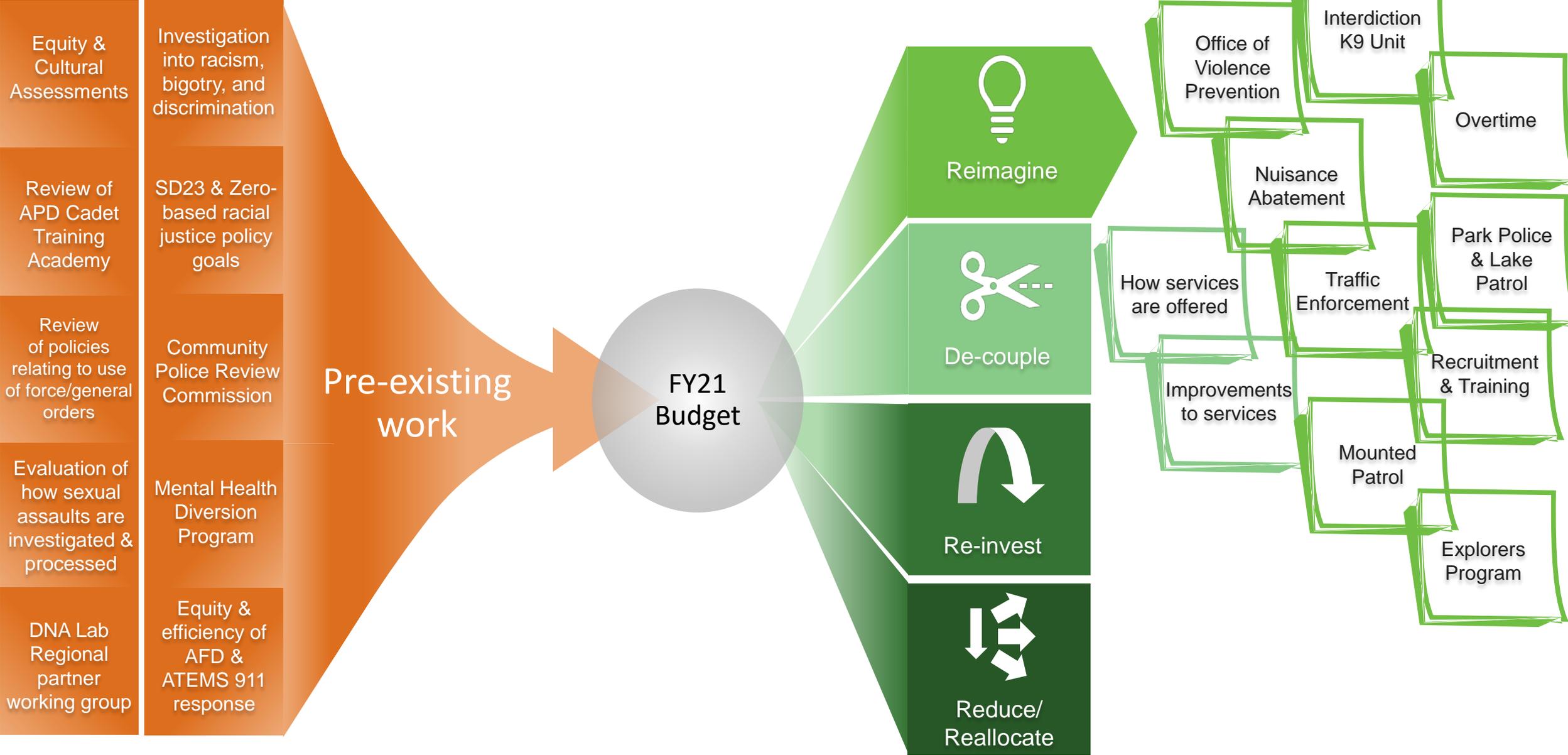


# Reimagining Public Safety

Budget | Current Scopes of Work



# Budget & workflows - past, present, future



# Reimagining Public Safety | Budget Highlights



## Immediate reductions/reallocations: \$31.5 million

- Cancel 3 cadet classes
- Reduce overtime
- License Plate Readers
- Mounted Patrol Civilian Vacancies
- Partially fund Records Management
- Fund public safety radio replacements through contractual obligations
- Reduction in 150+ vacant positions
- Delayed scheduled replacement of duty weapons
- Transfer of Special Events civilian staff to DSD
- Transfer of APD public information positions to newly created public safety communications program in Communications and Public Information Office

## Reinvestments: \$31.5 million

- EMS and APH COVID resources
- Mental Health Response and CHPs
- Family Violence Shelter
- Permanent Supportive Housing
- Increased resources for Victim Services
- Substance Abuse resources
- Food Access
- Abortion Access
- Family Support and Re-Entry programs
- Mental Health resources for HOST
- Workforce programs
- Early Childhood Program Coordinator
- Mobility Services Officer Study
- Equity in Policing Technology resource
- Increased resources for APH mental health services, family violence programs, and immigrant legal services
- Targeted training for trauma-informed response, unconscious bias, and racial and cultural sensitivity, as well as training to safely administer Naloxone to someone experiencing a drug overdose
- Expansion of the Integral Care-EMCOT
- Increased resources for Equity Office, Office of Police Oversight and new Civil Rights Office, including funding for General Orders rewrites and future audits

## Decoupling \$76.6 million

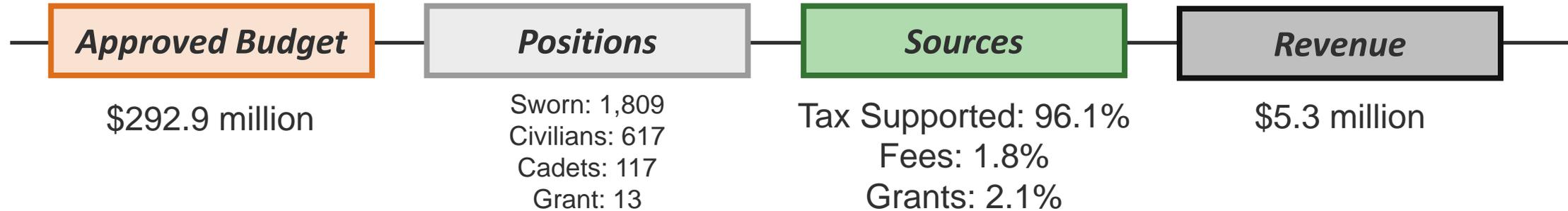
- Forensics Sciences Services
- Communications / 9-1-1 Call Center
- Support Services
- Strategic Support
- Community Partnerships
- Victim Services
- Internal Affairs
- Special Investigations Unit
- Special Events

Note: As directed by Council, COA staff is working on the administrative aspects of decoupling. How services are offered or improvements to particular services is expected to be discussed as part of the reimagining phases of the work.

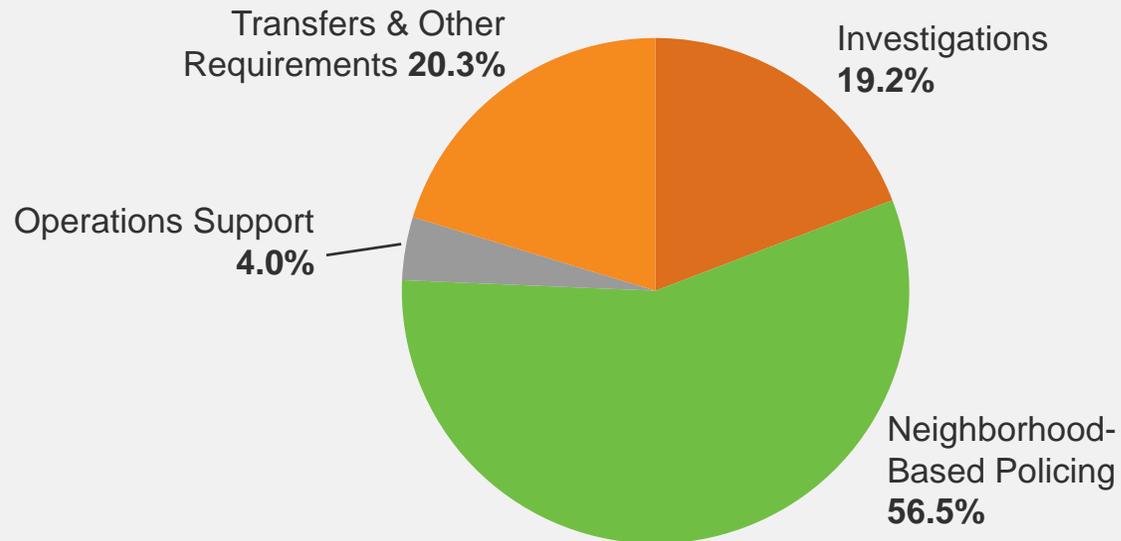
## Reimagining \$45.1 million

- Overtime
- Mounted Patrol
- Interdiction K-9 Unit
- Explorers program
- Traffic Enforcement
- Austin Regional Intelligence (ARIC)
- Training
- Recruitment
- Park Police
- Lake Patrol
- Nuisance Abatement
- Office of Violence Prevention

