

A close-up, slightly blurred image of a San Antonio Police Department badge. The badge is circular with a gold border and features the words "SAN ANTONIO" at the top and "POLICE" at the bottom in gold lettering. In the center is a gold emblem depicting a building with a flag on top. The background is a dark blue fabric.

Collective Bargaining Agreement

City of San Antonio & San Antonio Police Officers Association

City Council "A" Session – May 12, 2022

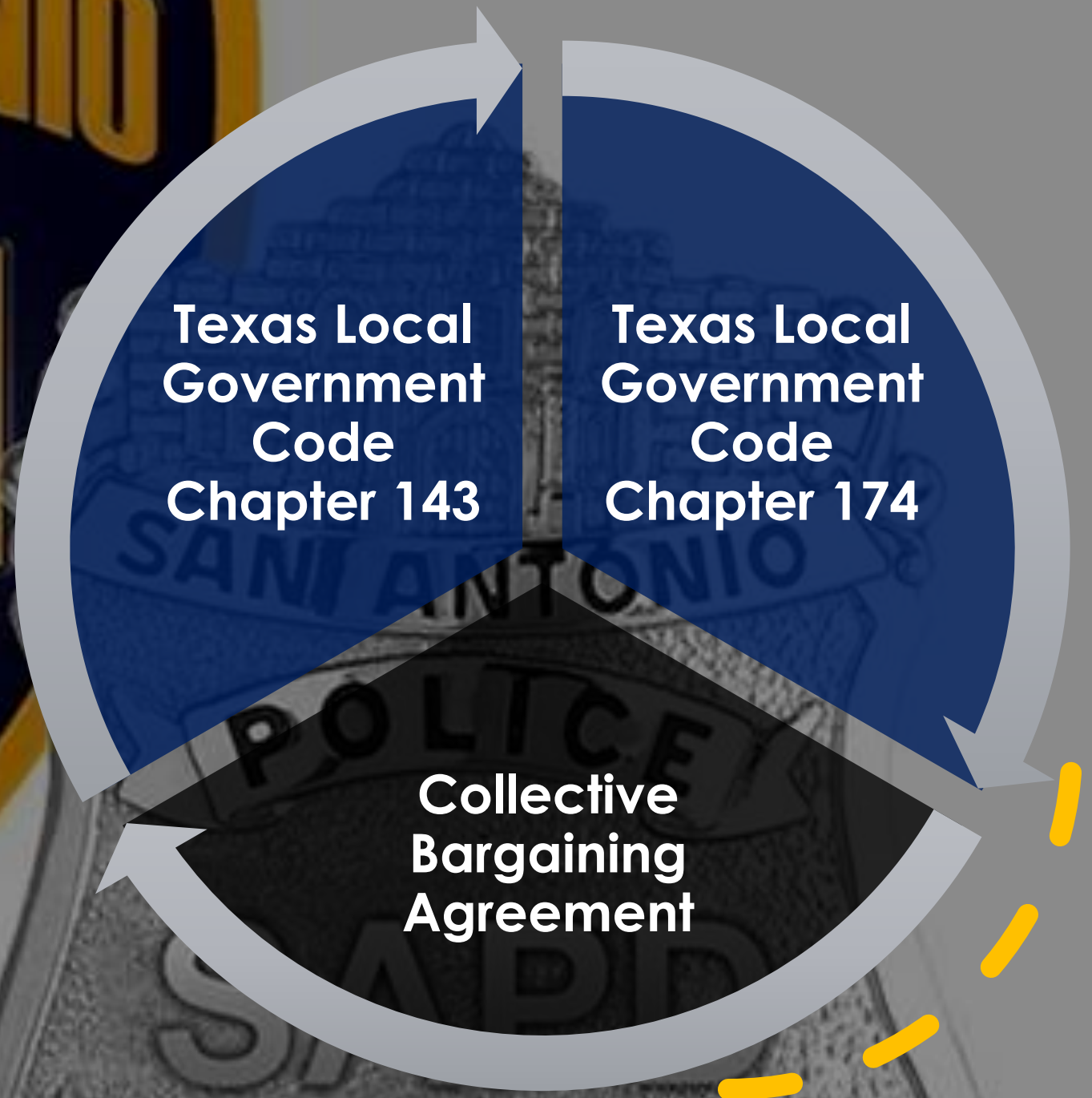
Presented by: Deputy City Manager Maria Villagómez

