

ARTICLE 33
Educational Incentive Pay

Section 1. Degree Required.

Educational Incentive Pay shall be provided immediately to Officers who qualify for such payment by furnishing documented proof of an Associate's, Bachelor's, Master's or Doctorate Degree to the Training Academy. Officers who hold Associate's, Bachelor's, Master's Degree or Doctorate shall receive Educational Incentive Pay. All college hours must come from an "Accredited College or University." For purposes of this Agreement, an institution of higher education must be accredited by a state education department, or by either the Southern Association of Colleges and Schools or a similar regional association recognized by the United States Department of Education. In cases where the validity of a college or university accreditation is raised, outside of this definition, the Chief, at his/her discretion, may accept or reject the question of any university's accreditation.

Payment shall be made monthly.

Officers without college or university degrees shall be paid Educational Incentive Pay for college hours earned at the following rates:

65 to 94 college hours	\$60.00 per month
95 to 124 college hours	\$90.00 per month
125 to 154 college hours	\$120.00 per month
155 to 184 college hours	\$150.00 per month
185 to 214 college hours	\$180.00 per month
215 to 229 college hours	\$210.00 per month
230 or more college hours	\$240.00 per month

Officers with college or university degrees shall be paid Educational Incentive pay at the following

Associates Degree	\$215.00 per month
Bachelor's Degree	\$315.00 per month
Master's Degree	\$335.00 per month
Doctors or Equivalent	\$350.00 per month

rates:

Nothing in this article should be construed to entitle an Officer to receive educational incentive pay pursuant to this section for both college hours and a college degree.

Section 2. Law Enforcement Related Courses.

A. Officers graduating from the Academy shall be required to have a minimum of thirty-one (31) college accredited hours before the expiration of one year after the completion of the thirty (30) week period following graduation from the Academy. The City shall ensure that, upon entrance to the Academy, each cadet is informed in writing of this requirement, the cadet acknowledges his/her understanding in writing, and the writing is made a permanent part of his/her file.

B. Officers who fail to complete the above requirement(s) shall not be allowed to move into the "Class B" Police Officer pay status until the requirements are met. Officers shall be required to show proof of achieving the above required college hours prior to being moved into "Class B" Police Officer pay status. Officers who have all the college accredited hours required by this section shall not be required to meet the additional standards outlined above.

Officers shall be entitled to receive reimbursement for tuition, fees, on-campus parking and the price of required text(s) at a college or university for course hours in an accredited degree program. Reimbursement shall be made in accordance with the following schedule:

Course Grade	Amount of Reimbursement
A	100%
B	90%
C	80%
D or F	0%

C. Officers who are enrolled in an accredited college or university and who under an approved college or university master's or doctorate degree plan are required to complete any course that is not assigned a grade, will upon successful completion of the course, be reimbursed by the City at 100% upon presentation of documentation of payment to the registrar's office of the college or university at the end of the semester of the required course.

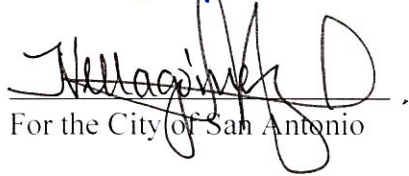
D. The City shall reimburse bargaining unit employees for tuition under the following circumstances:

1. The tuition rate will not exceed the tuition rate charged by the UTSA.
2. Such reimbursement for tuition and fees shall only be paid at Texas residency rates:
and
3. City tuition reimbursement is secondary to other sources such as grants or scholarships.

E. Officers who secure medical certifications shall be entitled to receive reimbursement for tuition, fees, on-campus parking, and the price of required text(s) in accordance with this Article, at an

accredited training institution, for course hours in an accredited certificate program with the prior written approval for the certification by the Chief.

Date: 3/24/2026


For the City of San Antonio


For the Association