## Police General Fund: FY 2020-21 Budget Overview



### FY 2021 Budget by Program

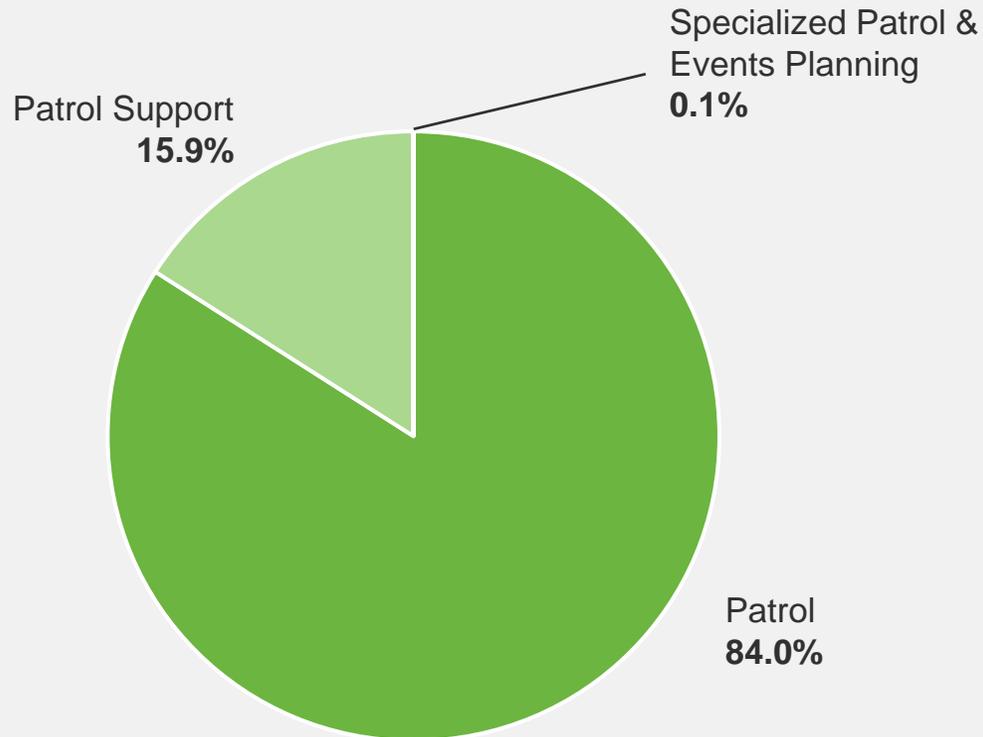


### Program Descriptions

- **Neighborhood-Based Policing** provides immediate police service and criminal investigations
- **Operations Support** provides support through air operations, the explosive ordnance team, SWAT, K-9, health and wellness, and various other special operations
- **Investigations** manages investigations of cases requiring a high level of expertise
- **Transfers and Other Requirements** includes services provided by other department; primarily technology and administrative support

## Neighborhood-Based Policing: FY 2020-21 Budget Overview

### FY 2021 Neighborhood-Based Policing Budget by Activity: \$165.5M

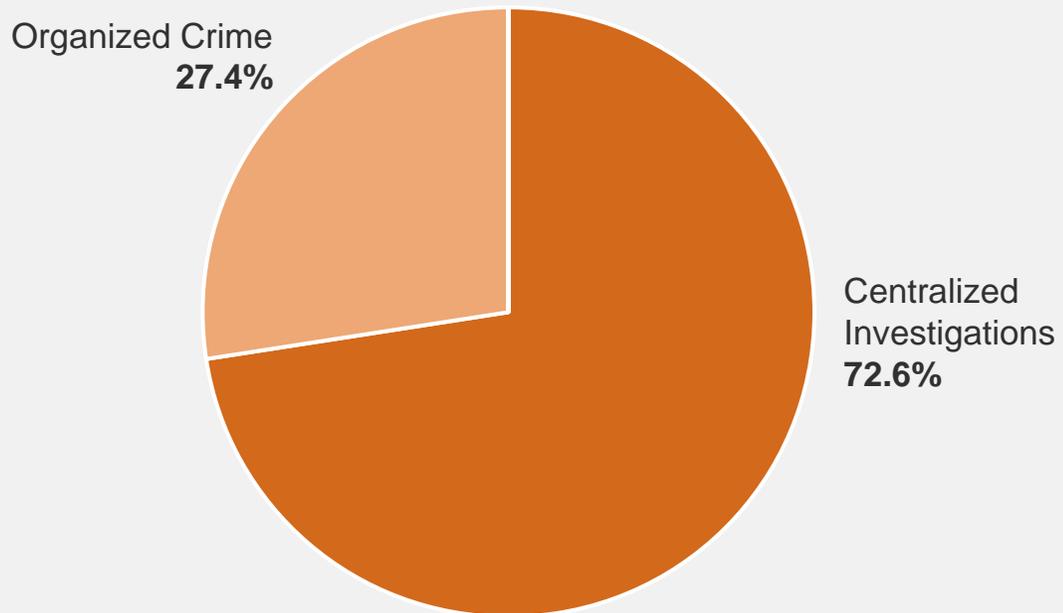


### Activity Descriptions

- **Patrol** provides a police presence in neighborhoods, responds to calls for service from the community, and engages in collaborative problem-solving initiatives. *Units include regional patrol, downtown area command, and airport police.*
- **Patrol Support** provides support to the first response officers through follow-up investigations, apprehension of offenders, and targeted enforcement efforts. *Units include regional detectives, district representatives, tactical, and intelligence.*
- **Specialized Patrol and Events Planning** includes resources necessary for specialized patrol, such as fuel and vehicle maintenance.

## Investigations: FY 2020-21 Budget Overview

### FY 2021 Investigations Budget by Activity: \$56.2M

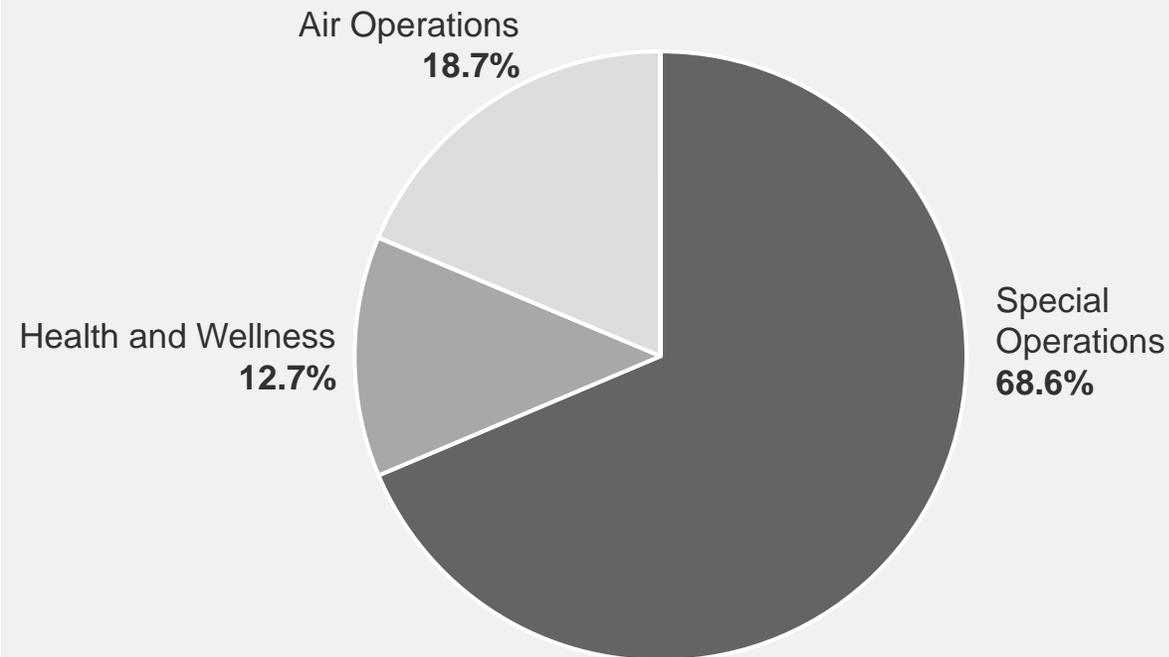


### Activity Descriptions

- **Centralized Investigations** investigates and solves property and violent crimes that require a particularly high level of expertise. *Units include homicide, domestic violence, sex crimes, child abuse, robbery, and others.*
- **Organized Crime** investigates the possession, manufacture, and illegal sale of controlled substances, gang-related crime, and computer-related crime in order to reduce organized crime. *Units include work related to narcotics, firearms, human trafficking, and other organized crime.*