Today's Action

- City Council considers approval of the Collective Bargaining Agreement between the City of San Antonio and the San Antonio Police Officers Association
- Agreement is effective upon approval of City Council through September 30, 2026



Parameters of Employment of San Antonio Police Officers



Background

- Current contract expired on September 30, 2021, and continues under evergreen
- City began discussions about contract priorities in June 2020
- Community demanded changes to disciplinary process at Listening Sessions held by the Public Safety Committee in summer of 2020
- In November 2020, the City Council took action to place police accountability and transparency at the top of their legislative priorities for the 87th Texas Legislative Session

JUNE 18, 2020

PUBLIC SAFETY MEETING

www.sanantonio.gov



▶ 1:16:29 / 2:22:43



Public Safety Community Listening Session: June 18, 2020



PRIORITIES

Background

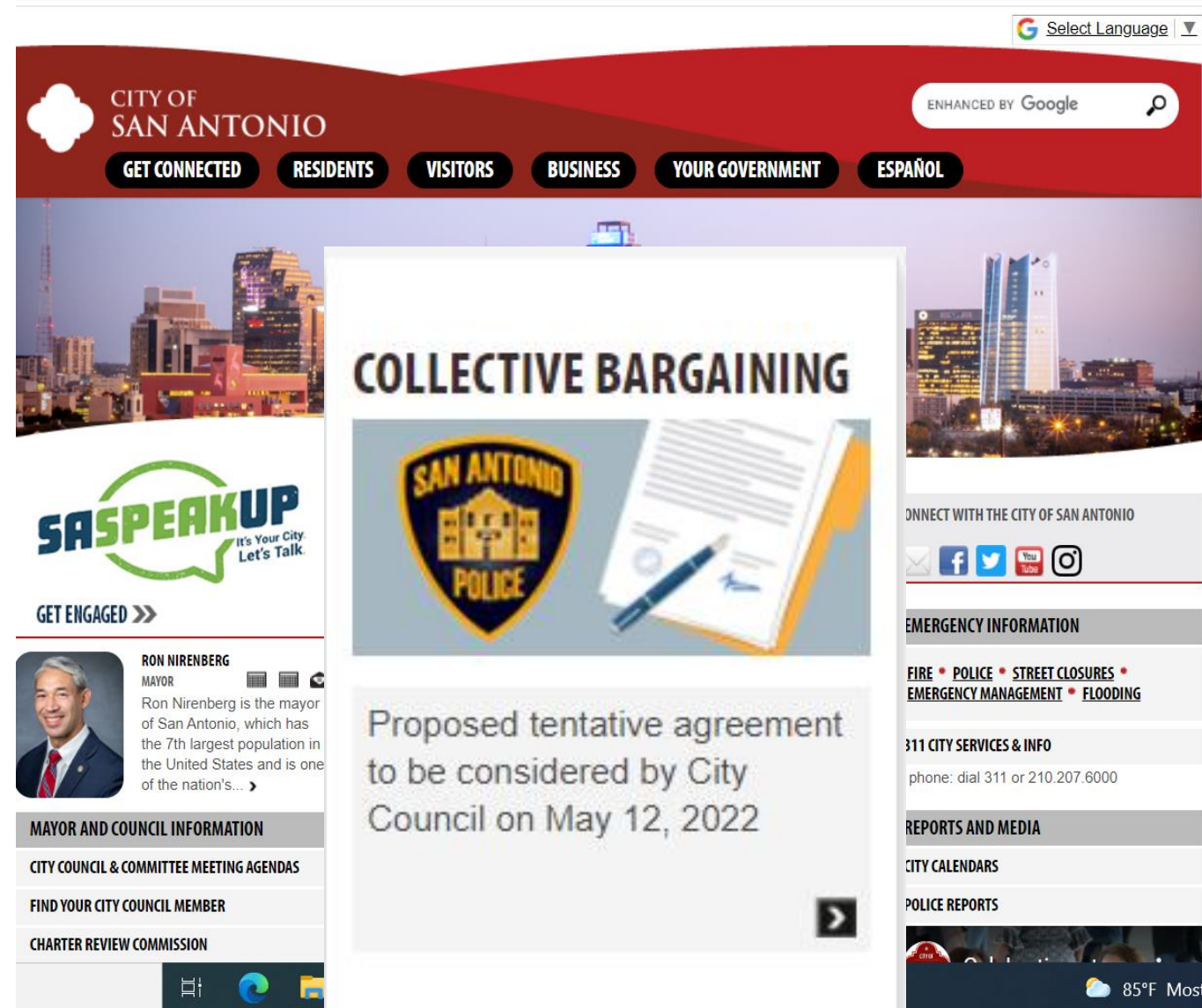
- In January 2020, Staff presented recommended priorities for the upcoming collective bargaining negotiations consistent with the City Council approved legislative priorities
 - Discipline and Transparency,
 - Operational Improvements, and
 - ensuring that public safety spending remains below 66% of the general fund



