

ARTICLE 32 – PROMOTIONS

Section 1. SAFD Leadership Development Program.

A. Creation of the SAFD Leadership Development Program

The City and the Association share a mutual interest in ensuring that Fire Fighters are provided training opportunities to further their professional development and potential advancement in the Department. These skills include areas of leadership, management skills, communication skills, community responsibilities and other relevant topics. To further those goals, the City and the Association agree to work together to develop a formal SAFD Leadership Development Program (“LDP”). To accomplish this objective, the City and the Association will establish a Leadership Development Committee (“LDP Committee”) within sixty (60) days of the execution of this collective bargaining agreement, composed of three (3) SAFD appointees and three (3) Association appointees. In addition to the previously discussed appointees to the LDP Committee, both the Fire Chief and Union President will also have a seat on the LDP Committee. The Committee shall assess best practices make recommendations to the Fire Chief and Association President by September 30, 2025.

Section 1. [Same as 2020-2024 CBA, except as follows:]

B(3). Agree to City proposal.

B(5). Agree to move relocate current CBA language but with no substantive changes.

D. Return from Military Service. Agree to City proposal.

Section 4. Agree to relocate Preemption section to end of Article 32.

Sections 5-8. [Same as 2020-2024 CBA.]

Section 9. Appointment to Assistant Chief and Deputy Chief.

A. Agree to City proposal.

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-H. [Same as 2020-2024 CBA.]