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**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

**Proposition A:** Shall the voters of Austin adopt an initiated ordinance that will deter police misconduct and brutality by strengthening the City's system of independent and transparent civilian police oversight?

## CHAPTER 2-15: POLICE OVERSIGHT.

**§2-15-1 POLICE OVERSIGHT POLICY.**

**§ 2-5-12 DEFINITIONS.**

- 1 (A) AGREEMENT means an agreement negotiated between the City of  
2 Austin and any association representing Austin police officers;
- 3 (B) ANONYMOUS COMPLAINT means a complaint in which the  
4 identity of the complainant is not recorded by the City;
- 5 (C) ASSOCIATION means any organization authorized by Austin police  
6 officers to negotiate with the City of Austin on their behalf;
- 7 (D) CITY means either the City Manager or the City Council, depending  
8 on whether the Austin City Council elects to exercise direct oversight  
9 over the Director of Police Oversight, as provided in Article V, § 7 of  
10 the City Charter, or whether the City Council permits the City  
11 Manager to supervise the Office of Police Oversight;
- 12 (E) COMMISSION means the Community Police Review Commission;
- 13 (F) COMPLAINT means a verbal or written communication alleging that  
14 an officer acted improperly and may have violated any law, policy,  
15 rule or agreement governing the actions of any police officer while in  
16 the employ of the Austin Police Department;
- 17 (G) COMPLAINANT means any person who submits a complaint;
- 18 (H) DEPARTMENT means the Austin Police Department;
- 19 (I) DIRECTOR means the director of the Office of Police Oversight  
20 established in Section 2-15-3 of this chapter;
- 21 (J) DISCIPLINE means a field note, disciplinary suspension, demotion,  
22 uncompensated duty, written or oral reprimand, education-based  
23 discipline, or any combination of those actions;
- 24 (K) INVESTIGATION means the collection and review of evidence  
25 related to a complaint or incident or an administrative review of  
26 officer conduct;
- 27 (L) OFFICER means any commissioned police officer employed by the  
28 Austin Police Department;
- 29 (M) OFFICE means the Office of Police Oversight established in Section  
30 2-15-3 of this chapter; and
- 31 (N) SERIOUS MISCONDUCT means any act in violation of any law,  
32 policy, rule or agreement governing the actions of any officer while

1 in the employ of the Austin Police Department related to one or more  
2 of the following:

- 3 (1) in-custody death;
- 4 (2) use of force resulting in serious bodily injury;
- 5 (3) arrest or detention based on false criminal charges;
- 6 (4) falsification of a police report or false testimony;
- 7 (5) official oppression; and
- 8 (6) discriminatory acts.

9 **§2-15-3 OFFICE OF POLICE OVERSIGHT.**

10 (A) The Office of Police Oversight is created as an administrative  
11 department as provided by the City Charter;

12 (B) The office shall:

- 13 (1) advise the City on the processes and results of investigations  
14 involving officers, and any other activities of the department as  
15 directed;
- 16 (2) advise the City on the effectiveness and appropriateness of the  
17 department's policies and procedures concerning complaints of  
18 police officer misconduct, police officer training, use of force  
19 by police officers, community relations, and any other activities  
20 of the department as directed;
- 21 (3) receive complaints and compliments, including anonymous  
22 complaints or compliments, concerning the conduct of police  
23 officers;
- 24 (4) serve as a liaison between complainants and the department  
25 during investigations of complaints;
- 26 (5) participate in investigations of officer conduct, including those  
27 stemming from anonymous complaints, with the right to gather  
28 evidence and directly interview witnesses as determined by the  
29 Director;

- (6) make recommendations to the police chief concerning discipline based on the findings of an investigation of officer conduct and department policies;
- (7) address other department activities of public concern as directed by the City;
- (8) at least once per year, provide both written and oral reports at an open session of the City Council regarding the results of office activities, including information collected and published under § 2-15-3(B)(12) of this Article;
- (9) work with the City to ensure compliance with a policy that encourages public release of police video recordings, as soon as permitted by law, including videos gathered by vehicle dash cameras and body worn cameras, and with a strong preference for transparency when incidents of significant public interest occur;
- (10) conduct, at minimum, a preliminary investigation of every complaint, determine whether a full investigation is warranted, and make recommendations to the City Manager and the Police Chief regarding potential department policy violations prior to the Chief's decision on discipline;
- (11) conduct random assessments of department use of force reviews, analyze all force incident data, and conduct random audits of body camera video and body camera usage;
- (12) act as a central depository for documentation relevant to the mission of the office and make such information available to the public, including but not limited to: complaint outcomes; officer discipline; force incidents; and lawsuits against the City that allege officer misconduct, including the filings and the final settlement amount of any such suits;
- (13) determine training requirements for members of the Commission, in consultation with existing members of the Commission;
- (14) receive briefings related to investigations as requested by the Commissioners, at which the Director or their designee shall include information obtained from the investigation and exercise discretion to omit information of a highly personal nature that

would constitute an unwarranted invasion of an individual's personal privacy interests; and

(15) conduct community engagement activities.

