



MEMORANDUM

To: Mayor and City Council

Through: Ramón Batista, Assistant City Manager

From: Chief Lisa Davis, Austin Police *LD*
Chief Joel Baker, Austin Fire *Joel Baker*
Chief Robert Luckritz, Austin-Travis County EMS *R*

Date: July 2, 2026

Subject: **Staff Response to Resolution 20250813-011 Sworn Overtime and Leave Use**

The purpose of this memorandum is to provide information to the City Council in response to [Resolution 20250813-011](#) which directs the City Manager to provide publicly posted monthly reports detailing overtime and leave use for public safety sworn personnel.

Austin Police Department (APD), Austin Fire Department (AFD) and Austin-Travis County Emergency Medical Services Department (ATCEMS) staff worked together to develop dashboards that incorporate the specific metrics outlined in the resolution, including sworn overtime hours worked, a breakdown of the type of leave used (i.e., vacation, sick, etc.), and sworn leave use organized by day of the week. Draft dashboards were presented to the Public Safety Committee on [February 2, 2026](#), and [April 6, 2026](#), for review and feedback. Following these presentations, staff worked with Assistant City Manager Ramón Batista to further refine each dashboard, ensuring alignment across the public safety portfolio.

Initial dashboard drafts included a mix of budget information, sworn leave use, and operational metrics. Variation in the reported measures became apparent, including how each department tracks overtime and leave use slightly differently due to rules established by negotiated labor agreements. As work on the dashboards progressed, it was determined that a more streamlined and simplified version focused solely on the elements outlined in the Council resolution would be preferable. Separate datasets and reports, including operational metrics, are currently provided by each public safety department on the City's [Open Data Portal](#).

Monthly reports for sworn overtime and leave use will be published on each public safety agency's respective reports webpage (i.e., [Austin Fire Reports](#)) and will be updated on the 15th day of each month. Landing pages for each agency include links to access reports from all three departments, ensuring seamless and straightforward navigation for visitors across pages. The reports will be

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formatted as a static PDF and will provide the City Council and the public with a regular snapshot of each department's management of sworn overtime expenditures throughout the fiscal year. It should be noted, however, that figures represented may not include values such as reimbursed overtime, and figures based on pay period information will not represent an exact month of data due to the difference in reporting timeframes.

The factors below were considered as public safety staff worked to produce dashboards in response to the City Council resolution, resulting in static products.

- **Limited to no automation:** The dashboards currently require a significant amount of manual work to pull, analyze, and organize the data.
- **Data ownership:** The data required to produce these reports is managed by multiple data owners (i.e., Human Resources, Finance), complicating the timely acquisition and consistent delivery of information.
- **Inconsistent/varied time frames:** Elements of these reports rely on different reporting periods (i.e., fiscal or calendar years and employee pay periods) which may make it difficult to interpret overtime use as it relates to sworn leave use in any given month.

Public safety staff will continue to work alongside Austin Technology Services (ATS) and other City partners to resolve identified challenges related to this project, with the long-term goal of automating the datasets required to produce sustainable and comprehensive live dashboard products. ATS anticipates delivering the automated dashboard solution by March 31, 2027. This timeline includes the work necessary to establish the required data integrations, governance, technology capabilities, and contingency for procurement of professional services or enablement technologies required to support implementation. Links to final live products will be published on the same departmental reports pages mentioned above.

Should you have any questions or concerns, please contact APD Chief Lisa Davis (Lisa.Davis@austintexas.gov), AFD Chief Joel Baker (Joel.Baker@austintexas.gov), AFD Chief of Staff Tom Vocke (Tom.Vocke@austintexas.gov), or ATCEMS Chief Robert Luckritz (Robert.Luckritz@austintexas.gov).

cc: T.C. Broadnax, City Manager
Erika Brady, City Clerk
Jason Hadavi, City Auditor
Mary Jane Grubb, Municipal Court Clerk
Judge Sherry Statman, Municipal Court
CMO Executive Team
Department Directors