



Recommendation for Action

File #: 21-1900, **Agenda Item #:** 10.

5/6/2021

Posting Language

Approve a resolution to commence the Austin Police Department's Pilot Reimagined Police Cadet Training Academy.

Lead Department

Management Services

Fiscal Note

Funding in the amount of \$2,173,882 is available in the Fiscal Year 2020-2021 Transfers and Other Requirements of the General Fund Operating Budget.

Prior Council Action:

March 25, 2021 - Council approved Resolution No. 20210325-037 which approved the steps outlined in the City Manager's proposed "Blueprint for a Reimagined Police Cadet Training Academy".

December 5, 2019 - Council approved Resolution No. 20191205-066 which directed the City Manager to delay the start of new police cadet classes and initiate a 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 and within the training curriculum.

For More Information:

Rey Arellano, Management Services, Assistant City Manager, 512-974-2222

Additional Backup Information:

This item is the Council's final authorization to commence the Austin Police Department's (APD) pilot Reimagined Pilot Police Cadet Training Academy as described in Resolution No. 20210325-037. As provided in the directions to management in that Resolution, the steps within the City Manager's Blueprint for a Reimagined Police Cadet Training Academy have been reviewed by Kroll Associates, Inc. and shared with the Council, and the Council and City Manager have now received the recommendations from the City-Community Reimagining Public Safety Task Force.

While Resolution No. 20210325-037 references Council approval of a budget amendment prior to commencing the pilot Reimagined Police Cadet Training Academy, staff has identified savings of \$2,173,882 in the transfers and requirements section of the General Fund Operating Budget to fund this class. As a result, a budget amendment is not required to initiate this class, and City management seeks final Council approval to initiate this pilot Reimagined Police Cadet Training Academy via this Resolution.

This item aligns with the item on the May 6, 2021 Agenda that authorizes a contract amendment for Kroll Associates, Inc. to provide evaluation of the pilot reimagined cadet training academy. Kroll will collaborate with designated City management on a process to report to Council details on cadet academy class sizes, attrition rates and demographics as well as active officer attrition rates and demographics. Kroll will also observe in

real time academy orientation and the initial stages of training, and will meet with members of Academy staff throughout the 144th cadet class. Kroll will also observe, in person or virtually, all Diversity Equity and Inclusion related courses, community engagement programming involving community representatives as guest speakers, Crisis Intervention Training and de-escalation training, and a representative sample of team-building exercises, physical training, and defensive tactics training.

Strategic Outcome(s):

Safety.