## Operations Support: FY 2020-21 Budget Overview

### FY 2021 Operations Support Budget by Activity: \$11.8M



### Activity Descriptions

- **Special Operations** resolves crises involving hostage/barricade situations, provides canine and warrant service, and investigates and renders safe explosives and hazardous devices. *Units include SWAT, K-9, and the explosive ordnance team.*
- **Air Operations** provides support from fixed wing and helicopter resources.
- **Health and Wellness** includes health services and peer support units.

# Questions





## Scopes of Work

PRE-EXISTING WORK	Responsive to Resolution or Budget Rider	Timeline
<p>Equity Assessments: led by the Equity Office in partnership with APD, these assessments are comprised of 5 reports pertaining to individual divisions within PD and 1 cultural assessment provided by Dr. Joyce James</p>	<p>Parts of the report relate to 20191205-066/20191205-096</p>	<p>Reports expected to be released by end of year.</p>
<p>Research and best practices for appropriate DNA lab testing: regional work group convened, and University of Pennsylvania’s Quattrone Center for the Fair Administration of Justice (Quattrone) contracted to evaluate. Quattrone report and recommendations issued with ongoing work by the existing work group. Staff has incorporated further evaluation of the identified DNA lab options in the RPS effort.</p>	<p>No</p>	<p>Quattrone report released Oct 2020. Further work on the topic is included in the Decouple scope of work.</p>
<p>Comprehensive review of the equity and efficiency of the dispatch of emergency medical response related services of AFD and ATCEMS. The review to include an evaluation of response times, patient treatment and health equity, and resource utilization on responses.</p>	<p>FY2019-20 Budget</p>	<p>Contract approved by City Council on September 15, 2020. Preliminary recommendations expected in spring 2021.</p>
<p>Comprehensive evaluation of how sexual assaults that are reported APD are investigated and processed. Seeks to identify necessary improvements and reforms to improve system response for survivors of sexual assaults such that justice is best served.</p>	<p>20190131-077</p>	<p>Work has been ongoing. Final report and presentation expected February 2022.</p>
<p>Comprehensive, multi-pronged investigation of the extent to which forms of racism, bigotry, and discrimination are present in the protocols, practices, and behaviors of APD.</p>	<p>20191205-066</p>	<p>RFP issued and proposals evaluated. Council approved vendor (Kroll &amp; Associates) on Nov 2020. Initial focus will be on Academy/training, followed by promotions, hiring, use of force, and general workplace culture. Initial Academy recommendations expected spring 2021.</p>



## Scopes of Work

PRE-EXISTING WORK	Responsive to Resolution or Budget Rider	Timeline
<p>Review of APD Cadet Training Academy to include an audit of selected Training Academy course videos. APD commissioned a report by Dr. Sara Villanueva that was completed in May 2020. A community panel was also convened to review training videos and their recommendations are expected by or before the end of the year. Additionally, the Equity Office hired an evaluator for the Academy as one of the divisions undergoing an Equity Assessment. The vendor selected above for Resolution 66 will review all existing reports relating to the Academy as part of contract and will provide the City with comprehensive recommendations.</p>	<p>20191205-096 20191205-066</p>	<p>Internal report by Villanueva issued May 2020. Community panel report expected end 2020. Equity Assessment report expected Dec 2020. Report by Kroll &amp; Associates expected March 2021.</p>
<p>Comprehensive review of metrics, benchmarks &amp; baseline measures relating to SD23 &amp; Zero-based racial justice policy goals</p>	<p>20200611-050</p>	<p>Update provided to Council in Nov 2020.</p>
<p>Review of policies relating to use of force/general orders</p>	<p>20200611-095</p>	<p>End of January 2021.</p>
<p>Creation of Community Police Review Commission (CPRC)</p>	<p>No</p>	<p>CPRC approved in Sept 2020 and OPO completed training in November 2020.</p>
<p>Mental Health Diversion Program: 3 priority goals include: 1) better matching a mental health crisis call with an appropriate mental health response; 2) improving triage at the 911 Call Center to direct mental health calls more appropriately to Integral Care’s Expanded Mobile Crisis Outreach Team (EMCOT) or the Austin-Travis County Emergency Medical Services Department (ATCEMS), and fewer to APD; 3) getting mental health clinicians on scene in response to mental health crisis calls to 911, particularly during the hours identified in the Meadows Mental Health Policy Report (“Meadow’s Report”) as the times of highest need. Task Force members have asked to participate in this process. Staff is evaluating how best to include while work is ongoing.</p>	<p>2019-2020 Budget</p>	<p>Update provided to Council in Oct 2020 with approval of budget to fully implement Meadows Report recommendations; work is ongoing with convened stakeholder group with Quarterly updates scheduled to Council planned.</p>



## Scopes of Work

CITY RPS LEADERSHIP TEAM	Responsive to Resolution or Budget Rider	Timeline
Communications/911 Call Center	FY20-21 Budget	Recommendations by or before 3/21.
Forensics Sciences Services Center	FY20-21 Budget	Recommendations by or before 3/21.
Internal Affairs	FY20-21 Budget	Legal research complete and staff working on recommendations by or before end of 2020.
Support Services: review of all support services functions to determine feasibility of shifting to other corporate or management services departments. Includes finance, building services, human resources, communications, technology and research/data support	FY20-21 Budget	Communications shift complete. HRD evaluating process to shift HR, Finance and BSD services. BSD also evaluating related building security needs for Municipal Courts.
Community Partnerships	FY20-21 Budget	Recommendations by or before 3/21.
Victim Services	FY20-21 Budget	Recommendations by or before 3/21.
Strategic Support	FY20-21 Budget	Recommendations by or before 3/21.
Special Investigations Unit	FY20-21 Budget	Recommendations by or before 3/21.
Special Events	FY20-21 Budget	Officers required for support and event evaluation will be assigned as needed. Administrative personnel shifted to DSD.
Review of immediate staffing needs during RPS transition period	No	Ongoing.



## Scopes of Work

CITY RPS LEADERSHIP TEAM (cont...)	Responsive to Resolution or Budget Rider	Timeline
Exploration of the creation of new civilian (to include emergency communications and technology) and sworn departments (to include patrol, investigations, traffic safety, and professional standards)	FY20-21 Budget	Legal research ongoing.
Relocation APD Headquarters and initiation of community-led efforts to determine how the property could be used to address historic inequities in the Black community	FY20-21 Budget	Staff working on relocation efforts.
Examine expansion of Park Rangers program instead of Park Police	FY20-21 Budget	Recommendations by or before 3/21.
Equity in policing technology: research, analyze, and document effective business applications and their requirements in support of business-oriented information technology implementations.	FY20-21 Budget	One-time funds for fiscal year FY21.