(C) The office shall be led by a Director, appointed by the City, who shall supervise and direct all activities of the office;

(D) The Director and their designees shall have direct access, without hindrance, to relevant department personnel and department records, for purposes of pursuing the City's police oversight policy, including:

(1) records and personnel with relevant information concerning any use of force incident;

(2) records and personnel with relevant information concerning any police misconduct investigation;

(3) databases of use of force incident reports; and

(4) retained video, including but not limited to police body-worn cameras, police vehicle dash cameras and HALO cameras, as necessary to carry out the responsibilities in § 2-15-3(B), and in accordance with Texas Occupations Code, Chapter 1701.

(E) The Director shall publicly release general information about the police department, a summary of all complaint outcomes, recommendations that discipline be issued, and detailed information about incidents where the Office recommends discipline, including the name of the officer, audit findings, data analysis, and recommendations for policy, training or legislative changes.

#### **§2-15-4 COMMUNITY POLICE REVIEW COMMISSION.**

(A) The Community Police Review Commission is established as a Board of the City that is independent of and separate from the Austin Police Department;

(B) The Commission shall consist of eleven members who shall be selected by a process that includes: (1) an open application process; (2) review by the City Auditor for applicant eligibility in accordance with this policy; and (3) final selection by the City Manager. The Commission shall operate in accord with the regulations of City Code Chapter 2-1 ("City Boards"), except as specifically provided herein;

1 (C) The City Manager shall provide staff support to the Commission;

2 (D) The Commission may:

3 (1) review any investigation of death in custody, serious bodily  
4 injury, or other serious misconduct after the completion of any  
5 investigation and prior to the issuance of discipline, and/or in  
6 response to the request for review by a complainant;

7 (2) recommend to the Police Chief discipline that should be issued  
8 in the cases it reviews;

9 (3) request to be briefed by the Director and/or an Internal Affairs  
10 Department representative concerning the facts of a particular  
11 case under review by the Commission;

12 (4) advise the Police Chief, the Director of the Office of Police  
13 Oversight, the City Manager, and the City Council on the  
14 effectiveness and appropriateness of the department's policies  
15 and procedures concerning complaints of police officer  
16 misconduct, police officer training, use of force by police  
17 officers, community relations, and any other activities of the  
18 department;

19 (5) address other department activities of public concern;

20 (6) assess the effectiveness of the Office of Police Oversight and  
21 this ordinance and suggest improvements;

22 (7) report at least annually to the public on the results of its  
23 activities, releasing to all interested parties and the public at the  
24 same time; and

25 (8) conduct community engagement activities, including public  
26 posting of all meeting agendas with the subject matter including  
27 incident date and the nature of the incident.

28 (E) To be eligible for appointment to the Commission, an applicant must  
29 attest that they are independent of and unconnected to any member of  
30 a police department or association representing police officers; that  
31 they have never been employed or contracted by any police  
32 department or association; and they have not held employment in a  
33 police department or police association at any time. No other  
34 eligibility requirements may be instituted except by amendment to  
35 this ordinance.

(F) Members of the Commission shall:

- (1) have direct access to all necessary records of the department, including records concerning investigations, databases of force incident reports, and all retained video, including but not limited to police body-worn cameras, police vehicle dash cameras and HALO cameras, as necessary to carry out the responsibilities in part (B) of this section;
- (2) be granted secure online access to all necessary materials for as long as they require to adequately prepare for meetings on individual cases; and
- (3) attend 20 hours of training created by the Office of Police Oversight within 90 days of their appointment, which shall be focused on the laws, rules and policies governing the conduct of police officers in Austin in accordance with recommendations of the National Association for Civilian Oversight of Law Enforcement, and members may begin to serve before completion of training.

(G) The Commission shall release to the general public and post on its website all Commission letters making recommendations on reviewed cases and on any other topics pursuant to this ordinance § 2-15-4(D).

(H) City staff shall clearly designate confidential material when presenting such material to Commission Members, and Members shall agree to maintain that confidentiality. Members may speak in general terms about issues that arise in one or more cases without fear of removal, but Members who release confidential information knowingly, after being informed of its sensitive nature, may be removed from further service on the Commission.

