

AGENDA



Thursday, May 24, 2007

**Public Safety and Emergency Management
RECOMMENDATION FOR COUNCIL ACTION**

Item No. 10

Subject: Approve a resolution ratifying the Meet and Confer Agreement with the Austin Public Safety Officers' Association (APSOA) covering peace officers in the Public Safety and Emergency Management Department.

Amount and Source of Funding: Funding in the amount of \$108,042 is available in the Fiscal Year 2007-2008 Amended Operating Budget of the Public Safety and Emergency Management Department.

For More Information: Bruce Mills, 974-2757

On August 4, 2005, the Austin City Council passed an ordinance creating the Public Safety and Emergency Management Department (PSEM) which consolidated the Airport Public Safety Officers, Park Public Safety Officers, City Marshals and the Office of Emergency Management.

The Texas Legislature passed changes to the Texas Local Government Code, Section 142.053, effective September 1, 2005, that granted Meet and Confer rights to certain peace officers in the PSEM department.

In August, 2006, the Austin Public Safety Officers' Association (APSOA) was recognized by the City Council as the exclusive bargaining agent for the PSEM officers.

The City's bargaining team and the APSOA began negotiations in November, 2006, and reached a tentative agreement in March, 2007. This Agreement will be effective until September 30, 2008. The Association members will vote on the contract on May 21-22, 2007, and approval of the contract by majority vote is anticipated.

Funding in the amount of \$108,042 is available in the Fiscal Year 2007-2008 Amended Operating Budget of the Public Safety and Emergency Management Department. Cost breakdown includes:

Two Percent Service Incentive Enhancement Pay:	\$93,421
Officer Benefits:	\$14,621
Total:	\$108,042

Highlights of the contract include:

1. The City and the APSOA agreed to a formal process for conducting administrative investigations.
2. The City and the APSOA agreed to create a Joint Committee in order to permit the Association an opportunity to review and offer input into the revision of the Department's Promotion and Transfer policies.
3. The City and the APSOA share a mutual interest in having a workforce that is not impaired by substance abuse and agreed that all PSEM officers will be subject to the following types of drug testing:
 - A) Pre-employment testing: All applicants for employment must pass a drug test before they are hired.

B) Random testing: One hundred percent (100%) of all officers will be subject to selection for mandatory testing for illegal drugs and controlled substances during each calendar year on a fair and impartial statistical basis at the City's expense.