



RESOLUTION:

PRIORITIES  
RELATED TO THE SAPOA  
COLLECTIVE BARGAINING  
AGREEMENT

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CITY COUNCIL A SESSION – JUNE 25, 2020

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# Public Call for Action

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In the weeks since George Floyd's murder while in custody of the Minneapolis Police Department, many people in San Antonio voiced the need for reform and policies to promote equity and just discipline.

Public Demonstrations

City Council meetings

City Council Budget sessions

City Council District Offices

Public Safety Committee Listening Sessions

Meetings with community members individually

# Parameters of Employment of San Antonio Police Officers

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**1947** Voters adopted Texas Local Government Code 143 creating Civil Service for police and fire employees

**1974** Voters adopted Texas Local Government Code 174 adopting collective bargaining for both police and fire associations

- The ability to bargain allows us to override Chapter 143 Civil Service requirements ***if agreed to by the respective associations***

**2021** Current CBA requires that we begin negotiations with SAPOA on a new CBA

# Community Priorities - CBA

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- Disciplinary procedures
- Transparency
- Balance in managing the cost of the next CBA with SAPOA compared to other City services

# City's Disciplinary Priorities

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- Eliminate the 180-day limitation on imposing discipline
- Ability to include past discipline in current disciplinary considerations
- Council appointment of independent review board
- Balanced arbitration process
  - Better standards for review by a potential arbitrator
  - City's accountability in final discipline

# Transparency

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- 143.089(g) of the Texas Local Government Code inhibits release of certain personnel records - we would seek to be able to allow either through CBA or through legislative change
  - Disclosure to the public
  - Database
  - Sharing of information across agencies

# Outside of CBA

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## **Budget**

Balanced approach to holistic public safety services and managing the cost of the SAPOA CBA

## **Legislative**

Work with our State and Federal delegation on advancing legislation that will improve public safety transparency and accountability