Operating Budget (Ordinance No. 202408014-007) to increase appropriations in the Austin Police Department Operating Budget by the amount of \$16,583,833 and decrease the General Fund Operating Budget. Other Requirements by \$16,583,833 to provide additional funds to cover sworn personnel expenditures related to wages and benefits. Related to Item #47.

COUNCIL MEMBER VANESSA FUENTES' OFFICE

1) In the Forecast Update Memo (10/16/24), the 10 year average sales tax is shown at 4%. Does that include the abnormal years of 2019-2022? What would the 10 year average be without these outliers?

Please see the [Presentation- Police Contract Discussion](#) in the Work Session Backup

2) How does the forecast address the completion of ARPA expenditures? Please provide a five-year revenue forecast assuming the continuation of programs utilizing General Fund for those currently funded by ARPA funds.

Please see the [Presentation- Police Contract Discussion](#) in the Work Session Backup

3) How does our current pay (at each experience level) compare to competitive market and where will it be with the proposed contract?

Based on the 2024 Austin Police Department compensation study which compared Austin to the eight largest cities by population in Texas (including Austin), **Please see attached FY25 Compensation Rank Comparisons.**

4) What would percent of the general fund be for police? Public safety? For each of next five years?

	FY25	FY26	FY27	FY28	FY29
Police	36%	36%	36.3%	36.4%	36.6%
Pub. Safety	64.5%	64.6%	65%	65.2%	65.5%

5) Is there any anticipated growth in the number of approved sworn positions over the life of the contract?

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The forecast does not have anticipated growth in sworn positions, based on current vacancy levels it is anticipated that it would take a few years to lower the vacancy rate before it would make sense to consider adding new positions.

6) *What is the difference between the proposed annual raises for police and the EMS and Fire raises in their respective contracts over the next 5 years?*

**Please see attached Public Safety Agreement Comparisons.**

7) *What if next EMS and fire contracts end up matching the police pay increase (as we expect them to seek, at least)?*

Historically staff have worked to negotiate the contracts independently, comparing each contract to their respective field and industry not across employee contracts.

8) *What is the assumed annual growth of the Austin Energy (AE) transfer in the Revenue Forecast?*

City financial policy states that the AE transfer to the General Fund shall not exceed 12% of three-year average non-fuel revenue. In the proposed and approved budget, the AE transfer to the General Fund over the forecast period is calculated based on 11.6% of three-year average non-fuel revenue, in line with Council direction during AE's last rate case.

COUNCIL MEMBER ALISON ALTER'S OFFICE

1) *Please provide details regarding any differences or similarities in oversight provisions from the 2018 contract to the 2024 proposed contract.*

**G-File:** The 2018 contract permitted the City to maintain a confidential G-file, with some specific exceptions. The 2024 proposed contract eliminates all G-file confidentiality for the term of the agreement.

**Access to Internal Affairs Investigations:** The 2018 contract provided specific parameters for OPO to have access to Internal Affairs investigations. The 2024 proposed contract eliminates that language, giving the City Manager the authority to determine how OPO participates in investigations.

**Chief's Deadline to Issue Discipline:** The 2018 contract imposed a 180-day deadline for the Chief to issue discipline from the time of discovery by an assistant chief or higher, unless the officer's behavior involved allegedly criminal behavior. The 2024 proposed contract extends that deadline to 365 days.

**Grievances:** The 2018 contract allowed officers to file grievances on any issues within the contract, including those related to OPO's oversight activity. Some of these grievances resulted in an arbitration award that halted some of OPO's activities. The 2024 proposed contract allows for grievances to be asserted only as to specific provisions of the contract. A grievance may not be filed based on the actions of the City that are within the scope of Chapter 2-15 of City Code.

**Anonymous Complaints:** Both the 2018 contract and the 2024 contract permit the OPO to

receive anonymous complaints.

**Community Police Review Commission**: The 2018 contract provided the parameters for the CPRC to conduct oversight activity. The 2024 proposed contract removes those provisions, and the CPRC will be governed by Chapter 2-15 of City Code.

