



## MEMORANDUM

**TO:** Mayor and Council

**FROM:** Spencer Cronk, City Manager *SC*

**DATE:** May 15, 2018

**SUBJECT:** Update on APA Labor Negotiations

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The purpose of this memo is to update you on the progress of labor negotiations with the Austin Police Association (APA). Negotiations with the APA began in late February 2018 and the parties have had multiple bargaining sessions since then. We anticipate that these negotiations will continue for several more months at a minimum.

The City initially offered the APA an extension of the 2013 Meet and Confer Agreement to go into effect immediately and expire in 12 months. That extension would have continued for the 12-month term the special pay items that will expire on May 24, 2018 under Council Ordinance No. 20180215-053, as well as additional special pays that were not addressed in that ordinance. The APA rejected that offer and indicated it was unwilling to negotiate any type of interim agreement. Based on the APA's position, the parties started negotiating for a long term agreement.

The parties have tentatively agreed to 12 contract articles so far. These articles involve largely non-controversial terms such as definitions, recognition, non-discrimination, union dues check-off, etc. The parties have not yet begun negotiations on the more complex articles (e.g., wages, promotions, hiring, discipline, citizen oversight). We currently have bargaining sessions set for May 18, May 23, June 11 and June 25.

With respect to the citizen oversight article, the Office of the Police Monitor is in the process of researching best practices regarding oversight across the country, and staff will have an update on that project during the May 22nd work session. We do not anticipate concluding negotiations with APA until this citizen oversight review work is completed and that provision of the contract is negotiated.

xc: Executive Team  
Department Heads  
Assistant Department Heads