

MEMORANDUM OF UNDERSTANDING

BETWEEN THE SAN ANTONIO POLICE OFFICERS' ASSOCIATION &

THE CITY OF SAN ANTONIO, TEXAS

The San Antonio Police Officers' Association (SAPOA) enters into the following Memorandum of Understanding with the City of San Antonio. SAPOA and the City of San Antonio shall be referred to collectively as the "Parties."

Purpose. The Parties created The Balanced Work/Life Committee, a working group to discuss issues in an effort to improve a balanced work life environment for SAPD Officers. The Committee will review relevant information, including data collected both from exit interviews and from active Officers, information relating to leave, opportunities for promotions and preparation for promotions, work schedules, mentoring, and accommodation of hardships.

Appointments. The membership includes four (4) representatives appointed by SAPOA, and four (4) appointed by the City Manager or designee, evidenced in writing and submitted to: Renee Frieda, Director of Human Resources – Interim at Renee.Frieda@sanantonio.gov by July 15 for a term of two (2) years. The Committee will be facilitated by the Human Resources Department.

Meetings. Upon convening its first meeting proposed to occur in late-July, the Committee will determine its meeting dates and information to be gathered along with a proposed methodology.

Signed and agreed to by the duly authorized representatives of the Parties on this 22nd day of July, 2021.

FOR THE SAPOA:



Danny Diaz, President

7-23-21
Date



Ronald G. DeLord, Counsel

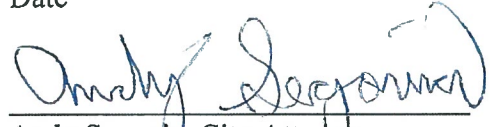
7-22-2021
Date

FOR THE CITY:



Erik J. Walsh, City Manager

8/18/21
Date



Andy Segovia, City Attorney

7/22/2021
Date