

**A RESOLUTION  
OUTLINING THE CITY COUNCIL’S TOP PRIORITIES RELATED TO THE SAN  
ANTONIO POLICE OFFICERS’ ASSOCIATION COLLECTIVE BARGAINING  
AGREEMENT**

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**WHEREAS**, many people in San Antonio have taken to the streets through peaceful protests and petitions to demand change necessary reform and voice the need for appropriate San Antonio Police Department policies to promote equity and just discipline across the community; and

**WHEREAS**, the City of San Antonio Mayor and City Council continue to hear the community’s priorities at Council meetings, at Council Budget Work Sessions, in discussions with community leaders and constituents, in emails to Council offices, and at Public Safety Committee Listening Sessions and its regular meetings; and

**WHEREAS**, there is always room for improvements within our systems of government, and through respectful dialogue positive change is possible; and

**WHEREAS**, San Antonio voters petitioned and adopted civil service under Chapter 143 of the Texas Local Government Code in 1947 which governs the employment relationship with fire and police employees; and

**WHEREAS**, San Antonio voters petitioned and adopted collective bargaining for public safety employees under Chapter 174 of the Texas Local Government Code in 1974 which governs the employment relationship with fire and police employees and provides the ability to override Chapter 143 civil service requirements if agreed to by the respective unions; and

**WHEREAS**, the City of San Antonio Mayor and City Council seek collective bargaining provisions in its contract with the San Antonio Police Officers’ Association that are financially responsible to the people of San Antonio and fair and just for both its employees and to the people of San Antonio; and

**WHEREAS**, the City of San Antonio Mayor and City Council seek to provide direction and assert the City’s priorities to City Staff as they prepare for negotiations;

**NOW THEREFORE,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**Section 1.** That this Council declares the community’s priorities for reformed officer disciplinary procedures as a City priority in the next collective bargaining process with the San Antonio Police Officers’ Association. Reforms include but are not limited to the following:

- eliminating the 180-day limitation on imposing discipline,

- the ability to include past discipline in current disciplinary considerations,
- the ability to independently appoint a citizen review board to review internal affairs investigations and make disciplinary recommendations, and
- a balanced arbitration process that limits the arbitrator's authority to a determination of the facts and includes a role for the Police Chief and/or the City Manager in final discipline.

**Section 2.** That this Council declares the community's priorities for transparency as a City priority. Reforms needed include eliminating restrictive disciplinary record release rules by including an override to state law in Chapter 143 and seeking legislative change to Chapter 143.089.

**Section 3.** That this Council declares as a City priority the community's priority for fiscally responsible, comprehensive and holistic investment in public safety that is not diminished by excessive cost of the next San Antonio Police Officers' Association Collective Bargaining Agreement.

**Section 4.** That the City Manager develop strategies to guide the achievement of these objectives through collective bargaining negotiations and the City's State Legislative agenda.

**Section 5.** That this Council will continue to work with its State and Federal delegation on advancing legislation that will improve public safety transparency and accountability.

**Section 6.** Be it further resolved, that regular updates be provided to the community on these efforts.

**PASSED AND APPROVED** this 25th day of June, 2020.

**M A Y O R**  
**Ron Nirenberg**

**ATTEST:**

**APPROVED AS TO FORM:**

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Tina Flores, Acting City Clerk

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Andrew Segovia, City Attorney