A10 Safety and Equipment
  • Sec. 2 Preventive Vehicle Maintenance Program – Note: COSA proposal unacceptable

A11 Promotions
  • Sec. 2 Study Materials, (B) Promotional Text Materials
    Subsection B (1)(2)(4)(5) - AGREED
  • Sec. 3 Promotion to Detective Investigator, Sergeant, Lieutenant and Captain
    Subsection B - AGREED
    Subsection G – AGREED
    Subsection O – Note: City language issue with 143.107 & preemption too broad
  • Sec. 6 Appointment of Assistant Chief - AGREED
  • Sec. 7 Uniformed Evidence Detective Initiative - AGREED
  • Sec. 9 Study on Improving the Promotional Process – Note: COSA proposal unacceptable
  • Sec. 10 Force Reduction and Reinstatement Lists – AGREED

A13 Hours of Work
  • Sec. 7 Adjustment of Working Hours – Note: COSA proposal unacceptable
  • Sec. 8 (Creation of T-Shift) – AGREED

A14 City Property/Off-Duty Employment Office
  • Sec. 2 Off duty Office – Note: SAPOA has made a counter proposal
  • Sec. 3 Use of Sworn Personnel at City Facilities (A) (7) – AGREED

A16 Wages
  • Sec. 1 Wage Schedule – Note: SAPOA & COSA have proposals on table
    Subsections A-E - Note: COSA proposal unacceptable

A22 Miscellaneous Leave Provisions
  • Sec. 1 Leave Policies – AGREED
  • Sec.14 Balanced Work Life Environment Study – Note: COSA further discussion
  • Sec.15 Family Leave Provisions – Note: COSA further discussion
  • Sec. 16 Phased Down Study – Note: SAPOA further discussion
A28 Disciplinary Actions
- Sec. 3 Written Statement of Charges – AGreed
- Sec. 4 Notice of Right to Appeal – AGreed
- Sec. 6 Arbitration Selection and Scheduling - AGreed
- Sec. 9 (scope of arbitrator’s authority) – Note: SAPOA new counter 4-9-2021
- Sec. 10, Subsection C (deletes preponderance of the evidence standard) - Note: COSA proposal unacceptable
- Sec. 11 (removes arbitrator authority to overturn the chief) - Note: COSA proposal unacceptable
- Sec. 12 – AGreed
- Sec. 13 (removes authority of CSC to overturn chief) - Note: COSA proposal unacceptable
- Sec. 15 – AGreed
- Sec. 16 - AGreed
- Sec. 19 (180-day Rule)
  - Subsection A (minor misconduct) – AGreed
  - Subsection B (major misconduct) – Note: SAPOA accepted COSA language with clarifying language
  - Subsections D to E – Note: SAPOA language on prior misconduct is in Sec. 9 & recommends deletion of Subsection “Evidence”
- Sec. 21, Subsection A - AGreed

A29 Internal Security Interview Procedure
- Sec. 1 Investigations Thru Chain of Command - AGreed
- Sec. 2 Internal Affairs Investigations
  - Subsection A – AGreed
  - Subsection C (48-hour Rule) Note: SAPOA & COSA have language on the table
  - Subsection D (time in IA & evidence review) - Note: SAPOA & COSA have language on the table
- Sec. 3 Chief’s Advisory Action Board – AGreed
- Sec. 4 Chief’s City Vehicle Accident Advisory Action Board - AGreed

A30 Health Benefits
- Sec. 6 - Note: SAPOA & COSA have language on the table

33 Educational Incentive Pay
- Sec. 2, Subsection D (1) – Note: COSA rejects SAPOA proposal

A39 Civilianization
- Sec. 1 – Note: COSA will provide follow-up language
Articles – Tentative Agreement:

A1 Duration
A3 Association Rights
A7 Management Rights
A15 Grievance Procedure
A19 Clothing Allowance
A24 Police Cadet Hiring Guideline
A32 Supplemental Benefits
A38 Miscellaneous Provisions

Articles Not on the Table:

Preamble
A2 Definitions
A4 Management Duties to the Association
A5 Non-Discrimination by the Association
A6 No Strike Clause
A8 Maintenance of Standards
A9 Labor Relations Committee
A12 Seniority
A17 Death in Family Leave
A18 Court and Call-Back Pay
A20 Holidays
A21 Vacation
A23 Working in a Higher Classification
A25 Initial Probationary Period
A26 Field Training Officers
A27 Promotional Probationary Period
A31 Retiree Health Benefits
A34 Certification and Instructors Pay
A35 Psychological and/or Medical Examination
A36 City Protections for Police Officers
A37 Employee Personnel Systems
A40 Savings Clause
A41 Closing Statements