

**ARTICLE 32 – PROMOTIONS**

**Section 1. SAFD Leadership Development Program.**

**A. Creation of the SAFD Leadership Development Program**

Through this Article, the City and the Union agree to work together to develop a formal SAFD Leadership Development Program (“LDP”). To accomplish this objective, the City and the Union will establish a Leadership Development Board (“Board”) within sixty (60) days of the execution of this collective bargaining agreement, composed of three (3) SAFD appointees and three (3) Union appointees. In addition to the previously discussed appointees to the Board, both the Fire Chief and Union President will also have a seat on the Board. All decisions reached by the Board must be finally approved by the Fire Chief and Union President.

The Board shall be tasked with developing a leadership doctrine with compulsory curriculum for all levels within the SAFD, from cadets to appointed chiefs. The curriculum will vary depending upon the rank at issue, but the LDP will generally address such areas of leadership as follows: (1) doctrine and ethos; (2) team dynamics and maintenance; (3) various leadership ideologies and approaches; (4) restrictions and limitations; (5) analytical skills; (6) management skills; (7) communication skills; (8) community responsibilities; (9) other relevant and necessary topics.

The program is intended to ensure that San Antonio Fire Fighters progress through the ranks of our department with a clearly defined leadership ethos, based upon institutional knowledge and consistency in curriculum that every fire fighter will be required to complete prior to seeking advancement in rank.

Initially, the LDP will be applicable to all fire fighters in their current rank. Once all fire fighters have completed the curriculum for their rank, the LDP shall only apply to those fire fighters seeking to promote to the next rank within the SAFD. The Board shall have one (1) year to formulate the necessary curriculum for each rank, based upon the general requirements and expectations set forth herein. The City will have an additional year following final approval of the curriculum by the Fire Chief and Union President to prepare for the initiation of the program, after which time the City shall implement the program. Completion of the program curriculum for each rank shall be a prerequisite for seeking to promote to that rank, in addition to any other requirements set forth in this Article such as other specified educational courses and training relevant to the firefighting profession and each given rank. Fire fighters shall be required to recertify (unless they have promoted to a new rank) every five (5) years that they remain in a given rank. Exceptions and accommodations shall be made for those fire fighters who are returning from military service and are qualified to promote.

B. Minimum Requirements for Compliance with the LDP.

In developing classes and curriculum for each rank within the SAFD, the Board shall ensure the following minimum requirements are met for each designated rank:

1. All Cadets and Fire Fighters:

SAFD-LDP Level One

2. Engineer:

80hr Texas Commission on Fire Protection ("TCFP") Driver Operator or agreed-to SAFD equivalent

SAFD-LDP Level Two

3. Lieutenant:

TCFP Fire Safety Officer One

TCFP Fire Instructor One

TCFP Fire Officer One

SAFD-LDP Officer I

4. Captain:

TCFP Instructor Two

TCFP Fire Officer Two

SAFD-LDP Officer II

5. District Chief:

TCFP Fire Officer Three and Four

SAFD-LDP Command, Staff, and Administration

6. Appointed Chiefs:

All classes and curricula set forth above.

**Sections 1-8.** [Same of 2020-2024 CBA, except renumber Sections 2-10.]

**Section 9 10.** Appointment to Assistant Chief and Deputy Chief.

A-B. [Same as 2020-2024 CBA]

C. Hereinafter, no position in the rank of Assistant or Deputy Chief shall be filled other than by appointment. As vacancies occur in the rank of Assistant Chief, the Chief shall have the right to appoint to the position in accordance with this Section. Appointments to the rank of Assistant or Deputy Chief shall be by the Chief at

her/his sole discretion, provided that the employee promoted is a classified, sworn member of the San Antonio Fire Department and occupies a rank of either Assistant Chief, or District Chief, or ~~Captain~~.

- D. Persons appointed to the rank of Assistant Chief or Deputy Chief shall be subject to overall City policies and regulations and while appointed to this rank shall not be subject to the provisions of Chapter 143 Local Government Code or any of the provisions of this Agreement, unless specifically so provided in this Article. Persons appointed to the rank of Assistant Chief and/or Deputy Chief shall be required to comply with the LDP courses and curriculum applicable to their rank, as established by the Board and discussed in Section 1 of this Article, including any recertifications. The failure of an Assistant Chief and/or Deputy Chief to be in compliance with the LDP requirements will result in their immediate removal from the position and a return to their prior rank for all purposes the same as if the Fire Chief had demoted the person. Any person so demoted may not be reappointed to the rank of Assistant Chief or Deputy Chief until they have completed all LDP requirements for the appointed position.

- E-I. [Same as 2020-2024 CBA]