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WHEREAS, public trust and officer morale can only be strengthened and sustained by meaningful transparency, accountability, and professional civilian oversight; **NOW, THEREFORE**,

24 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

25 The City Manager is directed to negotiate for a new meet and confer
26 agreement with the APA that achieves the following Council policy goals to the
27 extent feasible in the labor contract negotiation process:

- 28 1. Maintain or improve existing terms, conditions, and privileges of
29 employment for APD officers;
- 30 2. Preserve or enhance the City's existing civilian oversight program for
31 APD officers as established in the current APA labor contract and City
32 Code Chapter 2-15;
- 33 3. Provide for incorporation into the new agreement of any civilian
34 oversight program enhancements that may be approved by Austin
35 voters in the May 2023 election; and
- 36 4. Have a term of no more than one year from the expiration date of the
37 current meet and confer agreement.

38 **BE IT FURTHER RESOLVED:**

39 The City Manager is directed to return to Council as needed to update the
40 Council on relevant developments in the negotiation process with the APA.

41 **BE IT FURTHER RESOLVED:**

42 The City Manager is directed to bring any agreed-upon meet and confer
43 agreement to the Council for approval as soon as an agreement is reached in
44 negotiations and approved by the APA membership.

BE IT FURTHER RESOLVED:

The Council is committed to approving a long-term meet and confer labor agreement with the APA that faithfully embodies the will of the people of Austin and provides clarity and predictability for APD officers as soon as it can be responsibly done, and nothing in this Resolution prevents or prohibits the City Manager from negotiating for such a long-term agreement reflecting the results of the May referendum before the expiration of the agreement described in the first part of this Resolution.

ADOPTED: _____, 2023 **ATTEST:** _____
Myrna Rios
City Clerk