

**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").

Currently, it can take as long as two years after an applicant has applied to be a Fire Fighter before the applicant is selected for the Academy. The parties have agreed to study ways to modernize the hiring process, to include exploring ways to eliminate the unnecessary delays in our current process for applying, testing and clearing other qualifications. The goal is to explore ways for the current process to be modernized and made more efficient to reduce the time it takes for an interested applicant to begin at the Academy while maintaining the high standards of the Fire Department.

In order to pursue this mutual interest, the parties will establish an Applicant Processing 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 make joint recommendations to the Fire Chief and the SAPFFA President relating to making the hiring process more efficient and modernized no later than December 31, 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 January 30, 2026.

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

FOR SAPFFA:

FOR THE CITY:

\_\_\_\_\_  
Joe Jones, President

\_\_\_\_\_  
Maria Villagomez, Deputy City Manager

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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Ricky Poole, Counsel

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Elizabeth Provencio, First Assistant Attorney

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Date

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Date