

38 City itself admits it would “optimally ... like to increase significantly.” Further,
39 more than 50% of residents and visitors say they are dissatisfied with public
40 safety at night downtown, a critical deficiency for our community that has been
41 historically dependent on tourism and entertainment. We must ensure that more
42 police are employed, highly trained and fully accountable on the streets of our
43 community. This proposed ordinance is critical and will require the City Council
44 to adopt an adequate level of police funding, staffing, and training and enhance
45 police oversight, all of which are crucial to providing for the safety and well-
46 being of our Austin Community.

47
48 **PART 2. Title 2 of the Austin City Code is hereby amended by adding**
49 **Chapter 2-16 as follows:**

50
51 **§ 2-16. EFFECTIVE PUBLIC SAFETY**

52
53 **§ 2-16-1 – MINIMUM STANDARDS AND RESOURCES**

54
55 The city council shall ensure at all times that the police department achieves the
56 following minimum standards:

57
58 (A) the employment of at least two sworn officers for every 1,000 residents, as
59 determined by the city demographer based on the most recent data available
60 from the United States Census Bureau, while maintaining not less than 35%
61 community engagement time for all front-line officers whose time is measured
62 on this basis across the entire police force;

63
64 (B) full enrollment for no fewer than three full-term cadet classes for the
65 department, until such time as the staffing levels for the department return to the
66 levels prescribed in the 2019-2020 city budget;

67
68 (C) an additional 40 hours each year of mandatory continuing education and in-
69 service training for all sworn officers employed by the department above the
70 hours required by the Texas Commission on Law Enforcement, with an
71 emphasis on training outside a classroom setting that will equip the officers to
72 handle evolving, fluid, dangerous situations and enhance their own safety and
73 that of the public. The training will be developed by the commander of the
74 department academy and emphasize skills essential to the everyday split-second
75 decision-making officers face on the streets in areas such as critical thinking,
76 defensive tactics, intermediate weapons proficiency, active shooter scenarios,
77 and hasty react team reactions; and

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(D) a program designed by the police chief to enhance recruiting and retention of officers by providing incentives in the form of additional compensation or compensatory time for:

- (1) officers proficient in the five most common non-English languages spoken in the city, based on the most recent information available from the United States Census Bureau,
- (2) officers who participate in a mentoring program for cadets in the department academy, and
- (3) officers in good standing and eligible for an honorable conduct citation or equivalent recognition every fifth year.

§ 2-16-2 – REPRESENTATIVE COMMUNITY POLICING

To ensure effective public safety throughout all areas of the city that meets the needs of neighborhoods and establishes and maintains trust between the police and city residents, the police chief shall:

- (A) Work to recruit, hire and maintain a police force that reflects the racial, ethnic and gender diversity of the city.
- (B) Establish a system that, to the extent practicable, ensures officers representative of, and proficient in the most common non-English languages spoken in, neighborhoods within the city regularly and consistently patrol those neighborhoods.

§ 2-16-3 – COORDINATION OF OVERSIGHT

To help ensure effective oversight of and accountability for the Department:

- (A) The mayor and council members, their assistants and members of their staffs, and the director of the office of police oversight shall, during their first year of service or employment, (a) attend and complete the curriculum of the Citizen Police Academy or the alternative program developed by the director and (b) participate in the city’s Ride Along Program, and the director shall issue a report annually regarding the participation of these individuals.

117
118 (B) In order to be eligible for appointment to the Public Safety Commission or
119 the Community Police Review Commission or their successor boards, a person
120 nominated to serve by a council member must, prior to any vote of the council
121 to approve the nomination, (a) attend and complete the curriculum of the Citizen
122 Police Academy or the alternative program developed by the director and (b)
123 participate in the city's Ride Along Program.