## Scopes of Work

CITY-COMMUNITY RPS TASK FORCE	Responsive to Resolution or Budget Rider	Timeline
Overtime	FY20-21 Budget	TBD
Mounted Patrol	FY20-21 Budget	TBD
Interdiction K-9 Unit	FY20-21 Budget	TBD
Explorers program	FY20-21 Budget	TBD
Traffic Enforcement	FY20-21 Budget	TBD
Austin Regional Intelligence (ARIC)	FY20-21 Budget	TBD
Training	FY20-21 Budget	TBD
Recruitment	FY20-21 Budget	TBD
Park Police	FY20-21 Budget	TBD
Lake Patrol	FY20-21 Budget	TBD
Nuisance Abatement	FY20-21 Budget	TBD
Office of Violence Prevention	FY20-21 Budget	TBD

Prior to the FY20-21 Budget approval by Council, staff's initial invitation to Task Force participants was to help develop a Work Plan that included initial priorities that would be subject to review by the Task Force. Those included: use of force/de-escalation; alternatives to traditional policing (such as mental health/crisis intervention initiatives, approaches to homelessness response, victim services needs, violence prevention initiatives and resource alternatives); governance models; reducing enforcement for minor crimes; training – both Academy training and in-service continuous learning requirements and recommendations; addressing culture change in the workplace to transform the way officers show up in community; data and research – best practices and peer city reviews, & analysis of crime statistics (including exploring the role of bias in data collection and evaluation). Currently, additional work being explored by the Task Force includes: exploration of 911 training, intake and diversion of calls to non-sworn personnel; expansion of mental health response to non-sworn personnel; expansion of victim support services; and others to be determined as work groups form.



## Scopes of Work

RPS COMMUNICATIONS AND COMMUNITY ENGAGEMENT	Responsive to Resolution or Budget Rider	Timeline
Development and launch of RPS-focused webpage	No	Complete.
Development of initial RPS scenario-based survey	No	Complete.
Community Conversations	No	Ongoing – district focused sessions expected to be complete by end of January 2021.
Community-led listening sessions: supported by the Equity Office through Mini-Grant process	No	Applications reviewed; final awards expected before end of 2020.

# Questions



# Reimagining Public Safety



# Updates on City of Austin Staff Current Work



## Resolution 50 – Zero Disparities

The City Council established the following racial justice-related policy goals for the Safety outcome of Strategic Direction 2023:

1. Zero racial disparity in motor vehicle stops;
2. Zero racial disparity in citations and arrests resulting from motor vehicle stops by 2023;
3. Zero use-of-force incidents per year by 2023; and,
4. Zero deaths at the hands of APD officers per year by 2023.

## Strategic Direction 2023 Dashboard - Disproportionality Analysis

**Disproportionality analysis of the percentages of citations, warnings, field observations, and arrests that result from a motor vehicle stop involving individuals of a particular race/ethnicity compared to that specific race/ethnicity's percentage of the population in Austin**

### Overview

[Reimagining Public Safety](#) is the City of Austin's multifaceted strategy address racial and institutional inequities, and increase accountability

The City of Austin is committed to implementing policy and cultural change to address violence on people of color and other affected communities.

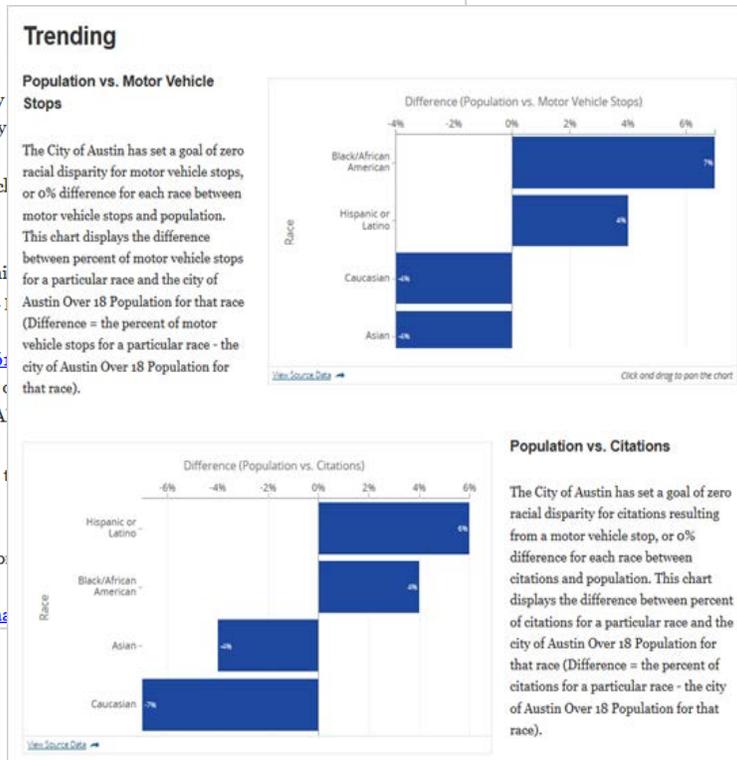
Recent events have amplified calls to end disparities in how community members are treated by police officers. In response to those calls, Austin City Council passed several resolutions.

On June 11, 2020, the Austin City Council passed [Resolution 202006](#), which established policies, services, and institutions continue to have a negative impact on communities of color. The path to address systemic inequities in stops, arrests and searches by Austin Police is through the following:

City Council established racial justice related goals specifically tied to the Administration of Justice. The goals include:

1. Zero racial disparity in motor vehicle stops
2. Zero racial disparity in citations and arrests resulting from motor vehicle stops

To establish a benchmark to achieve these goals, the [Joint Report: Analysis of Racial Disparity in Motor Vehicle Stops](#)



- Measure is among the 200+ strategic measures in SD23
- Team from Office of Police Oversight, Equity Office, Innovation Office, Austin Police, and Office of Performance Management collaborated on dashboard content and visualization
- Incorporated key information from the Reimagining Public Safety website, Council resolutions, and racial profiling reports
- Visit <http://performance.austintexas.gov> to learn about the measure, breakdowns by outcome of motor vehicle stops, and access raw data
- Next steps include:
  - Addition of 2019 Joint Analysis Report data
  - Development and updates to remaining/existing related SD23 measures with racial justice lens

## Update: 2019 Racial Profiling Report



THE OFFICE OF POLICE OVERSIGHT, THE EQUITY OFFICE,  
AND THE OFFICE OF INNOVATION

### 2019 JOINT REPORT: ANALYSIS OF APD RACIAL PROFILING DATA

### Report Overview

- The Office of Police Oversight, Office of Innovation, and Equity Office examined APD motor vehicle stop data from 2019, as well as trends from 2015-2019 to be in alignment with:
  - Resolution 50 - Zero Disparity
  - SD 23 - Fair Administration of Justice
  - Reimagining Public Safety

## Update: 2019 Racial Profiling Report

- Data from 2019 reveals that racial disparity in motor vehicle stops is still a pervasive problem, with Black/African Americans being the most overrepresented of all racial/ethnic groups in Austin.
  - *Black/African Americans made up approximately 8% of Austin's voting age population, but experienced 14% of motor vehicle stops, 25% of stops resulting in searches, and 25% of stops resulting in arrests.*
- APD vehicle stop data from 2019 also revealed a geographic disparity in warnings, field observations, and arrests.
  - *Warnings and field observations were most concentrated on the west side of the city, while arrests were most concentrated on the east side of the city.*
- Black/African Americans and Hispanic/Latinos were overrepresented in motor vehicle stops by 6% and 2%, respectively, while White/Caucasians were underrepresented by 6%, and Asians were underrepresented by 3%.
  - *The Black/African American driving population had two times more motor vehicle stops per driving population than the White/Caucasian driving population.*
- Black/African Americans were the most overrepresented group across all categories except citations, for which Hispanic/Latinos were the most overrepresented. On the other hand, White/Caucasians were the most underrepresented across all categories, and Asians were slightly underrepresented across all categories.

## Update: 2019 Racial Profiling Report - Proportionality of Motor Vehicle Stops by Race/Ethnicity

Table 2: Proportionality by Race/Ethnicity of all Motor Vehicle Stops in 2019

Race	# of APD Motor Vehicle Stops	Motor Vehicle Stops % of Total	City of Austin Over 18 Population (2010)	City of Austin Over 18 % of Population	Difference (Population vs Stops)
Asian	5,517	4.0%	39,777	6.5%	-3%
Black/African American	19,520	14.0%	48,230	7.8%	6%
Hispanic/Latino	45,755	32.8%	188,318	30.6%	2%
White/Caucasian	65,704	47.1%	329,500	53.6%	-6%

## Update: 2019 Racial Profiling Report - Reason for the Motor Vehicle Stop

Table 4: Reason for Motor Vehicle Stops in 2019

Reason for Stop	Number of Stops	Proportion of Reason of Stops
Moving Traffic Violation	104,336	75%
Pre-existing knowledge (i.e. warrant)	332	0.2%
Vehicle Traffic Violation (Equipment, Inspection, or Registration)	14,795	11%
Violation of law other than traffic	19,982	14%

## Update on Resolution 66 - [20191205-066](#)

Passed by City Council – December 2019

### **Purpose:**

Comprehensive, multipronged investigation and evaluation of the extent to which forms of bigotry and discrimination are present in protocol, practices, and behaviors of the officers of the Austin Police Department.