#### **§2-15-5 DUTIES OF POLICE CHIEF.**

(A) In order to ensure the appropriate functioning of the civilian oversight system, the Police Chief retains the authority to discipline officers for misconduct for 365 days starting from the date that a complaint is submitted to the City of Austin or the conduct in question becomes known to the Police Chief or any Assistant Police Chief, whichever is earlier, so long as such discipline occurs within three years of the date of the incident in question;

- 1 (B) When the Police Chief issues a disciplinary decision, they must  
2 provide a detailed public, written explanation if the Chief does not  
3 follow a recommendation of the Office of Police Oversight to impose  
4 discipline;
- 5 (C) If the Commission requests a briefing on a case or investigation, the  
6 Police Chief shall direct Internal Affairs to brief the Commission.  
7 During any Commission briefing, the presenter should include  
8 information obtained from the investigation and exercise discretion to  
9 omit information of a highly personal nature that would constitute an  
10 unwarranted invasion of an individual's personal privacy interests.
- 11 (D) The Police Chief shall provide a public written response to any  
12 reports issued by the Office of Police Oversight pursuant to § 2-15-  
13 3(B)(8) within 90 days;
- 14 (E) The Police Chief shall provide a public written response to any  
15 recommendations for officer discipline issued by the Community  
16 Police Review Commission pursuant to §2-15-4 (D)(2) within 90  
17 days if the Chief does not follow the recommendation of the  
18 Commission; and
- 19 (F) The Police Chief shall provide a public written response to proposals  
20 issued by the Community Police Review Commission pursuant to §  
21 2-15-4(D)(3) within 90 days.

22 **§ 2-15-6 ENSURING POLICE TRANSPARENCY.**

- 23 (A) The City shall not maintain a secret police department personnel file  
24 related to conduct by police officers under Texas Local Government  
25 Code 143.089(g), nor shall the Department itself. The City and  
26 Department shall maintain police personnel files in accordance with  
27 Texas Local Government Code 143.089(a).
- 28 (B) The City shall publicly release information about all complaints and  
29 force incidents in accordance with Texas Government Code, Chapter  
30 552.
- 31 (C) Both the Office and the Commission will have unfettered access to all  
32 information necessary to conduct effective civilian oversight. Body  
33 camera video shall be available to members of the public upon  
34 request in accordance with Texas Occupations Code § 1701.661 and  
35 procedures recommended by the Office, and dash camera video shall



1 be released to a member of the public who presents the information  
2 required by Texas Occupations Code § 1701.661.

3 **§ 2-15-7 CONTRACTS OR AGREEMENTS MAY NOT ALLOW**  
4 **GRIEVANCES BASED ON THIS POLICY.**

5 The City Council shall not approve any contract or agreement concerning  
6 the employment of any officer or civilian within the Austin Police Department,  
7 if such contract allows police personnel to file grievances based upon actions of  
8 the City, the Office or the Commission that are within the scope of this  
9 ordinance, such as maintaining personnel files, investigating incidents, making  
10 recommendations to the Chief, and reporting to the public on policy or on  
11 individual incidents of misconduct.

12  
13 **§2-15-8 BAN ON AGREEMENTS THAT CONTRADICT POLICE**  
14 **OVERSIGHT POLICY.**

15  
16 The City Council shall not recommend or approve any contract or agreement  
17 concerning the employment of any officer or civilian within the Austin Police  
18 Department, unless such contract or agreement is consistent with and fulfills each  
19 provision of this Chapter.

20  
21 **§2-15-9 CIVIL SERVICE COMMISSION COMPLIANCE WITH THIS**  
22 **POLICY.**

23  
24 The Civil Service Commission shall update its rules as necessary to ensure  
25 compliance with this policy.

26  
27 **§2-15-10 CITY ATTORNEY CERTIFICATION OF ANY AGREEMENT**  
28 **AFFECTING AUSTIN POLICE DEPARTMENT PERSONNEL.**

29  
30 Prior to any City Council action to approve any proposed agreement  
31 affecting Austin Police Department personnel, the City Attorney shall certify  
32 whether or not the proposed contract is consistent with and fulfills each provision  
33 of this Chapter.

34  
35 **§2-15-11 EFFECTIVE DATE.**

36  
37 The effective date of this ordinance shall be the earlier of (i) ten (10) days  
38 after the date of its final passage by the Austin City Council, as prescribed  
39 under Article IV, Section 4(a) of the Austin City Charter or (ii) the date upon  
40 which the results of an election required under Article IV, Section 4(b) are  
41 canvassed.

1  
2 This ordinance does not void any contract in effect at the time of its  
3 effective date.

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5 **§2-15-12 SEVERABILITY.**

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

13 (B) Severability due to mandatory bargaining. To the extent that any  
14 provision of this ordinance may be deemed a subject of mandatory  
15 bargaining, the City Council shall not approve any contract that fails  
16 to fulfill each such provision.

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

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

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

31 **PART 6.** In accordance with Chapter 271 of the Texas Election Code, the May 6, 2023  
32 special municipal election may be held jointly with the various political subdivisions that  
33 share territory with the City of Austin and that are holding elections on that day. The  
34 City Clerk may enter and sign joint election agreements with other political subdivisions  
35 for this purpose, and their terms as stated in the agreements are hereby adopted.

**PART 7.** This ordinance takes effect on \_\_\_\_\_, 2022.

**PASSED AND APPROVED**

\_\_\_\_\_, 2022      § \_\_\_\_\_  
§ \_\_\_\_\_

Steve Adler  
Mayor

**APPROVED:** \_\_\_\_\_

Anne L. Morgan  
City Attorney

**ATTEST:** \_\_\_\_\_

Myrna Rios  
City Clerk