1 2	RESOLUTION NO.
3	WHEREAS, the meet and confer agreement (Agreement) between the City
4	and the Austin Police Association (APA) expired on December 31, 2017; and
5	WHEREAS, with the expiration of the Agreement, a provision which
6	allowed for sworn members of the Austin Police Department (APD) to donate
7	sick leave to another sworn member whose accrued leave balance was exhausted
8	also expired; and
9	WHEREAS, the City and APA are still in negotiations on a new long-
10	term agreement; and
11	WHEREAS, the Council believes that while a new agreement is being
12	negotiated, a donated sick leave bank should be available to an APD officer who is
13	suffering from a serious illness or injury, as defined by the Family and Medical
14	Leave Act; NOW, THEREFORE,
15	BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:
16	The City Manager is directed to temporarily reinstate a donated sick leave
17	bank for sworn members of APD to be effective as of the date of this Resolution
18	and including the following components:
19	1. If an officer is in danger of having used all accrued time (vacation,
20	sick, etc.) due to a serious illness or injury, as defined by the Family and Medical
21	Leave Act, other officers may voluntarily donate up to forty (40) hours of sick
22	leave to the ill or injured officer to avoid a loss of pay.

23 No officer shall be permitted to bank more than four hundred (400) hours 24 of such donated leave within any twelve (12) month period of time. 25 Donated leave may only be used for the officer to whom it is donated. 26 4. In the event that all of the donated leave time is not used, the City shall not be obligated to make any redistribution of banked hours to the donors. The 27 28 remaining unused donated amount shall not be paid to the officer to whom it was 29 donated on separation of employment with the City. 30 5. Upon ratification of a meet and confer agreement between the city and the 31 APA, any unused hours donated pursuant to this Resolution shall expire, shall not 32 be redistributed to the donors, and shall not be paid to the officer to whom they were 33 donated, unless otherwise provided in such agreement. 34 BE IT FURTHER RESOLVED: 35 This Resolution shall expire as of the effective date of any future meet and 36 confer agreement between the City and the APA, regardless of whether such 37 agreement contains a donated sick leave provision.

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