### **Scope of Work Divided in Four Groups:**

- Review of APD Training Academy
- Public Interactions/Use of Force
- Legal Analysis – Lawsuits and Investigations
- Communications – social media/text message/email review

## Update on Resolution 66: Consultant - Kroll & Associates

### Training Academy Assessment

- Analyze Austin Police Department training practices, including courses, materials, internal reports, and interviews with former cadets
- Research national standards in policing, including best practices for police academies, reducing use of force, and improving communications with diverse communities
- Recommend improvements to APD recruitment and promotion practices, including screening candidates for cadet classes and promotion
- Advocate for the participation of community groups representing those disproportionately affected by policing in the development of new police training

### Public Interactions

- Assess recruitment and promotion practices related to diversity and inclusion, including role of assessment centers
- Review data from June to November 2019, including use-of-force and interactions with the public
- Review aggregate data on every recorded interaction from June 2019 to November 2019 between APD and with any member of the public



## Update on Resolution 66: APD Training Academy – Internal Review

- Course material review – Dr. Miguel Ferguson
- Course video review – Community Video Review Panel
- Community Engagement Programming review and recommendations – Dr. Sara Villanueva
- Other areas for improvement –
  - SWOT Analysis
  - 5-Year Strategic Plan: Cultural Shift; Commitment to Diversity, Equity, and Inclusion; Academic Excellence; and Resource Development
- Next Steps

# Questions



# Reimagining Public Safety



# Update: Community Engagement Efforts



## Community Engagement Overview

### Reimagining Public Safety website

Serves a hub of news and information about RPS initiatives and feedback opportunities.

- English- <http://austintexas.gov/publicsafety>
- Spanish- <http://austintexas.gov/seguridadpublica>

Content includes:

- Overview of Public Safety Reform Resolutions
- Monthly progress reports
- Newsletter sign-up
- Task Force Meeting Information
- Blog
- To date: 3,500+ visitors, 7,200+ page views

## Community Conversation

Reimagining  
Public Safety



## Community Engagement Overview

### Phase I Feedback Opportunities

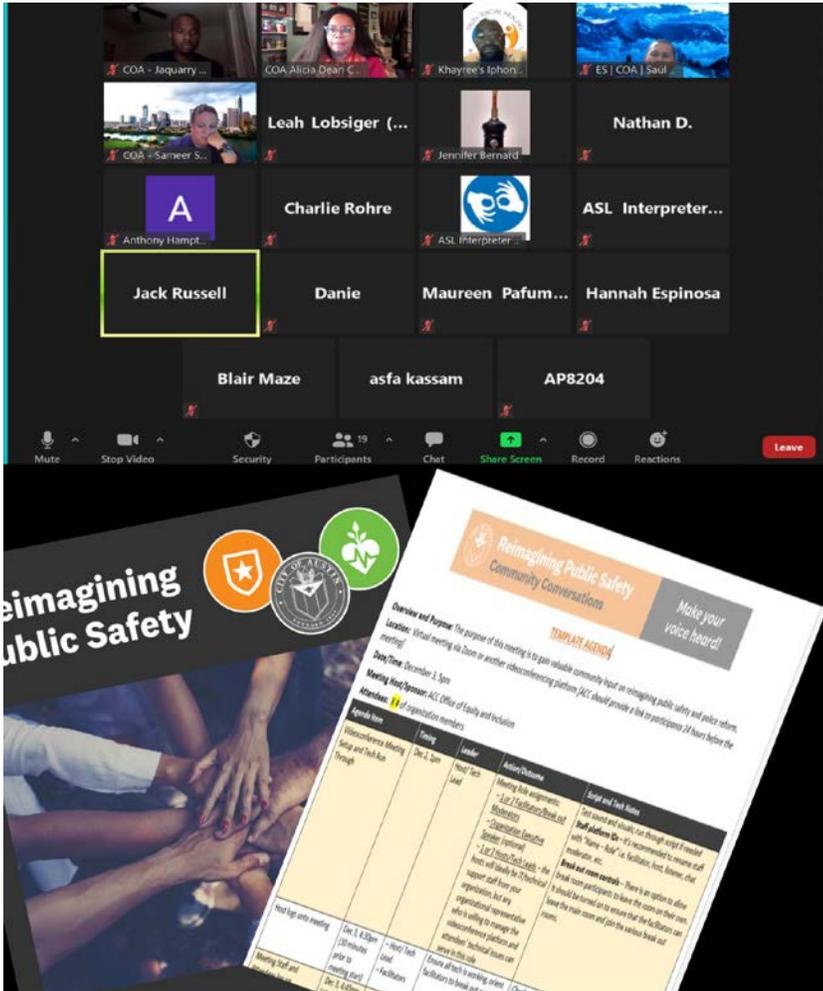
#### Council District Community Conversations

- Virtual facilitated conversations
- Districts 2,4,5,6,7, 8, and 9 hosted sessions Sept-November
- 190 Participants
- Sessions resume in January, confirmed dates include:
  - District 1- January 7, 2021 5 p.m.
  - District 3- January 13, 2021 5:30 p.m.
  - Citywide Session 1- January 20, 2021 5:30 p.m.
  - Citywide Session 2- January 28, 2021 5:30 p.m.

## Community Engagement Overview

### Community Partner Conversations

- 75+ Community Organizations, 150+ Neighborhood Associations directly invited to host sessions using the RPS Community Conversation Kit.
- 9 groups have either hosted or confirmed dates for sessions. 20 groups considering sessions for Dec & Jan.
- Confirmed host organizations include:
  - Austin Justice Coalition
  - Indian American Coalition of Texas (IACT)
  - Austin Community College Office of Equity & Inclusion
  - United Way / Travis County Success by 6 Coalition
- Kits available to the general public, sign-up available on the RPS website.
- Sessions expected to conclude Jan. 31, 2021



## Community Engagement Overview

### Self-Guided Options

- [The listening session for one](#)
- [Public safety reform idea forum](#)
- [Police reform short survey](#)
- Austin 3-1-1
- More than 500 people have completed at least one of the RPS Surveys and/or submitted suggestions on the idea forum.
- Input opportunities are being promoted using earned media and social media.
- Targeted community media outreach planned for January



 **Reimagining Public Safety**  
**Community Conversations**

*Make your voice heard!*

**SIGN UP**  
to participate in your Council District

**HOST**  
a virtual group listening session

**TAKE**  
the listening session for one survey

**SHARE**  
your ideas on SpeakUp Austin

**QUESTIONS?**  
email us at [publicsafetyinfo@austintexas.gov](mailto:publicsafetyinfo@austintexas.gov)

[austintexas.gov/publicsafety/share-input](https://austintexas.gov/publicsafety/share-input)

Feedback tools also available in Arabic, Burmese, Traditional and Simplified Chinese, Korean, Urdu, and Vietnamese.



## Listening Session Format

The format was adapted from the grassroots organization Critical Resistance.

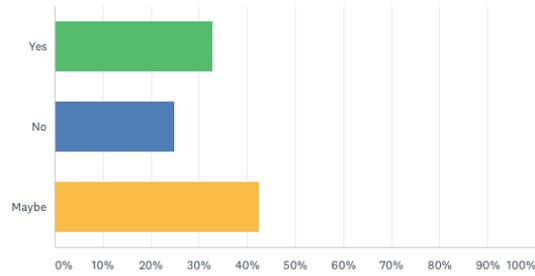
It includes seven scenarios followed by four questions:

1. Do you want police officers involved? Y/N/Maybe - please explain
2. what other resources could meet the needs involved in this scenario for the community?
3. what needs to be reimagined to support people during the incident, after the incident?
4. What would we need to invest in within our community to prevent this type of scenario?

# Preliminary Analysis – police officer involvement y/n/m

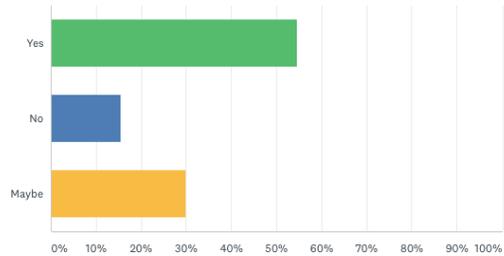
Question A.1 for the record: In an incident where a person or people are in trouble - do you want police officers involved?