124
125 **PART 3. Effectiveness and Severability.**

126
127 (A) The effective date of this ordinance shall be the earlier of (i) ten (10) days
128 after the date of its final passage by the Austin City Council, as prescribed under
129 Article IV, Section 4(a) of the Austin City Charter or (ii) the date upon which
130 the results of an election required under Article IV, Section 4(b) are canvassed.

131
132 (B) If any section, paragraph, clause, or provision of this ordinance is for any
133 reason held to be invalid or unenforceable, the invalidity or unenforceability of
134 that section, paragraph, clause, or provision shall not affect any of the remaining
135 provisions of this ordinance, and to this end, the provisions of this ordinance are
136 declared to be severable. This ordinance shall supersede the Austin City Code
137 to the extent there are any conflicts.

138
139 **PART 3.** The election shall be conducted between the hours of 7:00 a.m. and 7:00
140 p.m. The location of the main early voting polling place, the dates and hours for
141 early voting, and the early voting clerk's official mailing address are provided in
142 Exhibit A, attached and incorporated as a part of this ordinance.

143 **PART 4.** A direct electronic recording voting system, as the term is defined in Title
144 8 of the Texas Election Code, shall be used for early voting and for voting conducted
145 on election day. The central counting station is established at the Travis County
146 Elections Division, 5501 Airport Boulevard, Austin, Texas.

147 **PART 5.** Notice of this election shall be posted and published in accordance with
148 state law. The notice shall be posted, in both English and Spanish, in the office of
149 the City Clerk and at the City Hall notice kiosk not later than the 21st day before
150 election day. Notice of this election shall be published one time, in English and
151 Spanish, not earlier than the 30th day before the date of the election or later than the
152 10th day before the date of the election, in a newspaper of general circulation in the
153 City of Austin.

154 **PART 6.** In accordance with Chapter 271 of the Texas Election Code, the
155 November 2, 2021 special municipal election may be held jointly with the various
156 political subdivisions that share territory with the City of Austin and that are holding
157 elections on that day. The City Clerk may enter and sign joint election agreements
158 with other political subdivisions for this purpose, and their terms as stated in the
159 agreements are hereby adopted.

160 **PART 7.** The Council finds that the need to immediately begin required
161 preparations for this election constitutes an emergency. Because of this emergency,
162 this ordinance takes effect immediately on its passage for the immediate preservation
163 of the public peace, health, and safety.

164

165 **PASSED AND APPROVED**

166

167

168

169 _____, 2021 § _____

170

Steve Adler
Mayor

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172

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174

175 **APPROVED:** _____ **ATTEST:** _____

176

Anne L. Morgan
City Attorney

Jannette S. Goodall
City Clerk

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EXHIBIT A

**Main Early Voting Locations, Early Voting Dates,
and Early Voting Clerk Mailing Addresses
November 2, 2021**

Main Early Voting Locations:

Travis County: City of Austin Permitting and Development Center, 6310
Wilhelmina Dr., Austin TX
Hays County: Government Center Conference Room, 712 S. Stagecoach Trail, San
Marcos, TX
Williamson County: Williamson County Inner Loop Annex, 301 SE Inner Loop,
Suite 104, Georgetown, TX

Early Voting Dates:

Monday, October 18, 2021 – Friday, October 29, 2021; times vary

Designated 12-Hour Days of Early Voting:

Travis County – every Early Voting Day except Sunday, October 24, 2021
Hays County – Thursday, October 28, 2021 and Friday, October 29, 2021
Williamson County – Thursday, October 28, 2021 and Friday, October 29, 2021

Early Voting Clerk Mailing Addresses:

Ballots by Mail – Travis County

By Mail Voters: Dana Debeauvoir – Travis County Clerk – Elections Division -
P.O. 149325, Austin, Texas 78714-9325
By Contract Carriers/ Fedex: 5501 Airport Blvd., Austin, Texas 78751

Ballots by Mail - Hays County

By Mail Voters: P.O. Box 907, San Marcos, TX 78666

Ballots by Mail – Williamson County

By Mail Voters: P.O Box 209, Georgetown, TX 78627