

Collective Bargaining

City of San Antonio &
San Antonio Police Officers Association

June 25, 2026



Status

- 7 Negotiation Sessions
 - January 30, 2026
 - February 20, 2026
 - March 26, 2026
 - April 10, 2026
 - May 26, 2026
 - May 28, 2026
 - June 12, 2026
- Several working group meetings
 - Hours of work
 - Tuition reimbursement
 - Healthcare benefits
 - Discipline
- Have tentatively agreed on 8 articles
- 11 articles remaining and 2 attachments

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 8 Articles

Article	Change
9. Labor Relations Committee	Will provide input by SAPOA on standard operating procedure and other items
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Will enhance the Equipment Advisory Committee's input through the lifecycle of police equipment and will remove outdated language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
18. Court and Call Back Pay	(non-substantive typo)
21. Vacations	(non-substantive typo)
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

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 2: Definitions
- Article 11: Promotions
- Article 12: Seniority
- Article 13: Hours of Work
- Article 25: Initial Probationary Period
- Article 28: Discipline
- Attachment 6: Master Plan Documents
- Attachment 7: Texas Civil Statutes Annotated Article 6243q

Today's City Proposal

Operations

- Article 13 – Hours of Work
- Article 28 – Discipline

Compensation

- *Article 34 – Certification and Instructors Pay – Withdrawn*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

Hours of Work

Article 13

- City accepts language provided by SAPOA on June 12 with some minor edits and clarifying language

Discipline

Article 28

Section 21

- Subsection A: Proposed language includes a timeline and clarifies current processes.
- Subsection B: Our current CBA language automatically delays the appeal until after the criminal matter is resolved. Proposed language overrides Chapter 143 provision that makes it an Officer's election whether the disciplinary appeal occurs before or after the criminal matter is resolved.
- Subsection C: Proposed language requires the Officer to give notice to the Chief's office of a filing of an expunction petition. That will provide the City an opportunity to assert its position in that proceeding

Field Training Officer

Article 26

City clarifies language provided to SAPOA on June 12

- Section 5. Permanently assigned FTO Pay: Increase from \$265 per month to \$600 per month. (Minimum of 80 FTOs)
- Section 6. Alternate FTO pay: Proposed new pay structure (Maximum of 40 FTOs)

1 to 5 shifts w/a cadet or probationary Officer rider(s) in a calendar month	\$100/month
6 to 10 shifts w/a cadet or probationary Officers rider(s) in a calendar month	\$150/month
More than 10 shifts w/a cadet or probationary Officer riders in a calendar month	\$200/month

- Section 7. FTO Supervisor and Coordinator permanently assigned FTO Pay: Increase from \$265 per month to \$400 per month

Wages

Article 16

Base Pay: 13% increase over three years

- FY 2027: 4%
 - 2% Effective October 1, 2026
 - 2% Effective April 1, 2027
- FY 2028: 5%
 - 3% Effective October 1, 2027
 - 2% Effective April 1, 2028
- FY 2028: 4%
 - 4% Effective October 1, 2028

City Proposal Art. 16 and Art. 26 Incentive Pays

Incentive Pay	Current Monthly Amount	Proposed Monthly Amount
Shift Differential	\$350	\$375
Weekend Differential (Saturday)	\$0	\$50
Weekend Differential (Sunday)	\$0	\$50
Weekend Differential (Saturday & Sunday)	\$0	\$100
Field Training Officer (FTO) (Permanent)	\$265	\$600
FTO (Permanent) Supervisors & Coordinator	\$265	\$400
FTO (Alternates)	\$1hr of Compensatory Pay/day	\$100/\$150/\$200 based on # of riders

City Proposal

Art. 30 Health Benefits

- City accepts SAPOA June 12 proposal's following items:
 - Increases to out-of-pocket and maximum deductibles for CDHP and VALUE Plans
 - PrudentRx pharmacy benefit
 - Non-Emergent services provided at Free Standing Emergency Rooms excluded from coverage
 - Any direct contracted relationship for Direct Primary Care or City sponsored clinic services agreed to prior to September 30, 2029, will be accepted if the Association's designee is included in the deliberations and/or procurement process

City Proposal

Art. 30 Health Benefits - continued

- City re-asserts in its proposal
 - Premium monthly contributions for dependents on CDHP Plan beginning in 2028 as follows
 - Employee only \$0
 - Employee plus Spouse \$40
 - Employee plus Child \$20
 - Employee plus Family \$80
 - IRS required changes will be implemented in accordance with required laws or regulations
- City adds to its proposal
 - Shared Savings: To recognize efforts made by bargaining unit employees to reduce the costs of healthcare, City will share 50% of the amount of actual expenses below the adopted budgeted amount.
 - The amount of savings will be divided equally among the active Officers enrolled in either the VALUE or the CDHP plan and will be deposited as an additional contribution the Officer's HSA or FSA account the following calendar year.

City Proposal Cost – June 25

	FY 2027	FY 2028	FY 2029	Total
Wage Increase effective Oct 1	2.0%	3.0%	4.0%	9.0%
Wage Increase effective April 1	2.0%	2.0%	0.0%	4.0%
Total	4.0%	5.0%	4.0%	13.0%

COST				
Wages	\$11,249,276	\$30,666,614	\$50,944,324	\$92,860,215
Incentives Pay	2,429,662	2,429,662	2,429,662	7,288,987
Death in Family	26,004	27,305	28,397	81,706
Healthcare	(2,144,143)	(3,693,357)	(4,282,057)	(10,119,557)
Total	\$11,560,800	\$29,430,224	\$49,120,327	\$90,111,351

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