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

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

§ 2-16. EFFECTIVE PUBLIC SAFETY

§ 2-16-1 – MINIMUM STANDARDS AND RESOURCES

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

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

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

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

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

82
83 (1) officers proficient in the five most common non-English languages spoken
84 in the city, based on the most recent information available from the United
85 States Census Bureau,

86
87 (2) officers who participate in a mentoring program for cadets in the
88 department academy, and
89

90 (3) officers in good standing and eligible for an honorable conduct citation or
91 equivalent recognition every fifth year.
92

93 **§ 2-16-2 – REPRESENTATIVE COMMUNITY POLICING**

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

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99 (A) Work to recruit, hire and maintain a police force that reflects the racial,
100 ethnic and gender diversity of the city.

101
102 (B) Establish a system that, to the extent practicable, ensures officers
103 representative of, and proficient in the most common non-English languages
104 spoken in, neighborhoods within the city regularly and consistently patrol those
105 neighborhoods.
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107 **§ 2-16-3 – COORDINATION OF OVERSIGHT**

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

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

(B) In order to be eligible for appointment to the Public Safety Commission or the Community Police Review Commission or their successor boards, a person nominated to serve by a council member must, prior to any vote of the council to approve the nomination, (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.

PART 3. Effectiveness and Severability.

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

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

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

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

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

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

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

PASSED AND APPROVED

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§

_____, 2021

Steve Adler
Mayor

APPROVED: _____

Anne L. Morgan
City Attorney

ATTEST: _____

Jannette S. Goodall
City Clerk

186 ***EXHIBIT A***

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

190
191 **Main Early Voting Locations:**

192 Travis County: City of Austin Permitting and Development Center, 6310
193 Wilhelmina Dr., Austin TX

194
195 Hays County: Government Center Conference Room, 712 S. Stagecoach Trail, San
196 Marcos, TX

197
198 Williamson County: Williamson County Inner Loop Annex, 301 SE Inner Loop,
199 Suite 104, Georgetown, TX

200
201 **Early Voting Dates:**

202 Monday, October 18, 2021 – Friday, October 29, 2021; times vary
203

204 **Designated 12-Hour Days of Early Voting:**

205 Travis County – every Early Voting Day except Sunday, October 24, 2021

206 Hays County – Thursday, October 28, 2021 and Friday, October 29, 2021

207 Williamson County – Thursday, October 28, 2021 and Friday, October 29, 2021
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209 **Early Voting Clerk Mailing Addresses:**

210 **Ballots by Mail – Travis County**

211 By Mail Voters: Dana Debeauvoir – Travis County Clerk – Elections Division -
212 P.O. 149325, Austin, Texas 78714-9325

213 By Contract Carriers/ Fedex: 5501 Airport Blvd., Austin, Texas 78751
214

215 **Ballots by Mail - Hays County**

216 By Mail Voters: P.O. Box 907, San Marcos, TX 78666
217

218 **Ballots by Mail – Williamson County**

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