Answered: 125 Skipped: 23



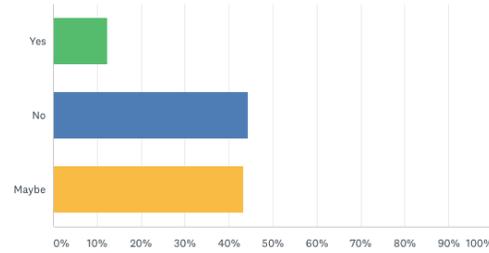
Question D.1 for the record: In an incident where there is an actual or perceived threat to property - do you want police officers involved?

Answered: 97 Skipped: 51



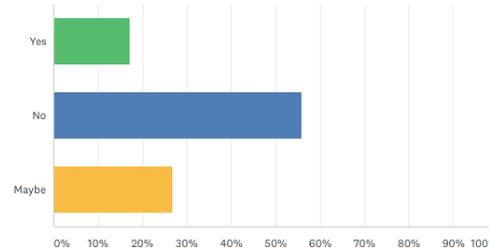
Question B.1 for the record: In a traffic incident - do you want police officers involved?

Answered: 113 Skipped: 35



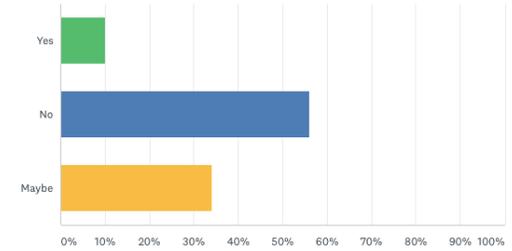
Question E.1 for the record: Do you want police officers to be able to initiate contact with residents in this manner (no one from the community has made a request for their involvement)?

Answered: 93 Skipped: 55



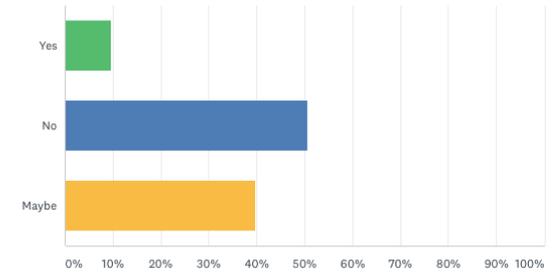
Question C.1 for the record: In an incident where there might be illegal substance use or illegal behavior involving a substance - do you want police officers involved?

Answered: 100 Skipped: 48



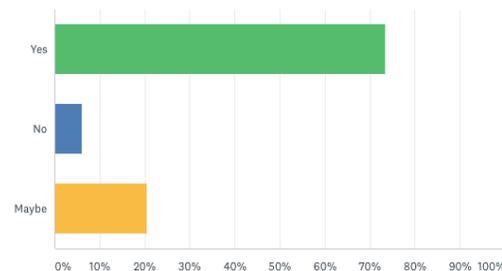
Question F.1 for the record: In an incident where there is an actual or perceived mental health episode - do you want police officers involved?

Answered: 83 Skipped: 65



Question G.1 for the record: In an incident where a gun or a weapon is involved - do you want police officers involved? Please explain.

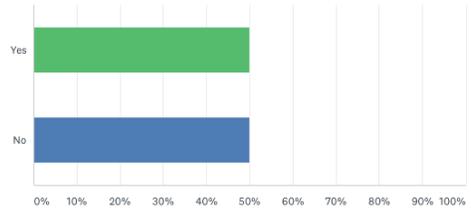
Answered: 83 Skipped: 65



# Preliminary Analysis – experience with the scenario y/n

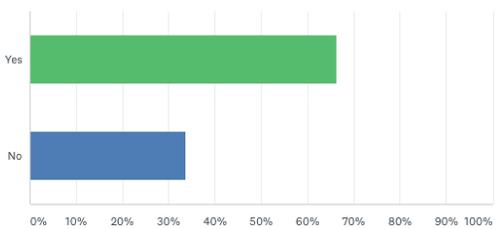
Question A.5 For the record:Do you have personal experience with a similar scenario?

Answered: 100 Skipped: 48



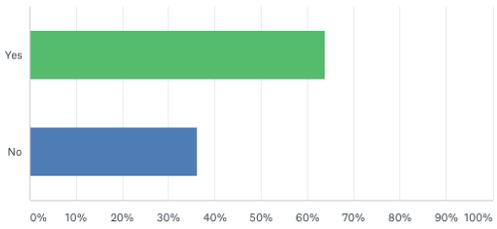
Question B.5 For the record:Do you have personal experience with a similar scenario?

Answered: 92 Skipped: 56



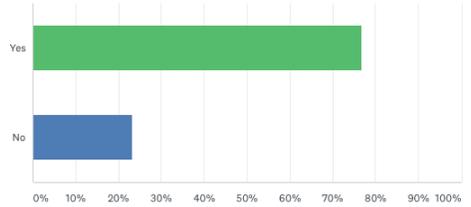
Question C.5 For the record:Do you have personal experience with a similar scenario?

Answered: 91 Skipped: 57



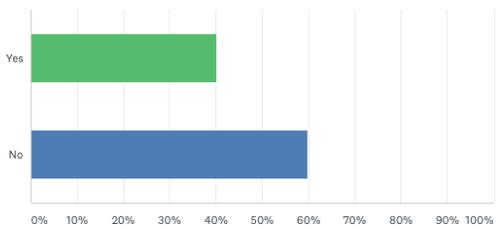
Question D.5 For the record:Do you have personal experience with a similar scenario?

Answered: 86 Skipped: 62



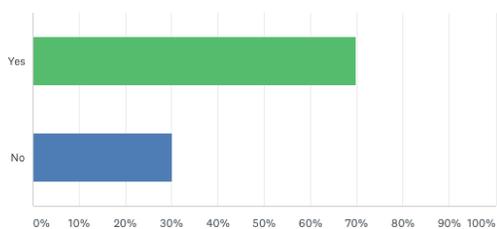
Question E.5 For the record:Do you have personal experience with a similar scenario?

Answered: 77 Skipped: 71



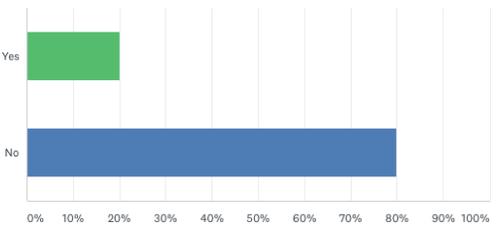
Question F.5 For the record:Do you have personal experience with a similar scenario?

Answered: 73 Skipped: 75



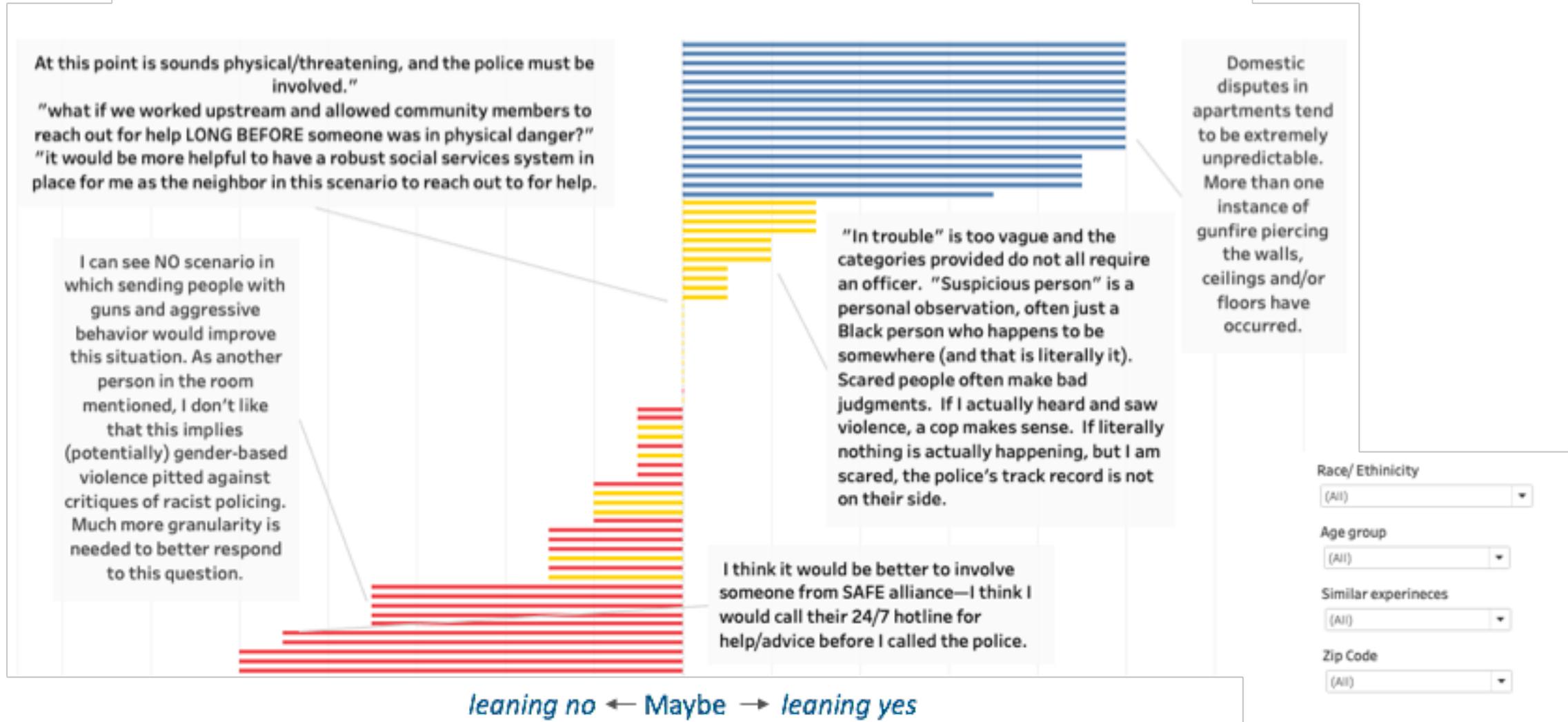
Question G.5 For the record:Do you have personal experience with a similar scenario?

