

Collective Bargaining

City of San Antonio &
San Antonio Police Officers Association

July 16, 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

Attachment 7

New Article 38 – Rehire Officers

- We agree with the Union's language regarding Seniority:
 - For Officers rehired within 24 months from separation: Time in service at SAPD will determine seniority exclusive of the time spent in a break of service
- We agree with the Union's proposal re: 1-Year Probationary Period:
 - For Officers rehired after 24 months from separation: They should serve 1-year probationary period upon reemployment.

Article 11

- We agree with the Union's intent for police officers that have been rehired before the effective date of the new CBA current practices apply
- We agree with the Union's proposal in Section 3A
- Section 5 and 6 have been updated to reflect new Article 38

Discipline

Article 28

We agree with the Union's language: Section 21

- Subsection C:
 - If an officer seeks an expunction, he/she shall provide a copy of the petition for expunction to the Chief's Office at Police.chief@sanantonio.gov no later than the 7th calendar day the petition for expunction was filed with the court.
- Subsection D:
 - Notice of the requirements found in this section shall be included in the written statement of charges as described in Section 3 above and clarify the reference to Subsections A and C

We re-assert our proposal for Section 21

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

Field Training Officer Article 26

- We accept the Union's changes in Sections 1, 2, 5, and 6.
- The City proposes clarifying language in Section 6 adding FTO Leave

Wages

Article 16

Base Pay: 15% increase over three years

- FY 2027: 4%
 - 2% Effective October 1, 2026
 - 2% Effective April 1, 2027
- FY 2028: 5%
 - 2.5% Effective October 1, 2027
 - 2.5% Effective April 1, 2028
- FY 2029: 6%
 - 3% Effective October 1, 2028
 - 3% Effective April 1, 2029

City Proposal Art. 16 and Art. 26 Incentive Pays

Incentive Pay	Current Monthly Amount	Proposed Monthly Amount
Shift Differential	\$350	\$450
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 26 health benefits proposal

Attachment 7

- Attaches updated statutory language for Retiree Healthcare Fund

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