



**RESOLUTION OF BEXAR COUNTY COMMISSIONERS COURT
SUPPORTING CERTAIN REFORMS TO DEPARTMENTAL
POLICY/PROCEDURES AND MODIFICATIONS TO THE COLLECTIVE
BARGAINING AGREEMENT WITH THE DEPUTY SHERIFF'S
ASSOCIATION OF BEXAR COUNTY**

WHEREAS, the County recognizes the Deputy Sheriffs Association of Bexar County, or its successor as the bargaining agent for the purpose of collective bargaining; and

WHEREAS, the Commissioners Court is interested in supporting reforms to policies and procedures and certain changes to the collective bargaining agreement currently under negotiation in order to foster positive relationships between law enforcement and the communities they serve;

WHEREAS, on behalf of the citizens of Bexar County and in order to support and encourage reforms to policies, procedures and necessary modifications to the collective bargaining agreement, as appropriate, the Bexar County Commissioners Court supports the following public safety initiatives, to be adopted in revised departmental policies and procedures or included in the next collective bargaining agreement, as appropriate:

- a. Creation of a local departmental registry that discloses Bexar County law enforcement terminations for cause to other law enforcement hiring entities (when substantiated);
- b. Require all law enforcement officers to wear body cameras and pursue the appropriate modifications to the collective bargaining agreement which would allow the termination of officers who intentionally turn off their cameras during confrontations;
- c. Eliminate provisions that permit bias or profiling related, but not limited to reasonable suspicion, investigation techniques, temporary detentions, handling of prisoners;
- d. Develop appropriate policies and procedures which require de-escalation and de-escalation training to include physical non-lethal restraint and unconscious bias training for all law enforcement - with a mindset of relationship-based training and community interaction;
- e. Develop appropriate policies and procedures and any necessary modifications to the collective bargaining agreement which would require a psychological and drug evaluation of

all law enforcement personnel before hiring, with periodic evaluations during employment, to specifically include testing following physically confrontational arrests;

f. Consider and negotiate removal of "protectionist" clauses within the collective bargaining agreement which exceed those protections already covered by civil service legislation or work to limit accountability of bad actors while still preserving the rights of the many hardworking men and women law enforcement;

g. Create a Citizen's Review Board reflective of local demographics and tasked with review of disputed use of force complaints and the consideration of non-criminal public complaints related to law enforcement personnel.

Approved this _____ day of _____, 2020.

Nelson W. Wolff County Judge

Sergio "Chico" Rodriguez Commissioner, Precinct 1

Justin Rodriguez Commissioner, Precinct 2

Kevin Wolff Commissioner, Precinct 3

Tommy Calvert Commissioner, Precinct 4

