RESOLUTION:

PRIORITIES RELATED TO THE SAPOA COLLECTIVE BARGAINING AGREEMENT

CITY COUNCIL WORK SESSION, AUGUST 12, 2020

ELIZABETH PROVENCIO, FIRST ASSISTANT CITY ATTORNEY

Public Call for Action

To accomplish the goals of disciplinary and transparency reform, the City will need meaningful progress in the terms of the CBA.

- Resolution with topics of priorities presented to Council June 25
- Continued dialogue that emphasized reform

Recap: Parameters of Employment of San Antonio Police Officers

1947 Voters adopted Texas Local Government Code 143 creating Civil Service for police and fire employees

1974 Voters adopted Texas Local Government Code 174 adopting collective bargaining for both police and fire associations

- The ability to bargain allows us to override Chapter 143 Civil Service requirements ***if agreed to by the respective associations***

2021 Current CBA requires that we begin negotiations with SAPOA on a new CBA

Community Priorities - CBA

- Disciplinary procedures
- Transparency
- Balance in managing the cost of the next CBA with SAPOA compared to other City services

City’s Disciplinary Priorities

- Eliminate the 180-day limitation on imposing discipline
- Include past discipline in current disciplinary considerations
- Enhance Citizens Advisory Review Board
- Reform arbitration process
  - Better standards for review by a potential arbitrator so that an arbitrator’s authority does not supplant the Chief’s judgment
  - City’s accountability in final discipline

Transparency

- 143.089(g) of the Texas Local Government Code inhibits release of certain personnel records - we would seek to be able to allow either through CBA or through legislative change
  - Disclosure to the public
  - Database
  - Sharing of information across agencies

Outside of CBA

Budget

Balanced approach to holistic public safety services and managing the cost of the SAPOA CBA

Legislative

Work with our State and Federal delegation on advancing legislation that will improve public safety transparency and accountability

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