

Collective Bargaining

City of San Antonio &
San Antonio Police Officers Association

July 9, 2026



Today's City Proposal

Operations

- New Article 38 – Rehire Officers
- Article 11 – Promotions
- Article 28 – Discipline

Compensation

- Article 26 – Field Training Officer
- Article 16 – Wages
- Article 30 – Health Benefits

New Article 38 – Rehire Officers

- Establishes parameters for rehiring police officers who voluntarily leave SAPD in good standing
- Officers separated for 24 months or less:
 - Time in Service: will maintain their time of service in SAPD to count towards longevity
 - Placement: Officers will be placed at the rank of police officer and time in service and education will determine the appropriate step within the officer rank
 - Eligibility Promotions: Upon rehire, officers would serve two consecutive years in the rank prior to being eligible for promotional exam
 - Seniority: Time in service at SAPD will determine seniority

New Article 38 – Rehire Officers

- Officers separated for more than 24 months:
 - Time in Service: No credit will be given for prior years served at SAPD
 - Placement: Officers will be placed at the rank of police officer Step A
 - Promotions: No credit will be given for prior years served at SAPD
 - Seniority: No credit will be given for prior years served at SAPD

Discipline

Article 28

Section 21

- Subsection A: Proposed language includes a timeline and clarifies current processes.
- 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

- Section 2. There shall be a minimum of 110 Patrol Officers permanently assigned to the FTO Program
- Section 5. Permanently assigned FTO Pay: Increase from \$265 per month to \$600 per month.
- (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	or	3 hours of leave
6 to 10 shifts w/a cadet or probationary Officers rider(s) in a calendar month	\$150/month		6 hours of leave
More than 10 shifts w/a cadet or probationary Officer riders in a calendar month	\$200/month		9 hours of leave

- Section 7. FTO Supervisor and Coordinator permanently assigned FTO Pay: Increase from \$265 per month to \$400 per month (Maximum of 40)

Wages

Article 16

Base Pay: 14% 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: 5%
 - 3% Effective October 1, 2028
 - 2% Effective April 1, 2029

City Proposal Art. 16 and Art. 26 Incentive Pays

Incentive Pay	Current Monthly Amount	Proposed Monthly Amount
Shift Differential	\$350	\$400
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 or 3/6/9 hours of leave

City Proposal

Art. 30 Health Benefits

- City reasserts its June 25 healthcare proposal

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