

From: [Chacon, Joseph](#)
To: [Chacon, Joseph](#)
Subject: APD All - Staffing Update on Reallocations
Date: Friday, May 21, 2021 14:04:14

Good afternoon all -

First and foremost, let me start by stating that I recognize and value the work that you do, day in and day out to keep the Austin community safe. As a law enforcement agency, we are faced with making many difficult decisions as we work to maintain appropriate staffing levels within patrol and ensure a prompt response to emergency calls for service. Our core function is to answer the call whenever it arises, and as the peacekeepers of this community, we will remain committed to serving while we navigate changes across our Department.

As many of you have heard, Executive and Command Staff have been working to develop a long term staffing plan to address our current vacancy rates. We recognize the decisions we are making have a major impact on your lives and future. This is not taken lightly and at the center of our decision-making, we are focused on a comprehensive plan that involves a collective effort and minimally impacts the services expected by our community.

Last month, I assured you that I would communicate to you directly the changes surrounding the temporary downsizing or suspension of units. I wanted to ensure those units affected by these changes were notified of these changes first. As of **June 1, 2021**, 33 officers from specialized units will be temporarily returning to patrol. The following are those units that have either been suspended or downsized:

DWI	Suspended	Officers will be assigned to Patrol Shifts throughout the city to assist with Priority calls and when time permits will continue their DWI enforcement efforts.
Motors	Downsized	Motors will be reduced by 19 Officers
Auto Theft	Downsized	Duties performed by Officers (4) will be re-assigned to Detective within Auto Theft

On August 1, 2021, an additional 49 officers from specialized units will be temporarily returning to patrol. Also, the Investigative Units as a whole will hold a 10% vacancy rate (32 positions). This is part of the long term staffing plan where Corporals and Detectives will "Promote in Place." The following are those units that have either been suspended or downsized:

Detectives	Downsized	10% of Detectives (32) will be assigned to patrol. Current Detectives WILL NOT be reassigned to Patrol. Only the newly promoted Cpl./Det. will be part of the "Promote in Place Plan". There are currently 18 employees who have promoted and are assigned to Patrol. More will be added as additional promotions occur.
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ARIC/Strategic Intel	Downsized	Downsized by 1 Officer
Comm. Veh. Enforcement	Downsized	Downsized by 3 Officers
Continuing Education	Downsized	Downsized by 1 Officer
Explorers/PAL	Downsized	Downsized by 5 Officers. The Sergeant and newly assigned Cpl. will continue our PAL and Explorer Programs.
Lake Patrol	Downsized	Downsized by 2 Officers
Met Tac	Downsized	Downsized by 16 Officers
Motors	Suspended	All Motors Units will be suspended and will be assigned to patrol shifts. Traffic enforcement will continue to be part of every patrol officer's duties.
Recruiting	Downsized	Downsized by 2 Officers
SOAR	Downsized	Downsized by 2 Officers, Duties will be assigned to Detectives/Overtime initiatives.
Special Events/EMU	Downsized	Downsized by 1 Officer
Crisis Intervention	Downsized	Downsized by 2 Officers

Seniority within units will play a role in the selection process of those officers selected to fill this critical assignment to support patrol. As I mentioned, Department leadership has been making notifications to those affected, and we intend to continue this open dialogue with all staff. I want you to know that we are aware these changes affect each of you in different ways, and we want to provide support and resources during this transition period. If this staffing reallocation impacts you directly and you have extenuating circumstances, our hardship process is an option available to you.

Remember, we are all in this together, and it will take all of us working collaboratively to maintain our collective mission and vision. Patrol remains the "backbone" of the department and performs the most essential work of the department – answering 911 calls. I will provide updates to keep you informed as information is available. Thank you all for doing your part and always being responsive to the needs of our Department and community.

Respectfully,

Joseph Chacon

Chief of Police (Interim)

Austin Police Department

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