## Appendix E. Equitable Workforce Development and Job Quality

### Good Jobs Principles

Applicants are encouraged to review the U.S. Department of Labor and Commerce’s eight [Good Jobs Principles](#) for guidance on what constitutes a good job when developing their plans. These principles include, but are not limited to, all workers are paid a stable and predictable living wage, family-sustaining benefits that promote economic security and mobility, the choice to form and join a union, and safe and healthy working conditions. In addition, this program aims to expand workforce opportunity for [underserved communities](#) (as defined by the Good Jobs Initiative) who often face disproportionate barriers to training and employment. For additional resources, see the [Good Jobs Toolkit](#).

### Multi-Sectoral Partnerships

Multi-sectoral partnerships will be key to meeting the job quality and workforce development goals of this program. Examples of valuable partners include: employers that inform training curriculum and commit to hiring, mentoring, and retaining individuals from low-income and disadvantaged communities; State and local workforce boards that inform statewide and regional workforce strategies; labor unions that partner via [Labor-Management Partnerships](#) and are contracted on projects, provide training, and/or advise on labor practices; education and training providers, such as pre-apprenticeship programs, community colleges, Minority Serving Institutions, and Historically Black Colleges and Universities; worker centers; and trusted community-based organizations that work in low-income and disadvantaged communities and can assist with recruitment, mentorship, training, and supportive services.

### Job Quality

EPA aims for this program to create high-quality jobs with grant funds. Applicants are encouraged to proactively determine how they will work with contractors that are committed to “high road” labor practices, such as paying at least the prevailing wage, providing family-sustaining benefits, providing predictable work schedules, paid time-off, retirement contributions, safe and healthy working conditions, providing supportive services to those who need them, and other characteristics of a good job. In addition, EPA is committed to upholding workers’ free and fair choice to collectively bargain and join a union. Applicants are encouraged to develop strategies for protecting that right, such as requiring participating contractors to commit to remaining neutral in union organizing and operations and encouraging the use of Project Labor Agreements when appropriate (e.g., through aggregating residential projects under this program). Lastly, if applicants intend to leverage the IRA clean energy tax credits, they are encouraged to review resources from the Department of Treasury and Department of Labor about the prevailing wage and Registered Apprenticeship requirements associated with the tax credits, which aim to promote job quality in the clean energy sector.<sup>29</sup> (DOL tax credit resources:).

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<sup>29</sup> Additional resources from the Department of Labor on tax credit requirements: [Prevailing Wage](#) and [Registered Apprenticeship](#)



## **Market Building - Workforce Training and Equitable Participation**

Applicants are encouraged to invest in workforce training models that prepare individuals from low-income and disadvantaged communities for middle-class career pathways in solar energy deployment. These models include, but are not limited to, Registered Apprenticeship programs, pre-apprenticeship (apprenticeship readiness) programs affiliated with Registered Apprenticeship programs, Labor-Management Training Partnerships or other union-affiliated training programs, training programs in partnership with a local community college, and other similar models. Training programs should be developed in partnership with employers that are deploying grant funds and committed to hiring participants.

Training models should include a clear description for how they will recruit participants from low-income and disadvantaged communities, in addition to having a robust plan for supporting those students with wrap-around supportive services, case management, and on-the-job support and mentorship.

Applicants are encouraged to consider the use of Community Benefits Agreements, Community Workforce Agreements, and [Access and Opportunity Committees](#) as tools for delivering equitable, community- and worker-driven workforce development solutions.

### **Resources from the U.S. Department of Labor**

- [The Good Jobs Initiative](#) and [Good Jobs Toolkit](#)
- [Registered Apprenticeship](#)
- [Pre-Apprenticeship](#)
- [Labor-Management Partnerships](#)
- [Project Labor Agreement Resource Guide](#)
- [WorkforceGPS](#)

### **Resources from the U.S. Department of Energy**

- [Solar Workforce Development](#)
- [Solar Energy Resources for Job Seekers](#)

# Climate Pollution Reduction Grant Executive Summary

## Top Level Overview:

The City of Austin was awarded a **\$47.8M** implementation grant as part of the Inflation Reduction Act program by the Environmental Protection Agency (EPA).

Transportation is the number one category of Greenhouse Gas Emissions (GHGs) in Central Texas and this grant was created to reduce those emissions by reducing Vehicle Miles Traveled (VMT) throughout the region.

