

**RESOLUTION NO. 20071206-047**

**WHEREAS**, the City of Austin employs law enforcement officers in both the Austin Police Department and the Public Safety and Emergency Management Department;

**WHEREAS**, the officers in each Department perform different duties but all are licensed as peace officers by the Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE) and exercise law enforcement powers; and

**WHEREAS**, the two Departments employing the officers have separate command structures and use different sets of policies and procedures; and

**WHEREAS**, only the officers employed in the Austin Police Department are covered by state Civil Service laws; and

**WHEREAS**, recent legislation amending the Proportionate Retirement Program could enable PSEM officers and experienced police officers from certain other jurisdictions to transfer to APD without losing retirement service credits; and

**WHEREAS**, the state Civil Service laws prevent the transfer of non-Civil Service officers into the Austin Police Department; **NOW, THEREFORE**,

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

1. To achieve a unified command structure and balance the employment rights and compensation structures for all of the City's law enforcement officers, the law enforcement functions of the Public Safety and Emergency Management Department should be consolidated into the Austin Police Department.

2. To enable consolidation to occur, the City should negotiate with the Austin Police Association in 2008, through the Meet and Confer process, for contractual provisions that supersede state Civil Service law to the extent necessary to accomplish consolidation.

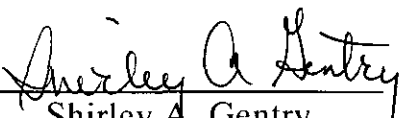
3. To accomplish the goals of consolidation in a cost-effective manner, the City can consider a plan to complete the consolidation in phases, over a period of no more than three years, while continuing to meet the public safety needs of the City's parks, Municipal Court, and Airport patrons.

4. To achieve a unified command structure at the earliest date possible.

5. To assist APD with filling vacancies and reducing overtime, the City should develop options through the Meet and Confer process to create a modified hiring process through which APD could hire experienced police officers from other jurisdictions.

**ADOPTED:** December 6, 2007

**ATTEST:**

  
Shirley A. Gentry  
City Clerk