

SAPOA Opening Proposal

January 30, 2026





1. Duration

3 Years 10/1/26 - 9/31/29

FY 27 10/1/26 - 9/31/27

FY 28 10/1/27 - 9/31/28

FY 29 10/1/28 - 9/31/29



9 Labor Relations Committee

Section 1. Include a decision in the Chief's response within 14 days.

Section 2. Document subcommittee authority to find a solution to a topic.

***Section 4*.** Document subcommittee authority to discuss issues and resolutions with employees and vendors.

***Section 5*.** Create a Standard Operating Procedure for the Labor Relations Committee (LRC).



10 Safety and Equipment

Section 6. Update ammunition issued to match weapon(s) issued

Section 7. Add software and equipment that critically affects unit mission(s) to scope of Equipment Advisory Committee

Authority extends to entire project lifecycle (Adoption / implementation / maturation / transition)



11 Promotions

| Extend sign up timeline* additional 60 days.

Section 3. Promotion to Detective Investigator, Sergeant, Lieutenant and Captain.

A. The City shall engage an outside bonded consultant to prepare written promotional examinations for each rank.

Beginning at least one hundred and ~~twenty (120)~~ eighty (180) calendar days before the administration of the examination, the City will announce in the Daily Bulletin the date of the examination and the location and dates that any eligible officer may register for the examination. This announcement will run for five (5) consecutive working days. Candidates for the promotional examinations shall register for the examination between ~~one hundred and fifteen (115) and one hundred and five (105)~~ one hundred and seventy-five (175) and one hundred and one hundred and sixty-five (165) calendar days before the written examination.

*Section 2(B)(5) describes 90-day availability of material to candidates and remains unchanged.



11 Promotions (update)

Section 5 & 6 need to be corrected from 2002 contract article references (See Attachment)

Officers appointed to the Deputy Chief position by the Chief of Police as provided for in Article 11, Section 5, supra, of this Agreement, shall be compensated at an annual salary of not less than fifteen percent (15%) above the rate of a 30-year Captain's base pay at Step B plus longevity. The Officers so assigned shall be entitled to all benefits as contained in the following specified Articles of this Agreement: Articles 1; 2; 3; 4; 5; 6; 7; 9; 10 Section 3; 11 Section 65; 14 Section 1; 16 Sections 5 2; 17; 19; 20 (without premium pay); 21; 22 Sections 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11, 12 and 13; 23; 29; 30; 31; 32; 33; 34; 35; 36; 38 Sections 1, 2, 4, 5, 6; 37 39 and 38 40.



13. Hours of Work

There is an LRC Subcommittee exploring staffing models for Officers and Supervisors assigned to Patrol.

The staffing models include hybrid shifts with some portion of officers working a ten-hour workday, four days a week.



14. Off Duty Employment

Section 3. Use of Sworn Personnel at City Facilities.

An event commander may be assigned for larger events such as concerts and sporting events. Event commanders shall be paid 1.25 times the straight time hourly rate for a Captain at Step A of the salary schedule (not including longevity) if working as an event commander.

Financial Impact pass through to Customers / vendors / lessee



14. Off Duty Employment

Section 3. Use of Sworn Personnel at City Facilities.

All Officers assigned to work at City facilities on an off-duty basis shall be compensated as follows. Police Officers, regardless of seniority or other compensation, shall be paid at 1.~~2~~²⁵ times the officer's straight time rate (not including longevity) for an Officer at Step C of the salary schedule found in Attachment 2 of this agreement. All supervisors, regardless of rank or seniority, shall be paid at 1.~~2~~²⁵ times the straight time hourly rate for a Sergeant at Step A of the salary schedule (not including longevity) if working in a supervisory capacity for the vendor.

Financial Impact pass through to Customers / vendors / lessee



16. Pay Overview

Market Position Recovery Plan

3% annual COLA to address ongoing inflation in the Octobers

Hourly wage increases over 3 years totaling \$5 an hour to recover our market position in the Aprils

16.3 Pay – Update Shift Differential



Shift Differential of \$400 per month (up from previous \$350) for shifts that start between noon and before 1900 (South Patrol B-Shift)

Overnight Differential of an additional \$200 per month combines for shifts that start at or after 1900 (Night CID) . These overnight shifts have a total \$600 in shift differential.