The primary strategy to accomplish this VMT reduction is to support Transportation Demand Management (TDM) projects and programming which shifts single occupancy vehicle trips to shared modes like transit, carpooling, vanpooling, and active options like biking and walking. **This supports the Austin Strategic Mobility Plan's 50-50 mode share goal.**

This opportunity is unique because of the \$20B of transportation projects in the construction pipeline, such as I-35 rebuild, Project Connect, Austin Corridor construction, CTRMA building and more, over the next decade. This provides a "pivot point" where congestion in the region will be more uncomfortable and residents, visitors and commuters will be looking for alternatives to either move through or avoid construction.

There are three complimentary TDM strategies included in the program:

1. **Transit service improvement** – Targeted flexible funding to CapMetro, the Capital Area Rural Transportation System (CARTS) and shuttle service providers to enhance transit services to support ridership increases.
2. **Infrastructure improvement** – Investments in mobility hubs to improve park and rides, and to collocate transit stops with first- and last-mile transportation options like CapMetro Bikeshare, micromobility, and private bikes, expanding the bike and ped counter network, and air quality index monitoring network for the region.
3. **Behavior Change** – Improving commute tools that include trip and route planning, carpool matching, and emergency rides home. Providing subsidies, incentives, and rewards for commuters to take transit, ride bikes, walk, carpool, or choose not to drive. Implementing a large-scale multilingual marketing and communications campaign informing communities (especially those impacted by major construction projects) of their low-GHG mobility alternatives. This campaign would also include grassroots, multilingual, community-based outreach, and partnerships with local community-based organizations to develop personalized low-GHG travel planning for hard-to-reach communities.

## Partners:

The program was developed with a number of coalition partners including TxDOT, CAPCOG, CARTS, Movability, CapMetro, and CAMPO. We are currently working with the partners to refine workplans and scope to deliver the best transit improvements, hub project locations, and strategies to optimize for maximum GHG reductions to successfully deliver the grant.

## Scope breakdown:

Measure 1: Service Improvement	Measure 2: Mobility Infrastructure	Measure 3: Behavior Change
\$17,500,000	\$7,140,668	\$22,625,000
<ul style="list-style-type: none"><li>• CapMetro Service</li><li>• CARTS Service</li><li>• Shuttle Service</li></ul>	<ul style="list-style-type: none"><li>• Mobility Hubs</li><li>• Bike/Ped counter expansion</li><li>• Air Quality monitor expansion</li></ul>	<ul style="list-style-type: none"><li>• TDM platform</li><li>• Marketing + Education</li><li>• Direct incentives</li></ul>
Key Implementors: CapMetro, CARTS, Shuttle vendors	Key Implementors: COA, CapMetro, CAPCOG	Key Implementors: COA, Movability, TxDOT, coordinate with CAMPO
\$535K allocated to Program management for five-year delivery timetable		

## Outcomes and Goals:

**The program's primary goal is to reduce GHGs in the region.** There are several additional benefits to this program such as:

- congestion relief,
- providing additional options for travelers,
- supporting transit use, and
- “priming” the region for increased adoption of the additional transportation options that will come online over the next decade – light rail, rapid bus, HOV lanes, and new active transportation routes.

## Council and Community Involvement:

Staff will keep Council informed throughout the CPRG process and will bring several items to Council for approval in the next 6-12 months that will support grant implementation, including:

- Interlocal agreements to provide funding to partners
- Contract expansion with Movability
- Contracts to expand the eco counter and air quality monitor networks

Community engagement will begin in early 2025 on the different aspects of the grant including sharing new mobility choices for individuals and educating the community that small actions in shifting drive-alone trips, we can collectively achieve our climate goals.

Council will be a key part in helping advocate for community involvement in the CPRG programming. There will be changes in construction schedules, impacts on neighborhoods, improvements in services and incentives available that we will need support on to reach community members.

