

COSA-SAPOA STATUS REPORT  
SESSION # 7  
FRIDAY, APRIL 9, 2021

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