

PUBLIC SAFETY COMMITTEE



Legal Framework

Employment of San Antonio Police Officers

Presented by: Elizabeth Provencio, Assistant City Attorney
June 15, 2020

Parameters of Employment of San Antonio Police Officers

Texas Local
Government
Code
Chapter 143

Texas Local
Government
Code
Chapter 174

Collective
Bargaining
Agreement

Texas Local Government Code Chapter 143

- Provides Civil Service protections to fire and police employees
- Sets out requirements for hiring, promotion, terms of employments, discipline and termination
- San Antonio voters adopted Act in 1947
- May be repealed by election upon petition

Texas Local Government Code Chapter 174

- Enables police officers and firefighters to collectively bargain
- San Antonio voters adopted Act in 1974
- May be repealed by election upon petition
- City of San Antonio has been collectively bargaining with San Antonio Police Officers Association (SAPOA) since 1974



COLLECTIVE BARGAINING AGREEMENT

- Negotiated between SAPOA and the City
- May alter terms of Chapter 143 by agreement
- Current contract expires in September 30, 2021
- If parties cannot come to agreement, negotiations may be subject to mediation and/or arbitration

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