

COSA-SAPOA STATUS REPORT
TUESDAY, MARCH 30, 2021

A3 Association Rights

- Sec. 3 Time Off for Association Business – SAPOA amended / COSA reject

A10 Safety and Equipment

- Sec. 2 Preventive Vehicle Maintenance Program – SAPOA reject / COSA further discussion

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 - COSA will respond Tuesday 23rd / SAPOA counter
- Sec. 6 Appointment of Assistant Chief - AGREED
- Sec. 7 Uniformed Evidence Detective Initiative - AGREED
- Sec. 9 Study on Improving the Promotional Process – COSA proposed / SAPOA reject
- Sec. 10 Force Reduction and Reinstatement Lists – AGREED

A13 Hours of Work

- Sec. 7 Adjustment of Working Hours – COSA amended / SAPOA reject
- Sec. 8 (Creation of T-Shift) – AGREED

A14 City Property/Off-Duty Employment Office

- Sec. 2 Off duty Office – COSA under review / SAPOA counter
- Sec. 3 Use of Sworn Personnel at City Facilities (A) (7) – AGREED

A16 Wages

- Sec. 1 Wage Schedule – SAPOA proposal / COSA counter
Subsections A-E - COSA proposal / SAPOA reject

A22 Miscellaneous Leave Provisions

- Sec. 1 Leave Policies – AGREED
- Sec.14 Balanced Work Life Environment Study – SAPOA amended / COSA further discussion
- Sec.15 Family Leave Provisions – SAPOA proposal / COSA further discussion
- Sec. 16 Phased Down Study – SAPOA proposal / COSA reject

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) - COSA further discussion / SAPOA counter
- Sec. 10, Subsection C – COSA further discussion
- Sec. 11 - COSA further discussion / SAPOA reject
- Sec. 12 – **AGREED**
- Sec. 13 - COSA proposal / SAPOA reject
- Sec. 15 – **AGREED**
- Sec. 16 - **AGREED**
- Sec. 19 (180-day Rule)
 - Subsection A (minor misconduct) – **AGREED**
 - Subsection B (major misconduct) – COSA under review
 - Subsections D to E – COSA under review
- 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) COSA further discussion / SAPOA amended
 - Subsection D - (Time in IA & evidence review) COSA amended / SAPOA counter
- Sec. 3 Chief’s Advisory Action Board – **AGREED**
- Sec. 4 Chief’s City Vehicle Accident Advisory Action Board - **AGREED**

A30 Health Benefits

- Sec. 6 – SAPOA proposal / COSA counter / Effective date language – **AGREED**

33 Educational Incentive Pay

- Sec. 2, Subsection D (1) – SAPOA proposal / COSA rejects

A39 Civilianization

- Sec. 1 – COSA will provide follow-up language / SAPOA counter

Articles – Tentative Agreement:

A1 Duration
A7 Management Rights – Ready to TA ¹
A15 Grievance Procedure
A19 Clothing Allowance – Ready to TA
A24 Police Cadet Hiring Guideline
A32 Supplemental Benefits - Ready to TA
A38 Miscellaneous Provisions – Ready to TA

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

¹ A7 Management Rights, Sec. 1, Subsection M – COSA withdrew & will make proposal in A3 Association Rights