



MEMORANDUM

TO: Mayor and Council Members

FROM: Rey Arellano, Assistant City Manager

DATE: August 10, 2020

SUBJECT: Reimagining Public Safety Update

During the City Council's Budget Workshop on July 28, 2020, Deputy City Manager Nuria Rivera-Vandermyde presented the [CMO Leadership Reimagining Update](#). This described the conceptual framework for addressing the Council's Resolutions¹ that form the basis for Reimagining Public Safety and a mapping of existing work related to Reimagining. Since that date, staff has been actively working to lay the foundation for the work ahead. This memorandum provides an update on those efforts: the creation of a City-Community Reimagining Task Force and prioritization of specific functions within the Austin Police Department (APD) that might be accomplished differently.

City-Community Reimagining Task Force

As you know, the CMO Leadership team has been conversing individually with community partners to provide an overview of the conceptual framework and inquire as to willingness and desire to participate in the Task Force. Those conversations have largely concluded, and invitations will be sent out this week to formalize the Task Force and calendar. We anticipate holding at least three meetings in August. Staff has also communicated with the consultant team of 21st Century Policing and anticipate them commencing the week of August 17, 2020. Our goal would be to complete an agreed upon work plan that would prioritize our work and set milestone dates for the same.

Prioritization of APD Functions

Resolution [20200611-096](#) directs the City Manager, in part, to explore "...options for reallocating positions and roles currently assigned to the Austin Police Department that could be managed by other departments..." As part of the Proposed FY21 Budget, the City Manager

¹ Resolutions [20200611-050](#), [20200611-095](#), and [20200611-096](#).

also presented “[Reimagining Public Safety - Key Changes in the FY 2020-21 Proposed Budget](#)” that identified the public safety programs & services for reimagining:

- Emergency call center & police dispatch
- Forensics lab
- Vehicle licensing
- Nuisance abatement
- Park Patrol, Lake Patrol, & Airport Police
- Administrative & management services
- Crisis intervention & mental health response
- Officer wellness
- Internal affairs
- Protective services
- Victim services
- Officer training
- Governance

Last week, staff developed a plan (see Attachment) that prioritizes the units that might be easily transferred from APD. The plan takes into consideration the complexity of the function as well as work-load for HR, Law and CTM staff resources as well as APD management to evaluate and effectuate a transition. Of note, staff has focused this timetable on FY 2020-21, but is already working with the pertinent departments to resource and review the work in preparation for this Reimagining transition. This timetable is iterative, and as staff fine tunes issues regarding personnel transition timing, impact of pension or civil service rules, and other legal considerations, the accomplishment of each transition may change and will be reported to City Council in quarterly updates. As Council finalizes its budget deliberation, staff looks forward to providing information for Council to make informed decisions and approve the FY 2020-21 Budget.

cc: Spencer Cronk, City Manager
CMO Executive Team
Chief Brian Manley, Austin Police Chief
Joya Hayes, Human Resources Director
Stephen Elkins, Chief Information Officer
Farah Muscadin, Police Oversight Director
Brion Oaks, Chief Equity Officer
Kerry O’Connor, Chief Innovation Officer
Ed Van Eenoo, Deputy Chief Financial Officer

Attachment

Prioritization of Units for Evaluation/Transfer from APD

Unit	Q1	Q2/Q3	Q4
Forensics Lab			
Administrative & Management services			
Technology services*			
Officer Wellness Program			
Municipal/Community Court Security*			
Protective Services			
Chief Medical Officer concept*			
Strategic Support*			
Emergency Call Center & Police Dispatch			
Internal Affairs			
Special Investigations Unit*			
Nuisance Abatement			
Crisis Intervention Team & Mental Health Response	City/Community Reimagining Review		
Park Patrol, Lake Patrol, & Airport Police			
Victim Services, Crisis Counselors*			
Community Partnerships*			
Officer Training			
Vehicle Licensing/Highway Enforcement			
Governance			

* Staff identified these services and programs in addition to those identified in [Reimagining Public Safety - Key Changes in the FY 2020-21 Proposed Budget](#).

The above table identifies the prioritization of APD units to be evaluated and transferred from APD during FY21 in the fiscal quarters as indicated. The plan takes into consideration complexity of the function as well as work loading for HR, Law, and CTM staff resources as well as APD management to evaluate and effectuate a transition. The units that are indicated for City/County Reimagining Review reflect Community involvement to determine how the service might best be done to meet the Austin's public safety needs. As staff fine tunes issues regarding personnel transition timing, impact of pension or civil service rules, and other legal considerations, the accomplishment of each transition may change.