

COSA-SAPOA STATUS REPORT ¹
SESSION # 8
MONDAY, APRIL 19, 2021

A10 Safety and Equipment

- Sec. 2 Preventive Vehicle Maintenance Program – **Note:** COSA wants 100,000 miles & LRC recommended 85,000 miles – Unresolved

A11 Promotions

- Sec. 9 Study on Improving the Promotional Process – **Note:** COSA proposal unacceptable; SAPOA position city study implements contract changes without ratification

A13 Hours of Work

- Sec. 7 Adjustment of Working Hours – **Note:** COSA proposal unacceptable

A14 City Property/Off-Duty Employment Office

- Sec. 2 Off duty Office – **Note:** COSA 1 Sergeant & 2 sworn; SAPOA 1 Sergeant & 4 sworn

A16 Wages

- Sec. 1 Wage Schedule – **Note:** SAPOA & COSA have proposals on table
Subsections A-E - **Note:** COSA proposal creating merit pay unacceptable

A22 Miscellaneous Leave Provisions

- Sec.14 Balanced Work Life Environment Study – **Note:** COSA okay with study but outside contract
- Sec.15 Family Leave Provisions – **Note:** COSA further discussion
- Sec. 16 Phased Down – **Note:** (NEW) SAPOA amended proposal

A28 Disciplinary Actions

- Sec. 5, 6 & 7 – **Note:** (NEW) SAPOA proposal
- Sec. 9 (scope of arbitrator's authority) – **Note:** SAPOA & COSA each have proposals
- 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. 19 (180-day Rule)
Subsection B (major misconduct) – **Note:** SAPOA objects to two issues in COSA language
Subsections D to E – **Note:** SAPOA language on prior misconduct is in Sec. 9 & recommends deletion of Subsection “Evidence”

¹ **Note:** removed Sections that have been AGREED upon & left only unresolved issues

A29 Internal Security Interview Procedure

- Sec. 2 Internal Affairs Investigations

Subsection C (48-hour Rule) **Note:** SAPOA accepts COSA 24-hour rule, but opposes exclusive certain evidence

Subsection D (time in IA & evidence review) - **Note:** SAPOA accepts COSA changing 6 hours to 8 hours but opposes COSA language “exclusive” of time reviewing video, etc.

A30 Health Benefits

Sec. 6 – **Note:** Disagreement over PPO rate escalation during contract & evergreen

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

4-19-2021

Articles – Tentative Agreement:

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
A1 Duration
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