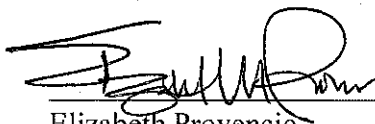
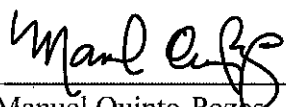


AGREED EXTENSION NO. 3
TO TEMPORARILY AVOID STATUTORY IMPASSE

The City of San Antonio and the San Antonio Police Officers' Association, ("parties") desire to continue good faith negotiations and collectively bargain for up to fifteen (15) additional days, meaning that the parties agree that impasse as defined by Texas Local Government Code Section 174.152 will not be reached in the current negotiation proceedings between the parties unless the parties: (1) fail to reach an agreement on a new CBA prior to or on May 15, 2026; or (2) fail to enter into a mutually agreeable additional extension of time on or before May 15, 2026. If neither of these conditions occurs on or before May 15, 2026, the CBA negotiations will, by agreement of the parties, result in statutory impasse under Texas Local Government Code Chapter 174 on May 16, 2026.

Date: 4/23/26

 4/25/26
Elizabeth Provencio
For the City of San Antonio

 4/23/26
Manuel Quinto-Pozos
for the San Antonio Police
Officers' Association