Answered: 70 Skipped: 78



# Preliminary Sentiment Analysis – future dashboard

Question A.1: In an incident where a person or people are in trouble - do you want police officers involved?



No, with certain alternative | No, with no alternative response

Yes, with caveat | Yes, with certainty



## Reimagining Public Safety Grant Fund

- \$200K in fund, maximum award \$20K
- Wanted to provide resources to organizations rooted in community to do work to help inform the work of the Task Force
- Broad in definitions of supported projects to encourage creativity and innovation, and to allow community to determine the best way to approach the work
- Built from the Equity Office's "Mini-Grant RFGA" framework to remove barriers for grassroots organizations who may not be eligible for other City funding sources



## Grant Award Outcomes

- Applications opened Wednesday, October 21<sup>st</sup> and closed Friday, November 6<sup>th</sup>
- Received 32 applications
- Evaluated by panel of Staff from Equity Office, Austin Public Health, Innovation Office, Office of Police Oversight, and APD
- High level of applications: Average evaluated score was 75/100, and half were at or above an 80 average



## Grant Award - Next Steps

- 11 Organizations awarded
- Will work on contracting in December
- Announce awardees once contracts are signed and executed
- Grant period: January through May
- Reports due within the first two weeks of June

# Questions



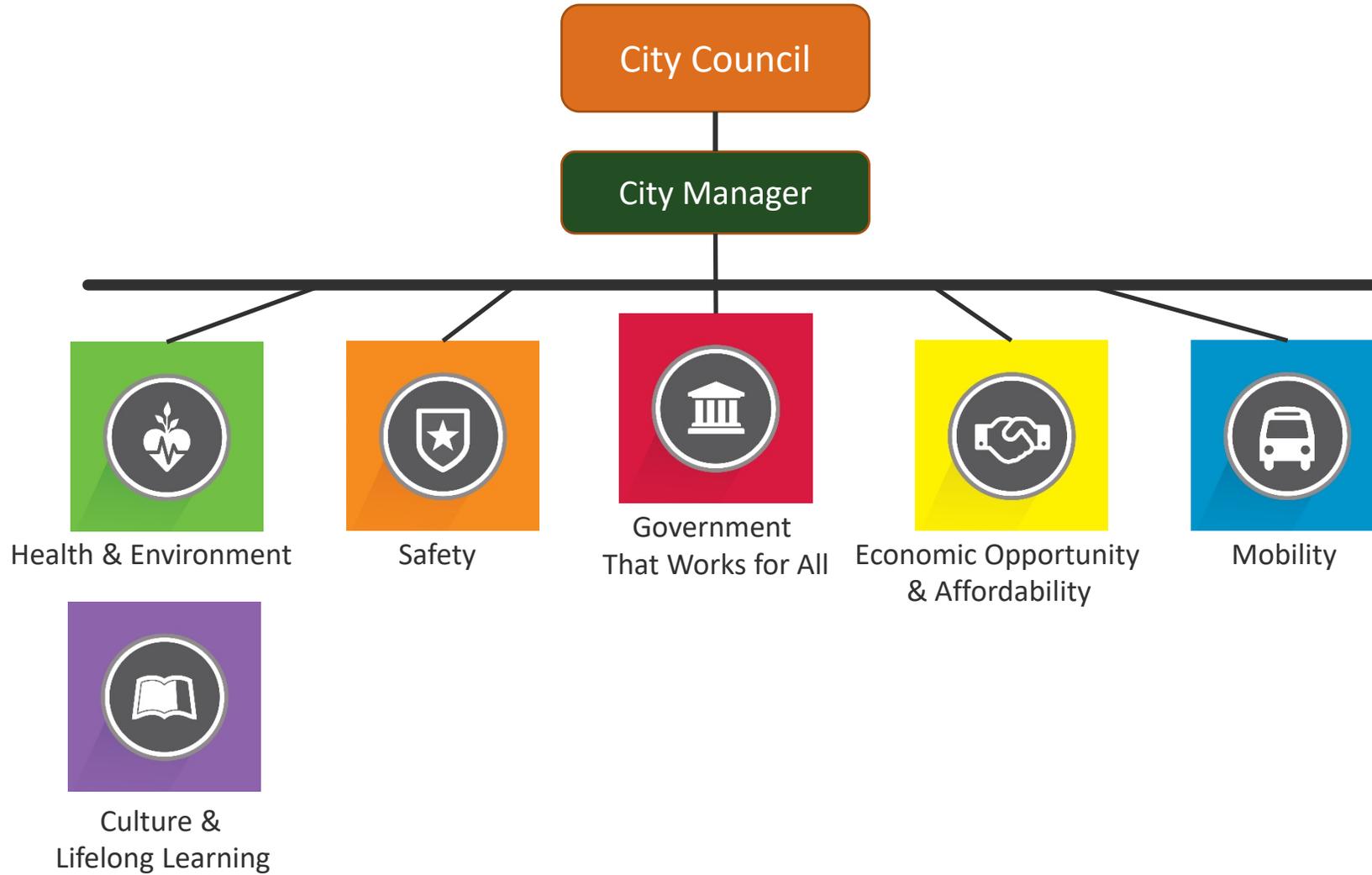
# Public Safety Department Overview Austin Police Department

Assistant City Manager Rey Arellano, City Manager's Office  
Chief of Staff Troy Gay, Austin Police Department

## Reimagining Public Safety



# Reimagining Public Safety





## SAFETY

Austin Code

Austin Fire

Austin Police

Austin-Travis County Medical  
Director

Austin-Travis County  
Emergency Medical Services

Downtown Austin Community  
Court

Homeland Security &  
Emergency Management

Information Security

Watershed Protection



## Austin Police Department (APD)

Vision Statement – A department that is trusted and respected by all, and collaborates with our community to make Austin the safest city in America.

Mission – To Keep you, your family, and our community safe through innovative strategies and community engagement.

Values – I.C.A.R.E.

Integrity – The cornerstone of police work. Without it, public trust is lost.

Courage – To make the right professional decision.

Accountable – To the community, the department and coworkers.

Respect – Of the community, the department and most importantly, self.

Ethical – Professional actions and decision making.

