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2 **RESOLUTION NO.**  
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5 **WHEREAS**, the City of Austin has been recognized as one of the safest  
6 communities in the country; and

7 **WHEREAS**, the City continues to grow in population and in its need for public  
8 safety services; and

9 **WHEREAS**, it is the City Council’s desire to preserve Austin as one of the safest  
10 communities in the country; and

11 **WHEREAS**, community policing is based on the premise that officers should  
12 know the people they serve in order to develop trust and respect; and

13 **WHEREAS**, community policing is nationally recognized as one of the most  
14 important components of maintaining a city’s safety; and

15 **WHEREAS**, the City has commissioned several studies and task forces that all  
16 indicate that the Austin Police Department is currently unable to reach its

17 **WHEREAS**, on March 22, 2018, the council approved Resolution 20180322-047,  
18 that directed the city manager, in part, “to utilize APD’s preliminary FY 2018-19 budget  
19 forecast and ongoing performance measures, plus the recommendations in the named  
20 reports to develop a staffing plan regarding officer and civilian staff hiring needs for the  
21 next five years...,” and;

22           **WHEREAS**, on November 9, 2018, the city manager and the chief of APD issued  
23 memoranda regarding a recommended police staffing plan for sworn personnel over the  
24 four-year period from FY2019 through FY2022, coincident with the proposed meet and  
25 confer agreement with the Austin Police Association, that called for the hiring of 123  
26 sworn personnel covering APD patrol, investigative and other functions, and;

27           **WHEREAS**, on November 15, 2018 the membership of the Austin Police  
28 Association and the council approved the proposed meet and confer agreement effective  
29 November 15, 2018 and continuing through September 30, 2022, which financially  
30 allows for the hiring of additional sworn personnel; **NOW, THEREFORE,**

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

32           The City Council acknowledges the Chief of Police’s “recommended staffing plan  
33 for sworn personnel” released to Council in a memo dated November 9, 2018 and looks  
34 forward to the completion of the staffing plan, including non-sworn personnel, as directed  
35 by resolutions NO. 20180322-047 and NO. 20180412-027 passed on March 22, 2018 and  
36 April 12, 2018, respectively.

37 **BE IT FURTHER RESOLVED:**

38           The Council recognizes the portion of the staffing plan released to Council as a  
39 core component for consideration in FY2020 and subsequent budget proposals and sets a  
40 goal and commitment to approve future budgets that address sworn officer staffing along

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with other resources necessary to address the City’s public safety needs with the aim of meeting public safety outcomes outlined in the Austin Strategic Direction 2023 Plan.

This resolution takes effect on December 13, 2018.

**ADOPTED:** \_\_\_\_\_, 2018

**ATTEST:** \_\_\_\_\_

Jannette S. Goodall  
City Clerk

DRAFT