



MEMORANDUM

To: Mayor and Council

From: Elaine Hart, Interim City Manager *Elaine Hart*

Date: January 29, 2018

Subject: Austin Police Association Ready to Begin Negotiations

As you are aware, the City of Austin and the Austin Police Association are currently operating without a labor agreement and subject to the provisions of State civil service statute (Texas Local Government Code Chapter 143). I am attaching a letter from Ken Casaday, president of the Austin Police Association, emailed to me on January 26 requesting that I forward the letter to Council.

As stated in the letter, the Austin Police Association gives *"notice that the Association has selected its meet and confer team and we will be ready to return to the bargaining table whenever the City of Austin has selected its meet and confer team, and the City of Austin is in a position to make substantive proposals, both economic and non-economic"*. The letter also states, the Austin Police Association *"hopes that the Mayor and Council do not reduce the pay and benefits of its officers during the meet and confer process"*.

Should you have questions, please contact me or Assistant City Managers Rey Arellano or Mark Washington.

Attachment: January 26, 2018 Letter from APA

Cc: Assistant City Manager Rey Arellano
Assistant City Manager Mark Washington
Anne Morgan, City Attorney
Brian Manley, Interim Chief of Police
Lee Crawford, Law Department
Michael Cronig, Law Department
Deven Desai, Labor Relations Office

[Delivered via Email to Elaine Hart Fri 1/26/2018 12:57 PM]

January 26, 2018

Elaine Hart, Interim City Manager
City of Austin
P.O. Box 1088
Austin, Texas 78767-1088

Re: Meet and Confer Negotiations Between the City of Austin and the Austin Police Association

Dear Ms. Hart:

On behalf of the Austin Police Association we would like to give notice that the Association has selected its meet and confer team and we will be ready to return to the bargaining table whenever the City of Austin has selected its meet and confer team, and the City of Austin is in a position to make substantive proposals, both economic and non-economic. The Association appreciates the hard work of city's previous meet and confer team in reaching a tentative agreement that was ratified by 85% of the officers voting; however, we recognize that in a democratic process either party may ratify or not.

We would hope that the parties can reach another mutual agreement that meets the needs of our citizens, City management, elected officials and APD officers, and that such agreement would be ratified by both Association members and the mayor and council. The Association recognizes that the time needed to reach a new agreement is unknown at this time, however, we would hope that the Mayor and Council do not reduce the pay and benefits of its officers during the meet and confer process as has been the practice of the City when there was no agreement with fire fighters or EMS employees.

If you have any questions, please feel free to contact me.

Fraternally,
Kenneth Casaday, President

Cc: Mayor Steve Adler
Councilmember Ora Houston, District 1
Councilmember Delia Garza, District 2
Councilmember Sabino "Pio" Renteria, District 3
Councilmember Gregorio "Greg" Casar, District 4
Councilmember Ann Kitchen, District 5
Councilmember Jimmy Flannigan, District 6
Councilmember Leslie Pool, District 7
Councilmember Ellen Troxclair, District 8
Councilmember Kathie Tovo, District 9
Councilmember Alison Alter, District 10