

**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 will conduct a study on the development and revision of employee performance evaluation process and instrument. The Parties agree to review the current annual evaluation process and instrument used for all sworn police employees for the purposes of identifying improvements. The Parties further agree that within 90 calendar days of the effective date of this Agreement, the Parties shall each select 3 representatives to meet and review the annual evaluation instrument used for all sworn police employees.

The study group may engage outside experts to assist with the review and recommended enhancements to the process and instrument. Once the study group provides the Chief with their recommendations, the Chief shall adopt a final process and evaluation instrument. Supervisory training will be conducted on how to complete the instrument and the administration of fair and effective performance evaluations.

**Appointments/Selection.** The study group includes three (3) representatives appointed/selected by SAPOA, and three (3) appointed/selected by the City Manager or designee, the Parties shall submit the names of the representatives in writing to: Renee Frieda, Director of Human Resources at Renee.Frieda@sanantonio.gov within 90 calendar days of the effective date of this Agreement. The study group will be facilitated by the Human Resources Department.

**Meetings.** Upon convening its first meeting, the study group will provide recommendations to the Chief no later than six (6) months after its first meeting.

Signed and agreed to by the duly authorized representatives of the Parties on this \_\_\_\_\_ day of May, 2022.

FOR THE SAPOA:

  
\_\_\_\_\_  
Danny Diaz, President

6-2-22  
Date


  
\_\_\_\_\_  
Ronald G. DeLord, Counsel

6-2-2022  
Date

FOR THE CITY:

  
\_\_\_\_\_  
Erik J. Walsh, City Manager

6/3/22  
Date

  
\_\_\_\_\_  
Andy Segovia, City Attorney

5/19/22  
Date