

Updated Version  
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# Collective Bargaining

City of San Antonio &  
San Antonio Police Officers Association

April 10, 2026



# Status

- 3 Negotiation Sessions
  - January 30, 2026
  - February 20, 2026
  - March 26, 2026
- Several working group meetings
  - Hours of work
  - Tuition reimbursement
  - Healthcare benefits
  - Discipline
- Have tentatively agreed on 7 articles
- 9 articles remaining

# City's Priorities

- 3-Year contract given our financial condition
- Maintain competitive total compensation position, don't lose ground
  - Maintain current strong recruitment position with low attrition rates
- Re-align Patrol Shifts Hours
- Disciplinary Changes: Expunctions

# Tentative Agreement on 7 Articles

| Article                                      | Change                                                                                                                            |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 10. Safety & Equipment                       | Will enhance the Equipment Advisory Committee's input through the lifecycle of police equipment and will remove outdated language |
| 14. City Property/Off Duty Employment Office | Will provide a higher-ranking supervisor for larger events                                                                        |
| 17. Death in Family Leave                    | Will expand options that make the leave available to include miscarriages                                                         |
| 22. Miscellaneous Leave Provisions           | Will increase the 457(b) plans flexibility if employee choses to retire at a later date than originally planned                   |
| 33. Educational Incentive Pay                | Will incentivize medical certifications by covering education-related expenses for Officers pursuing duty-related certifications  |
| 18. Court and Call-Back Pay                  | (non-substantive typo)                                                                                                            |
| 21. Vacation                                 | (non-substantive typo)                                                                                                            |

# Articles We Are Working On

## Compensation

- Article 1 – Duration
- Article 16 – Wages
- Article 26 – Field Training Officer
- Article 30 – Health Benefits
- Article 34 – Certification and Instructors Pay

## Operations

- Article 9 – Labor Relations Committee
- Article 11 – Promotions
- Article 13 – Hours of Work
- Article 28 – Discipline

# Today's City Proposal

## Compensation

- Article 16 – Wages
- Article 26 – Field Training Officer
- Article 30 – Health Benefits
- Article 34 – Certification and Instructors Pay

## Operations

- Article 9 – Labor Relations Committee
- Article 11 – Promotions

# City Proposal

|                                     | FY 2027             | FY 2028             | FY 2029             | Total               |
|-------------------------------------|---------------------|---------------------|---------------------|---------------------|
| Wage Proposal - Across the Board    | 2.5%                | 3.0%                | 3.0%                | 8.5%                |
| Hourly Increase Wage Equivalent     | 0.6%                | 0.6%                | 2.4%                | 3.6%                |
|                                     | <b>3.1%</b>         | <b>3.6%</b>         | <b>5.4%</b>         | <b>12.1%</b>        |
| Hourly Increase - Effective April 1 | \$520               | \$520               | \$2,080             | <b>\$3,120</b>      |
| <b>COST</b>                         |                     |                     |                     |                     |
| Wages                               | \$9,312,315         | \$20,766,462        | \$32,564,233        | \$62,643,009        |
| Hourly Increase - Effective April 1 | 1,159,798           | 3,537,384           | 9,405,961           | 14,103,142          |
| Incentives Pay                      | 2,614,415           | 2,614,415           | 2,614,415           | 7,843,245           |
| Move Certification pay Base (\$600) | 599,457             | 676,771             | 788,175             | 2,064,403           |
| Healthcare                          | (2,267,143)         | (4,072,857)         | (4,422,857)         | (10,762,857)        |
| Death In Family                     | 25,629              | 26,398              | 27,190              | 79,218              |
| <b>Total</b>                        | <b>\$11,444,471</b> | <b>\$23,548,572</b> | <b>\$40,977,117</b> | <b>\$75,970,161</b> |

# City Proposal Art. 16 and Art. 26 Incentive Pays

| Incentive Pay                                          | Current Annual Amount | Proposed Annual Amount | Proposed Increase |
|--------------------------------------------------------|-----------------------|------------------------|-------------------|
| Shift Differential Non-Patrol                          | \$4,200               | <b>\$4,500</b>         | <b>\$300</b>      |
| Shift Differential Non-Traditional Patrol <sup>1</sup> | \$4,200               | <b>\$5,100</b>         | <b>\$900</b>      |
| Shift Differential Patrol B                            | \$4,200               | <b>\$5,100</b>         | <b>\$900</b>      |
| Shift Differential Patrol C                            | \$4,200               | <b>\$7,200</b>         | <b>\$3,000</b>    |
| Field Training Officer (FTO) (Permanent)               | \$3,180               | <b>\$4,800</b>         | <b>\$1,620</b>    |
| FTO (Permanent) Supervisors                            | \$3,180               | <b>\$3,600</b>         | <b>\$420</b>      |
| FTO (Support)                                          | \$0                   | <b>\$600</b>           | <b>\$600</b>      |

