

MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN ANTONIO FIRE FIGHTERS' ASSOCIATION, LOCAL 624 & THE CITY OF SAN ANTONIO, TEXAS

The San Antonio Fire Fighters' Association, Local 624 ("SAPFFA") and the City of San Antonio (the "City") (sometimes collectively referred to as the "parties") have entered into a Collective Bargaining Agreement ("CBA") that became effective February 13, 2020, and expires on December 31, 2024. The parties are currently in negotiations to agree to the terms of a new CBA (the "new CBA"). Under the authority of the CBA, the City and SAPFFA enter into the following Memorandum of Understanding ("MOU").

The parties are both committed to and have a mutual interest in the continuing professional development and potential advancement of its Fire Fighters. To that end, the parties have engaged in discussions about the development of Fire Fighter skills in the areas of leadership, management, communication, community responsibilities and other similar skills. In order to further this mutual interest, the City and SAPFFA have agreed to form a Professional Development Committee (the "Committee") for the purpose of exploring the development of a SAFD Professional Development Program. To accomplish this objective, the parties will establish the Committee within sixty (60) days of the effective date of the new CBA. This Committee will be comprised of three (3) City appointees (appointed through the Chief's office) and three (3) SAPFFA appointees. The Committee will assess best practices relating to professional development of Fire Fighters and make joint recommendations to the Fire Chief and the SAPFFA President relating to a Professional Development Program no later than September 30, 2025. If the parties do not agree on joint recommendations, the City and SAPFFA, respectively, may make independent recommendations to the Fire Chief no later than October 31, 2025.

Signed and agreed to by the duly authorized representatives of the parties on this ____ of August, 2024.

FOR SAPFFA:

Joe Jones, President

Date

Ricky Poole, Counsel

Date

FOR THE CITY:

Maria Villagomez, Deputy City Manager

Date

Elizabeth Provencio, First Assistant Attorney

Date