



# 2024 Meet and Confer Agreement between City of Austin and Austin Police Association

# Benefits of the Agreement



- Ensures compliance with the Austin Police Oversight Act (APOA) enhancing Accountability and Transparency
- Improves opportunities for Recruitment and Retention
  - Enhances Hiring and Promotions
  - Competitive Pay Package
- 5-Year Agreement provides stability for both Management and Employees





# Accountability and Transparency (APOA)

- **Complaints and Investigations**
  - Complaints and Anonymous Complaints may now be received:
    - Austin Police Department Employee;
    - Non-departmental City employee (Office of Police Oversight “OPO”)



# Accountability and Transparency (APOA)

- **G-File**

- All documentation related to police officer misconduct – whether the conduct occurred before or after the effective date of the Agreement, is not confidential and is subject to release
  - The Agreement deals with the contract timeframe
  - G-Files that fall outside of the contract timeframe are subject to state law and any relevant Court ruling
- Currently, the City does not maintain G-Files



# Accountability and Transparency (APOA)

- **Discipline**

- Discipline has been redefined to mirror the definition provided in the APOA
- Police Chief's authority to issue discipline increased from 180 days to 365 days in accordance with APOA



# Accountability and Transparency (APOA)

## • **Grievances**

- **Non-Grievance of APOA Issues.**
  - **Grievance language complies with APOA.**
- **“Grievances under this Agreement may be asserted only as to specific provisions in this Agreement. A grievance may not be filed if based on the actions of the City that are within the scope of City Code Chapter 2-15, as in effect upon execution of this Agreement, and consistent with this Agreement.”**
- **A Grievance may be claimed on such a provision if the grievance claims that the City has not followed such incorporated provision.**



**COA and APA have a long history of negotiating to create more robust and inclusive hiring and promotional processes that enhance what the underlying law provides.**



- **Enhancements to Hiring**
  - Recaptures ability of Chief to develop and implement the screening and testing procedures
  - Recaptures and enhances Lateral Hiring
  - New ability to incentivize recruitment and retention outside of the Agreement



- **Enhancements to Promotions**
  - Recapture assessment center for Promotions
  - Increased diversity opportunities for Promotions
    - Combined written test and assessment center passing score of 70% to be considered for promotion (Kroll Report recommendation)
    - Equalized weighting of written test and assessment center (Kroll Report recommendation)
  - Additional training for Assessors
  - Pilot program for probation of promoted Commander including Leadership Training and Mentorship Program (Kroll Report recommendation)



- **Competitive Pay Package**
  - Fiscally responsible pay package that recognizes the value of our Austin Police Personnel and addresses Affordability
  - 5-year contract: 8%, 6%, 5%, 5%, and 4%
  - Attractive Incentive Pays (e.g. Patrol, FTO, Night Shift, Bilingual)



# Management Rights and Stability

- Maintains positive working relationships with City Council, Management, Police Chief and Community
- Ensures Chief's ability to make operational decisions
- Enhances long-term budgetary projections and planning
- Conservative funding obligations
  - Intent to fund Agreement from General Fund, not including General Fund Reserves or Fund Balance
  - If the City adopts a budget requiring a voter-approval tax rate election that is not approved, CFO determines proportionate reduction necessary to meet the funding obligations under the AGREEMENT under the actual implemented budget for that fiscal year. Meet & Confer for 30 days and then Council has authority to implement funding adjustments to agreement.



# Police Contract Funding Assumptions

## As of Approved Budget

- Contract cost planned in FY 24-25 Budget and 5-Year Forecast
- 5-Year Forecast structurally balanced