1) Bike Patrol, Crisis Response Team, SAFFE, Night Commander

# **City Proposal**

## **Art. 30 Health Benefits**

- Offers PrudentRx. A pharmacy benefit designed to help members get certain specialty medications at no out-of-pocket cost by enrolling them in manufacturer copay assistance programs. This service addresses the high cost of specialty drugs.
- Continues two health plans (CDHP and Value) with plan designs and employee contributions described in Article 30 with the understanding that IRS required changes will be implemented in accordance with required laws or regulations.
- Proposes increases to Out-of-Pocket Maximum and Deductible for both CDHP and Value in FY27
- Increases employee contributions for dependents only:
  - Value Plan: 10% in FY27
  - Value and CDHP Plans: \$20 to \$80 Monthly in FY28
  - Value and CDHP increase at 10% in FY29 and in evergreen

# City Proposal

## Moves \$600 of Certification Pay to Base Pay

Benefits:

- Increase to recurring base wages
- Certification pay will now increase with base wages
- Increases longevity pay
- Increases regular rate of pay for overtime purposes

|                                                              |             |             |             |             |
|--------------------------------------------------------------|-------------|-------------|-------------|-------------|
|                                                              |             | 2.5%        | 3.0%        | 3.0%        |
|                                                              | <b>2026</b> | <b>2027</b> | <b>2028</b> | <b>2029</b> |
| <b>Texas Commission on Law Enforcement Certification Pay</b> | \$600       | \$615       | \$633.45    | \$652.45    |

# City Proposal

## Art. 11 Promotions

- **Section 1(B).** City proposes aligning the eligibility language for promotions with the statutory language
  - Eligibility – Police promotional examinations shall be open to all Police Officers who served in the San Antonio Police Department in the next lower position for at least two (2) years immediately before the date the promotional examination is held.
- **Section 3(A).** City accepts SAPOA proposal to increase the announcement and registration for promotional examinations
- **Section 6.** City proposes the addition of 1 Assistant Police Chief
- **Section 5 & Section 6.** SAPOA proposed updating the articles in both Sections 5 and 6 to capture CBA provisions applicable to appointed positions. We propose additional edits to reflect current practice with further description of each article.

# City Proposal

## Pay Increase by Rank and Step (Annual Salary)

| Police Officer | Current<br>FY26 | FY27       |                            | FY 28    |                            | FY 29    |                           | Base Pay Increase |      |       |               |
|----------------|-----------------|------------|----------------------------|----------|----------------------------|----------|---------------------------|-------------------|------|-------|---------------|
|                |                 | 2.5% Oct 1 | \$0.25 per<br>Hour April 1 | 3% Oct 1 | \$0.25 per<br>Hour April 1 | 3% Oct 1 | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total         |
| Step A         | \$65,431        | \$67,681   | \$68,201                   | \$70,247 | \$70,767                   | \$72,890 | \$74,970                  | 4.23%             | 3.8% | 5.9%  | <b>13.94%</b> |
| Step B         | \$78,722        | \$81,305   | \$81,825                   | \$84,280 | \$84,800                   | \$87,344 | \$89,424                  | 3.94%             | 3.6% | 5.5%  | <b>13.03%</b> |
| Step C         | \$84,020        | \$86,735   | \$87,255                   | \$89,873 | \$90,393                   | \$93,105 | \$95,185                  | 3.85%             | 3.6% | 5.3%  | <b>12.75%</b> |
| Step D         | \$85,702        | \$88,460   | \$88,980                   | \$91,649 | \$92,169                   | \$94,934 | \$97,014                  | 3.82%             | 3.6% | 5.3%  | <b>12.67%</b> |
| Step E         | \$87,384        | \$90,184   | \$90,704                   | \$93,425 | \$93,945                   | \$96,763 | \$98,843                  | 3.80%             | 3.6% | 5.2%  | <b>12.59%</b> |
| Step F         | \$89,136        | \$91,980   | \$92,500                   | \$95,275 | \$95,795                   | \$98,668 | \$100,748                 | 3.77%             | 3.6% | 5.2%  | <b>12.51%</b> |

| Detective | Current<br>FY26 | FY27       |                            | FY 28     |                            | FY 29     |                           | Base Pay Increase |      |       |               |
|-----------|-----------------|------------|----------------------------|-----------|----------------------------|-----------|---------------------------|-------------------|------|-------|---------------|
|           |                 | 2.5% Oct 1 | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total         |
| Step A    | \$91,625        | \$94,531   | \$95,051                   | \$97,902  | \$98,422                   | \$101,375 | \$103,455                 | 3.74%             | 3.5% | 5.1%  | <b>12.40%</b> |
| Step B    | \$94,336        | \$97,310   | \$97,830                   | \$100,765 | \$101,285                  | \$104,323 | \$106,403                 | 3.70%             | 3.5% | 5.1%  | <b>12.29%</b> |
| Step C    | \$97,131        | \$100,174  | \$100,694                  | \$103,715 | \$104,235                  | \$107,362 | \$109,442                 | 3.67%             | 3.5% | 5.0%  | <b>12.18%</b> |
| Step D    | \$99,077        | \$102,169  | \$102,689                  | \$105,770 | \$106,290                  | \$109,479 | \$111,559                 | 3.65%             | 3.5% | 5.0%  | <b>12.11%</b> |