Police Officer – Base and Longevity (Regionally Adjusted)

<b>Years of Service</b>	<b>Year</b>	<b>Rank FY24 from 2024 APD Compensation Study</b>	<b>Rank with FY25 Increase compared to FY24 from 2024 APD Compensation Study</b>
0	1	6 of 8	2 of 8
1	2	3 of 8	1 of 8
2	3	2 of 8	1 of 8
3	4	2 of 8	1 of 8
4	5	3 of 8	2 of 8
5	6	5 of 8	2 of 8
6	7	4 of 8	2 of 8
7	8	4 of 8	2 of 8
8	9	4 of 8	3 of 8
9	10	5 of 8	3 of 8
10	11	4 of 8	1 of 8
11	12	4 of 8	2 of 8
12	13	4 of 8	2 of 8
13	14	4 of 8	2 of 8
14	15	2 of 8	1 of 8
15	16	3 of 8	1 of 8
16	17	1 of 8	1 of 8
17	18	1 of 8	1 of 8
18	19	2 of 8	1 of 8
19	20	2 of 8	1 of 8
20	21	2 of 8	1 of 8
21	22	2 of 8	1 of 8
22	23	2 of 8	1 of 8
23	24	2 of 8	1 of 8
24	25	2 of 8	1 of 8
25	26	2 of 8	1 of 8
26	27	2 of 8	1 of 8
27	28	2 of 8	1 of 8
28	29	2 of 8	1 of 8
29	30	2 of 8	1 of 8

Police Corporal – Base and Longevity (Regionally Adjusted)

<b>Range</b>	<b>Rank FY24 from 2024 APD Compensation Study</b>	<b>Rank with FY25 Increase compared to FY24 from 2024 APD Compensation Study</b>
Entry	2 of 8	2 of 8
Top	1 of 8	1 of 8

Police Sergeant – Base and Longevity (Regionally Adjusted)

<b>Range</b>	<b>Rank FY24 from 2024 APD Compensation Study</b>	<b>Rank with FY25 Increase compared to FY24 from 2024 APD Compensation Study</b>
Entry	2 of 7	1 of 7
Top	1 of 7	1 of 7

Police Lieutenant – Base and Longevity (Regionally Adjusted)

<b>Range</b>	<b>Rank FY24 from 2024 APD Compensation Study</b>	<b>Rank with FY25 Increase compared to FY24 from 2024 APD Compensation Study</b>
Entry	2 of 8	1 of 8
Top	1 of 8	1 of 8

Police Commander – Base and Longevity (Regionally Adjusted)

<b>Range</b>	<b>Rank FY24 from 2024 APD Compensation Study</b>	<b>Rank with FY25 Increase compared to FY24 from 2024 APD Compensation Study</b>
Entry	1 of 7	1 of 7
Top	1 of 7	1 of 7

**Public Safety Agreement Base Wage Percentage Comparisons (Not Compounded)**

	<b>23-24</b>	<b>24-25</b>	<b>25-26</b>	<b>26-27</b>	<b>27-28</b>	<b>28-29</b>
<b>EMS<sup>i</sup></b>	4% to 14.5%*	4%	3%	3%		
<b>FIRE<sup>ii</sup></b>	8.16%	4%				
<b>POLICE<sup>iii</sup></b>		8%	6%	5%	5%	4%

\*For Fiscal Year 2024 - The majority of employees will receive an increase of around 6%, with no current employee seeing see less than 4% and some seeing up to 14.5%. This pay scale adjustment increases entry level Medic pay to \$24.24 to align the pay with City efforts to address staffing shortages in the 9-1-1 Call Center and adds STEP increases at Year 23 and 26 to assist with retaining our current employees.

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<sup>i</sup> Agreement Between the City of Austin and the Austin EMS Association, effective October 1, 2023 through September 30, 2027, Amended as of July 18, 2024 – 4 Year Contract – Total base wage increase over 4 years ranging from 14% to 24.5% (not compounded)

<sup>ii</sup> Collective Bargaining Agreement Between the City of Austin and the Austin Firefighters Association Local 975, effective September 8, 2023 through September 30, 2025 – 2 Year Contract – Total base wage increase over 2 years of 12.16% (not compounded)

<sup>iii</sup> Tentative Agreement Between the City of Austin and the Austin Police Association, effective upon signature by both parties through September 30, 2029 – 5 Year Contract – Total base wage increase over 5 years of 28% (not compounded)