## Inclusive of Tentative Agreement

- Minimal additional impact over current forecast period



# Police Contract Estimated Cost (millions)

## *Budget Projections by Fiscal Year*

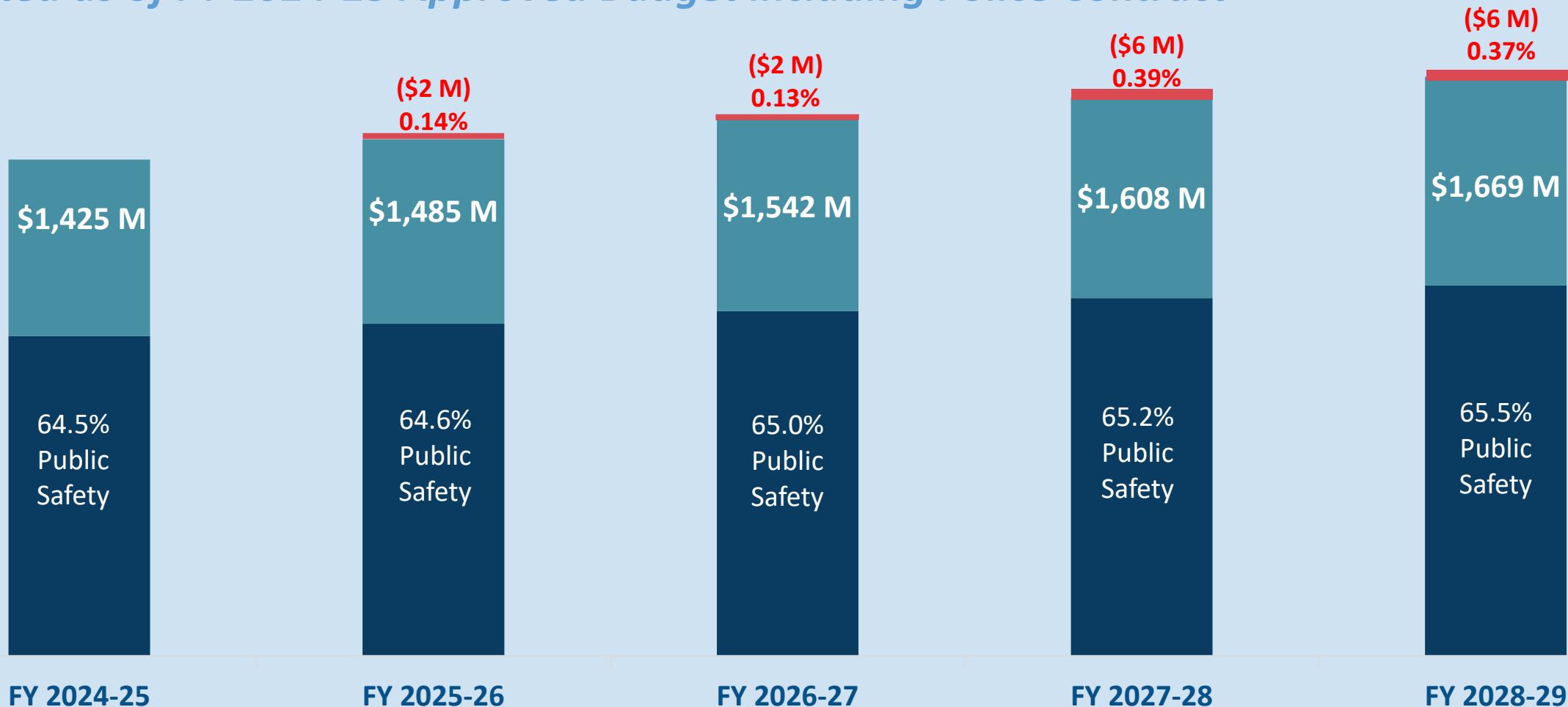
| Year       | Pay Enhancements   |
|------------|--|
| FY 2024-25 | 8.0% Base wage increase<br>Stipend increases (FTO, Bilingual, and Shift Differential)<br>Mental Health Stipend eliminated<br>\$2,000 one-time lump sum |
| FY 2025-26 | 6.0% Base wage increase<br>New Patrol Division Stipend<br>(Monthly assignment pay)<br>Thanksgiving Day (paid at time & half for hours worked)          |
| FY 2026-27 | 5.0% Base wage increase  |
| FY 2027-28 | 5.0% Base wage increase  |
| FY 2028-29 | 4.0% Base wage increase  |

| Year                           | Annual Projection | 5-Year Cumulative Cost |
|--------------------------------|-------------------|------------------------|
| FY 2024-25                     | \$16.6            | \$16.6                 |
| FY 2025-26                     | \$15.1            | \$31.7                 |
| FY 2026-27                     | \$11.9            | \$43.6                 |
| FY 2027-28                     | \$12.4            | \$56.0                 |
| FY 2028-29                     | \$10.4            | \$66.4                 |
| 5-Year Total (New Pay Items)   |                   | \$214.3                |
| FY 2024-25 (One-time Lump Sum) | \$3.5             | \$3.5                  |
| 5-Year Total (Estimated Cost)  |                   | \$217.8                |



# General Fund Five-Year Forecast (millions)

*Projected as of FY 2024-25 Approved Budget including Police Contract*



*Graph not to scale*



# General Fund Five-Year Forecast

## Assumptions include:

- **Wages for Civilian and Sworn labor agreements**
- **Health Insurance & Pension Contributions**
- **Allocations for IT, Fleet and Support Services**

## Maintain Significant Investments:

- **Social Service funding including expanding homelessness response efforts**
- **PARD opening new & expanded facilities; grounds maintenance**
- **Fire & EMS station opening**

# QUESTIONS?



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