

**RESOLUTION NO. 20180322-047**

**WHEREAS**, in 2008 the Management of America Report provided recommendations for efficiencies and streamlining for the Austin Police Department (APD), yet the full implementation of these recommendations is unknown to Council; and

**WHEREAS**, in 2016, the Council received recommendations from the Matrix Consulting Group on community policing that highlighted the need for the completion of certain strategies and subsequent addition of 144 new patrol officers to APD's force in order to further the City's community policing goals; and

**WHEREAS**, in a May 17, 2017, briefing APD presented a needs assessment recommendation that proposed adding 329 new officers over five years; and

**WHEREAS**, the last time new officer positions were created and funded in the city was during the approval of the FY2015-16 budget, and since then the City's population has increased by over 50,000 people; and

**WHEREAS**, in both the FY2016-17 and FY2017-18 budget recommendations, APD asked for 12 new officer positions, and both years those positions were approved but left unfilled; and

**WHEREAS**, if recurring budget savings or changed priorities exist, at any time APD could fill the remaining approved sworn positions without Council approval; and

**WHEREAS**, a growing city requires a growing police force to accomplish the goals of community policing and general public safety; and

**WHEREAS**, APD is in the process of filling its current sworn vacancies through ongoing police academies; and

**WHEREAS**, APD has already submitted its preliminary budget forecast for FY2018-19, and APD keeps ongoing performance measures that can guide the development of a staffing plan; and

**WHEREAS**, the Council desires the APD to be respected and trusted by all segments of Austin's diverse community and to pursue all efforts to maintain and increase that trust; and

**WHEREAS**, community policing and police oversight are effective methods of achieving community trust; **NOW, THEREFORE,**

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

The City Manager is directed to review and provide an update on the progress of recommendations made in the 2008 Management of America Report and the 2016 Matrix Report.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to utilize APD's preliminary FY2018-19 budget forecast and ongoing performance measures, plus the recommendations in the named reports, to develop a staffing plan regarding officer and civilian staff hiring needs for the next 5 years and present to Council by April 4, 2018.

## **BE IT FURTHER RESOLVED:**

The City Manager is directed to consider community policing needs in developing an evidence-based staffing plan. As a part of the development process, the City Manager should consider consulting with:

- Police staff;
- The Office of Police Monitor (OPM);
- Other law enforcement agencies;
- The Public Safety Commission;
- The Human Rights Commission; and
- Interested community organizations.

This review of performance measures should consider things like:

- Percent reduction in overall use of force and deadly force;
- Percent and number of interactions leading to critical incidents;
- Percent of officer suspensions for misconduct where suspension is not overturned or reduced upon appeal;
- Percent of officers with history of misconduct – or conversely percentage with no history of misconduct;
- Percent case clearance rates by type of offense;
- Number of citizen complaints;
- Number of police misconduct complaints, regardless of source (includes complaints based on statement by other officers or initiated by OPM);
- Resident satisfaction through consistent annual survey protocol (disaggregated by neighborhood and demographic characteristics); and
- Police officer and staff job satisfaction through survey protocol (disaggregated).

**BE IT FURTHER RESOLVED:**

The City Manager is directed to develop evidence-based best practices regarding police oversight and to report back within 90 days to Council with any recommendations to improve the effectiveness, transparency, and efficiency of our current system. The best practices should also include evidence-based evaluation tools to assess the effectiveness of any adopted accountability strategy. As a part of the development process the City Manager should consult with:

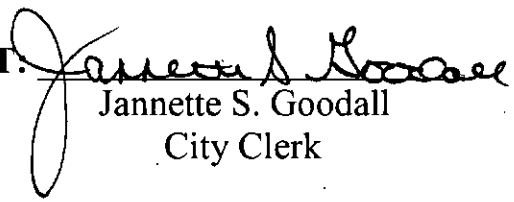
- Police Department staff;
- The OPM;
- Other law enforcement agencies;
- Other law enforcement accountability offices;
- The Public Safety Commission;
- The Human Rights Commission; and
- Interested community organizations.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to expedite filling all current vacancies utilizing existing funding for the unfunded officer positions in the FY2017-18 budget.

**ADOPTED:** March 22, 2018

**ATTEST:**

  
Jannette S. Goodall  
City Clerk