Brand – One Austin, Safer Together



## APD Operations

### Authorized Staffing

- Sworn – 1809
- Civilian – 617 plus 117 Cadets positions

### Structure

- Chief of Police provides leadership, direction and has overall responsibility of Police Operations. The following positions report to directly to the Chief:

Chief of Staff, Assistant Director over Administrative Services, Employee Health and Wellness Manager, Executive Lt. and the Public Information Office

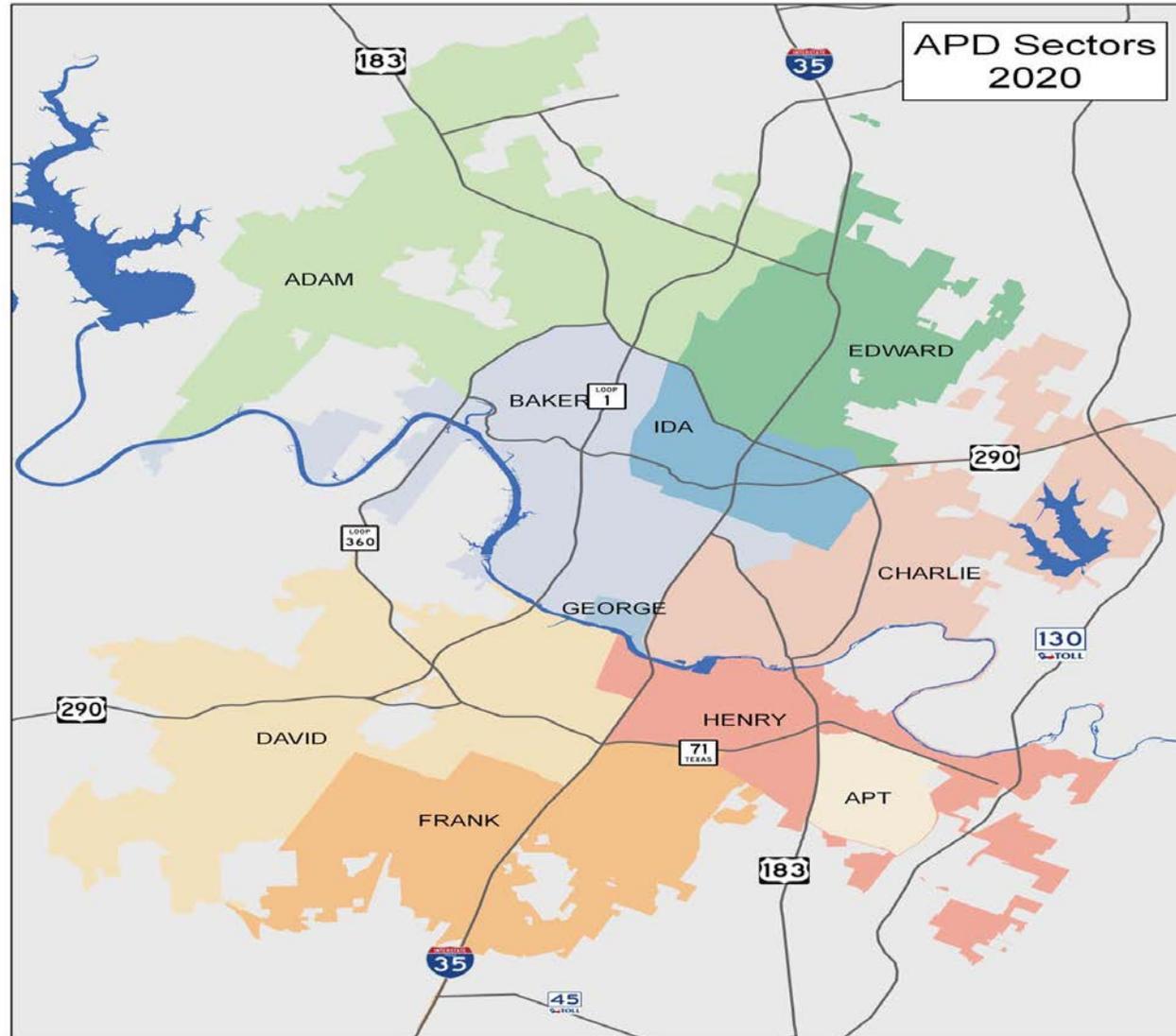
- Chief of Staff (COS) oversees the day to day operations. The following positions report to the COS:

Assistant Chiefs (5), Assistant Director over Forensics, Chief Data Officer, and 2 Executive Lt.'s

- APD has 7 Bureaus led by an Assistant Chief or Assistant Director

- Each Bureau has several divisions led by either a Commander (18) or a Manager (11)

# Reimagining Public Safety





## APD Operations (Cont.)

### North Patrol Bureau

- 4 Patrol Commands – Baker (Central West), Ida (North Central), Adam (Northwest) and Edward (Northeast). Within the Patrol Commander are the District Representative Officers and Metro Tactical Officers
- Highway Enforcement Division – Vehicular Homicide, Traffic Investigations, Leaving the Scene, Commercial Vehicles, DWI, Motors, Wrecker Enforcement, Highway Response, and Vehicle Abatement



## APD Operations (Cont.)

### South Patrol Bureau

- 4 Patrol Commands – Charlie (East), Henry (Central South), David (Southwest) and Frank (Southeast). Within the Patrol Commander are the District Representative Officers and Metro Tactical Officers
- Communications Division – 911/Non-Emergency Call Takers, Dispatch, Communication Technology and CAD/MDC



## APD Operations (Cont.)

### Central Patrol Bureau

- Downtown Area Command (DTAC) – George/DTAC . In addition to patrol officers, the command has mounted patrol, Crisis Intervention, Homelessness Outreach Street Team (HOST), and District Representatives.
- Special Events and Special Patrol Division – Special Events, Park Patrol, Lake Patrol, Emergency Management and Fleet Operations
- Special Operations – SWAT, Executive Protection, Bomb Unit (EOD), Patrol and EOD K9, Air Support and Airport Operations



## APD Operations (Cont.)

### Investigations Bureau

- Investigation Divisions I and II – Manages the majority of investigations that require follow-up. (Organizational Chart). Investigations is on the following Task Forces(TF)/teams: Family Violence Protection Team, Child Protection Team, FBI Robbery TF, and FBI Cyber Crimes TF.

- Organized Crime Division (OCD) – Areas of focus include, Major Crimes Gangs, Human Trafficking/Vice, Criminal Interdiction, Nuisance Abatement, Major Crimes Suppression, Narcotics Conspiracy and Criminal Conspiracy.

OCD is on the following task forces: FBI Safe Streets TF, Drug Enforcement Administration (DEA) TF, and Alcohol, Tobacco, Firearms (ATF) TF.

- Victim Services – Counselors provide support to Investigations and Patrol (Crisis Team).



## APD Operations (Cont.)

### Headquarters Bureau

- Training and Recruiting Division – Handles the recruitment and the training needs of the department (initial and on going training). The recruiting unit also oversees the Pal and Explorer programs.
- Professional Standards Division – Includes Internal Affairs, Risk Management and Worker’s Compensation.
- Intelligence Division – Includes Austin Regional Intelligence Center (ARIC), Tactical Intelligence (Part of the US Marshalls Central Texas Lone Star TF), Real Time Crime Center (RTCC), and Police Technology.
- IT Projects and Information Systems



## APD Operations (Cont.)

### Forensics Bureau

- Forensics – Processes all evidence to support investigations (Organizational chart).
- Evidence Section – Maintains all evidence (Organizational Chart)

### Administrative Bureau

- Financial Management – Manages APD’s overall budget and procurement. Financial Management also oversees police equipment, facility planning and building services.
- Organizational Resources Management (ORM) – Provides oversight for all administrative staff throughout the department. ORM Manager is the department’s liaison with the Equity Office.
- Human Resources – Handles payroll and human relations for the department. HR reports to the City’s Corporate HR Department, but directly supports APD.



## APD Inter-Local Agreements

### APD's 20 Inter-Local Agreements

- 9 Forensics ILA's for the following services – DNA, Toxicology, and Automated Palm and Fingerprint System (APFIS) services.
- 4 ILA's with Travis County – Central Booking Facility and JAG Grant (Equipment/Training)
- 2 ILA's for Austin Regional Intelligence Center (ARIC) – regarding operation and funding
- 2 ILA's with Travis County (Advocacy Services) and University of Texas (Research) – Sexual Assault Kit Initiative
- 1 ILA with University of Texas (Riverside Grant) – research, data analysis, evaluation, and planning
- 1 ILA with University of Texas – planning and execution of street closures and related activities required during parades, protests, sporting, and other special events
- 1 ILA with Texas State - law enforcement activities related to the sale of tobacco products to underage persons
- All ILA's will be posted to the Reimagining Public Safety website by December 15, 2020.

# Questions





## Next Steps

- Workgroups
- Future deeper dive ??
- Next agenda?



**Thank You**