



Recommendation for Action

File #: 21-1862, **Agenda Item #:** 38.

5/6/2021

Posting Language

Authorize an amendment to an existing contract with Kroll Associates, Inc., to provide an evaluation of the Austin Police Department's 144th reimagined pilot police cadet academy, for an increase in the amount of \$375,000, for a revised total contract amount not to exceed \$1,675,000.

(Note: This contract was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program. For the services required for this contract, there were no subcontracting opportunities; therefore, no subcontracting goals were established).

Lead Department

Purchasing Office.

Client Department(s)

City Manager's Office.

Fiscal Note

Funding in the amount of \$375,000 is available in the Fiscal Year 2020-2021 Transfers and Other Requirements of the General Fund Operating Budget. Funding for the remaining contract term is contingent upon available funding in future budgets.

Purchasing Language

Contract Amendment.

Prior Council Action

November 12, 2020 - Council approved the original contract, item 39, on an 10-0 vote.

For More Information:

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or AgendaOffice@austintexas.gov or to Erin D'Vincent, at 512-974-3070 or Erin.DVincent@austintexas.gov [<mailto:Erin.DVincent@austintexas.gov>](mailto:Erin.DVincent@austintexas.gov).

Additional Backup Information

The contractor, Kroll Associates Inc. (Kroll) will conduct a comprehensive assessment of the reimagined Austin Police Department's (APD) 144th Pilot Cadet Academy. The assessment of the training academy of the high-priority areas of focus will result in an interim report that includes analysis of APD's implementation of the Kroll's recommendations related to the academy, and any immediate recommendations for improvement. Kroll will work with APD to establish an audit protocol that can be replicated to address the sustainability of APD's continuing implementation of Kroll's short-term recommendations and eventual implementation of Kroll's long-term recommendations.

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 meet with members of Academy staff, throughout the 144th cadet class; contractor shall 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

Contract Detail:

Contract Term	Current Contract <u>Authorization</u>	Requested Additional <u>Authorization</u>	Revised Total <u>Authorization</u>
Initial Term	\$1,300,000		\$1,300,000
Proposed Amendment		\$375,000	\$ 375,000
TOTAL	\$1,300,000	\$375,000	\$1,675,000

Note: Contract Authorization amounts are based on the City's estimated annual usage.

training.

Strategic Outcome(s):

Safety.