# City Proposal

## Pay Increase by Rank and Step (Annual Salary)

| Sergeant | Current<br>FY26 | FY27       |                            | FY 28     |                            | FY 29     |                           | Base Pay Increase |      |       |               |
|----------|-----------------|------------|----------------------------|-----------|----------------------------|-----------|---------------------------|-------------------|------|-------|---------------|
|          |                 | 2.5% Oct 1 | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total         |
| Step A   | \$104,069       | \$107,285  | \$107,805                  | \$111,040 | \$111,560                  | \$114,906 | \$116,986                 | 3.59%             | 3.5% | 4.9%  | <b>11.94%</b> |
| Step B   | \$106,127       | \$109,395  | \$109,915                  | \$113,212 | \$113,732                  | \$117,144 | \$119,224                 | 3.57%             | 3.5% | 4.8%  | <b>11.87%</b> |
| Step C   | \$108,254       | \$111,575  | \$112,095                  | \$115,458 | \$115,978                  | \$119,457 | \$121,537                 | 3.55%             | 3.5% | 4.8%  | <b>11.81%</b> |

| Lieutenant | Current<br>FY26 | FY27       |                            | FY 28     |                            | FY 29     |                           | Base Pay Increase |      |       |               |
|------------|-----------------|------------|----------------------------|-----------|----------------------------|-----------|---------------------------|-------------------|------|-------|---------------|
|            |                 | 2.5% Oct 1 | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total         |
| Step A     | \$116,554       | \$120,083  | \$120,603                  | \$124,221 | \$124,741                  | \$128,483 | \$130,563                 | 3.47%             | 3.4% | 4.7%  | <b>11.57%</b> |
| Step B     | \$118,876       | \$122,463  | \$122,983                  | \$126,673 | \$127,193                  | \$131,008 | \$133,088                 | 3.45%             | 3.4% | 4.6%  | <b>11.51%</b> |
| Step C     | \$121,268       | \$124,914  | \$125,434                  | \$129,197 | \$129,717                  | \$133,609 | \$135,689                 | 3.44%             | 3.4% | 4.6%  | <b>11.45%</b> |

# City Proposal

## Pay Increase by Rank and Step

| Captain | Current<br>FY26 | FY27      |                            | FY 28     |                            | FY 29     |                           | Base Pay Increase |      |       |        |
|---------|-----------------|-----------|----------------------------|-----------|----------------------------|-----------|---------------------------|-------------------|------|-------|--------|
|         |                 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total  |
| Step A  | \$133,739       | \$137,698 | \$138,218                  | \$142,364 | \$142,884                  | \$147,171 | \$149,251                 | 3.35%             | 3.4% | 4.5%  | 11.18% |
| Step B  | \$136,423       | \$140,448 | \$140,968                  | \$145,197 | \$145,717                  | \$150,089 | \$152,169                 | 3.33%             | 3.4% | 4.4%  | 11.13% |
| Step C  | \$139,134       | \$143,227 | \$143,747                  | \$148,060 | \$148,580                  | \$153,037 | \$155,117                 | 3.32%             | 3.4% | 4.4%  | 11.08% |

|                 | Current<br>FY26 | FY27      |                            | FY 28     |                            | FY 29     |                           | Base Pay Increase |      |       |        |
|-----------------|-----------------|-----------|----------------------------|-----------|----------------------------|-----------|---------------------------|-------------------|------|-------|--------|
|                 |                 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$0.25 per<br>Hour April 1 | 3% Oct 1  | \$1.0 per<br>Hour April 1 | FY27              | FY28 | FY 29 | Total  |
| Deputy Chief    | \$185,127       | \$190,370 | \$190,890                  | \$196,617 | \$197,137                  | \$203,051 | \$205,131                 | 3.11%             | 3.3% | 4.1%  | 10.44% |
| Assistant Chief | \$199,934       | \$205,548 | \$206,068                  | \$212,250 | \$212,770                  | \$219,153 | \$221,233                 | 3.07%             | 3.3% | 4.0%  | 10.30% |

# Collective Bargaining

City of San Antonio &  
San Antonio Police Officers Association



Maria Villagomez, Deputy City Manager  
Elizabeth Provencio, First Assistant City Attorney  
April 10, 2026