

AGENDA



Recommendation for Council Action

Austin City Council	Item ID	53511	Agenda Number	12.
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Meeting Date:	12/10/2015	Department:	Austin Police Department
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Subject

Approve a resolution ratifying amendments to the Meet and Confer Agreement with the Austin Police Association that was ratified by the Austin City Council on July 27, 2013 and became effective on October 1, 2013.

Amount and Source of Funding

Pursuant to Resolution No. 20151119-064, a memo to City Council dated 12/3/15 lists the following as potential funding sources: 1) The ending balance of the Business Retention and Enhancement Fund, 2) the Budget Stabilization Reserve Fund, and 3) the assessment of event fees and reimbursements. Staff will bring forward a funding recommendation and budget amendment at a future Council meeting.

Fiscal Note

The cost impact of this amendment is \$1.5 million each year for the remaining two years of the contract period through FY 2017. The five-year total cost impact is estimated at \$7.5 million. Any fiscal impact increases beyond FY 2017 are contingent upon future negotiations and contract agreements.

Purchasing Language:	
Prior Council Action:	July 27, 2013 - Ratification of Meet and Confer Agreement.
For More Information:	Brian Manley, Chief of Staff, Austin Police Department, (512) 974-5030
Council Committee, Boards and Commission Action:	
MBE / WBE:	
Related Items:	

Additional Backup Information

Summary

The purpose of the proposed contract amendment is to establish a framework for long-term planning for public safety needs during the Spring Festival Season that includes using off-duty Austin Police Department personnel and other law enforcement personnel employed by certain local law enforcement agencies.

Background

In 1995, the Texas Legislature amended state Civil Service law to allow the City of Austin to negotiate and enter into written agreements with firefighters and police officers regarding wages, salaries, rates of pay, hours of work, other terms and conditions of employment or other personnel issues. An agreement reached through this "Meet and

Confer" process supersedes any contrary statute, local ordinance, policy, or rule adopted by the State, City, or Civil Service Commission.

On July 27, 2013, the Austin City Council ratified the Meet and Confer Agreement that had been previously ratified by a majority of the membership of the Austin Police Association. That Agreement expires September 30, 2017.

In previous years, the Austin Police Department has reassigned over 15,000 man hours of on-duty law enforcement personnel to the downtown area due to the increased public safety needs of the downtown area during the Spring Festival Season. This increased public safety need has necessitated the temporary reassignment of on-duty public safety resources, including resources from numerous other police units. The Association and the City agreed to negotiate amendments to the current Agreement to establish a framework for public safety needs during the Spring Festival Season for future years. As a result of those negotiations, the Parties agreed to certain changes to the Agreement, as outlined below. The Association anticipates that its membership vote on the amendments will be completed on December 9, 2015. In anticipation that the membership will approve the amendments to the Agreement, the Police Department is submitting the amendments to the Agreement for ratification by Council, as required by the Texas Local Government Code. The amendments to the Agreement achieve key City goals in various areas of administration.

Key Amendments

Spring Festival Season Public Safety Staffing:

To lessen the need for reassigning officers from their normal duty assignments while still adequately staffing the Spring Festival Season, including South by Southwest music festival, South by Southwest conferences, and coinciding events, the amendments to the Meet and Confer Agreement:

- Authorize the City to employ officers from certain outside municipal, county or state police agencies to work at the Spring Festival Season events;
- Provide that the Police Department will create a volunteer sign-up roster for Austin Police officers who want to work the Spring Festival Season events as an elective Department overtime assignment;
- Provide that staffing needs for the Spring Festival Season events will first be filled by Austin police officers from the volunteer sign-up roster;
- Provides that remaining unfilled assignments may be filled by officers from the designated outside police agencies and by reassigning on-duty Austin police officers from their normal duty assignments.

The Chief of Police retains the responsibility to staff special events, including the Spring Festival Season events, and the discretion to deny, in accordance with Department policy, an Austin police officer or an officer from an outside law enforcement agency from working the events.

Officer Residency:

Permits the City Council to authorize officer residency incentive pay in an amount and payable under conditions, requirements and criteria set by Council ordinance.

Term of Agreement:

The Meet and Confer Agreement ratified on July 27, 2013, and the Amendments ratified by this Resolution, expire on September 30, 2017.