Negotiations

- City and SAPOA began negotiations on February 2021
- 33 public negotiation sessions through March 2022
- City and SAPOA reached a tentative agreement on all issues on March 2, 2022
- SAPOA membership ratified tentative agreement in April 2022 and reported an 86% approval vote

Transparency in Negotiations



- All negotiation meetings open to the public, lived-streamed and recorded
- Meeting videos and materials posted on City's Website and available to the public

Tentative Agreement achieves City's Priorities

- Rebalances the disciplinary process for officers, reflecting our community's expectation that officers whose actions undermine community trust are held accountable
- Ensures Officers are competitively paid
- Maintains overall public safety spending below 66% of the General Fund, consistent with the City's financial policy

Discipline and Transparency

Item	Category	Current Contract	Tentative Agreement
1	Jurisdiction of Arbitrator	Third-party arbitrator may change discipline imposed by the Chief, even if the facts are sustained upon appeal	Third-party arbitrator may not overturn the Chief's decision to fire an Officer unless the Chief fails to prove that the misconduct is detrimental to the department or does not meet community expectations
2	Prior Discipline	Limitations on past conduct for consideration of discipline <ul style="list-style-type: none">• 10 yrs. for drug and alcohol• 5 yrs. for intentional violence• 2 yrs. for other misconduct	Allows all Officer's past discipline for consideration of discipline
3	Time limitation to impose discipline (non-criminal misconduct)	180 days from the date of the incident	180 days from when the Chief knew or should have known. Discipline must be issued within 2 yrs. of incident

Discipline and Transparency - continued

Item	Category	Current Contract	Tentative Agreement
4	Integrity of Investigative Process	48-hour notification of a pending interview with internal affairs	24-hour notification of a pending interview with internal affairs
5		Employee may “take home” interrogatories (investigative questions)	Officers are required to answer questions at Internal Affairs.
6		Allows Officers to see all evidence collected by Internal Affairs	Prohibits Officers from viewing statements from other Officers also accused of the same incident
7		Internal Affairs may question Officers for 6 hours per day	Allows Internal Affairs to question Officers for a total of 8 hours per day

Operational Improvements

Item	Category	Current Contract	Tentative Agreement
1	Training Hours	80 Hours year	Up to 120 hours per year
2	Residency Points	1 point for cadet applicants living in San Antonio	5 points for cadet applicants living in San Antonio
3	New Family Leave Benefit		up to 160 hours of family leave after the birth of a child, adoption, or foster
4	Leave Upon Separation	Up to 480 hours of leave upon separation	Chief approves/denies leave based on operational necessity (up to 480 hours of leave) upon separation

Operational Improvements

Item	Category	Current Contract	Tentative Agreement
1	Off Duty Employment	7 Uniform Employees assigned to Office	Minimum of 3 and a maximum of 5 Officers as determined by the Chief
2	Vehicle Mileage	Replaces vehicles at 85K miles	Allows the City flexibility to replace vehicles beyond 85,000 miles per year due to supply chain issues

Competitive Wages and Healthcare

Wages			Cost		Healthcare
Year	One time	Recurring	Cumulative Cost ^a	% of General Fund ^b	<ul style="list-style-type: none"> • Maintains escalator that increases the premiums paid by those officers that pay premiums by 10% each year • Introduces a pharmacy value formulary
FY 2022	2%		\$ 5.9	62.6%	
FY 2023		3.5%	4.8	62.2%	
FY 2024		3.5%	15.3	62.5%	
FY 2025		4.0%	26.9	65.6%	
FY 2026		4.0%	39.8	65.9%	
Total	2%	15%	\$92.7		

a) Cumulative Cost net of value formulary savings

b) Percentage of General Fund as reflected on Trial Budget Presentation of May 11, 2022

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