16.11 Weekend Differentials

Monthly Saturday differential of \$150 for Officers scheduled to work on Saturdays

Monthly Sunday differential of \$150 for Officers scheduled to work on Sundays

Combination of \$300 per month for Officers working shift schedules that include working on both Saturdays and Sundays



17. Death in Family Leave

Add bereavement for miscarriages.



18. Court and Call-Back Pay(**typo**)

Section 1 last example

When an off-duty Officer is requested in more than one court/pretrial conference on the same day, he/she will be compensated for attending only one (1), if the other appearance times are within three (3) hours of the first one. For example:

Off-duty Officer **Jones** attends 130th District Court or Municipal Court 1 at 1000 hours and is dismissed at 1100 hours. He/She then appears in County Court 2 at 1130 hours and is finally dismissed at 1200 hours. Officer **Sanchez Jones** submits one card for three (3) hours compensation.



21. Vacations (typo)

Section 2.

Vacation time shall be accrued and credited as follows:

- A. Officers shall accrue vacation at the rate of ten (10) hours per month, plus an additional six (6) hours on each anniversary date thereafter.
- B. On the date an Officer completes ~~then ten~~ (10) years of service and on each anniversary date thereafter, he/she will be credited (on a lump sum basis) with forty (40) additional hours of vacation time.

22. Miscellaneous Leave Provisions (update)



Section 8. Leave Conversion.

For purpose of clarification only, the following chart details the type of leave and what amounts over the accumulated maximum may be converted into at the discretion of the officer. Officers who have maximum accumulation in leave accrual that cannot be converted into other categories because of maximum accumulation in those categories are subject to Section 9 of this Article.

- Holiday (320 maximum hours) into Vacation
- Vacation (720 maximum hours) into Holiday
- Bonus (400 maximum hours) into Vacation/Holiday
- Sick (1:1) (as applicable per Section 34 above) into Compensatory Time/Holiday/Vacation

22. Miscellaneous Leave Provisions



Section 3. Optional Pre Retirement Leave Conversion 457(b) Deferred Compensation Plan Contributions

C. Participation

If an Officer enrolled in a 457(b) plan has not met the IRS limitations for the year of the deferral and is aged 40 or older, the Officer may elect annually in the 3 years prior to his or her proposed date of retirement to convert the value of his or her current eligible leave time into a 457(b) plan deferral, up to the limits set by the IRS for that tax year for Special 457(b) catch-up contributions.

An Officer must make any elections under this policy prior to his or her date of retirement.

An election to participate in this program is IRREVOCABLE, [unless rescinded or modified by the City Manager upon a formal appeal routed through the participant's Chain of Command](#). The Officer will be required to retire at his or her proposed retirement date in order to make the additional deferrals from leave balances available under the program.



26. FTO

Section 5

Officers permanently assigned to the FTO program who provide initial patrol field training to probationary officers, “[Full timers](#)”, shall receive a \$500 per month FTO pay supplement and one hour of compensation per day spent training.

Officers permanently assigned to the FTO program in a service and/or support role, including the Coordinator, Field Training Supervisors, and Officers who support the FTO program, shall receive a \$300 per month FTO pay supplement.

[UEDI Trainers](#) shall receive one hour of compensation per day training newly promoted or assigned UEDIs



30. Healthcare

HSA contribution increase to $\frac{1}{2}$ the maximum family contribution limit

- $\frac{1}{2}$ of the current 2026 family contribution limit is \$4375
- Assume **25% migration** upon approval to address **unknown impact to claims experience**
- Deductibles and out of pocket maximums are updated by IRS annual mandates
- If enrollment falls below breakeven threshold use Article 30 committee to deliberate phaseout of Value Plan

Value plan premiums to match annual COBRA rate increase



33. Educational Incentive Pay

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;
3. All fees associated with the degree program and/or course will be reimbursed regardless of the title, purpose, or designation of the fee; and
4. City tuition reimbursement is secondary to other sources such as grants or scholarships.

E. Officers who secure employment related certifications (including medical and/or first aid related certification) shall be entitled to receive reimbursement for tuition, fees, on-campus parking, and the price of required text(s) at an accredited training institution for course hours in an accredited certificate program.

34. Certification and Instructors Pay (update)



Section 2. Instructors Certificate. (first and last paragraph ~~TCLEOSE~~ became TCOLE)

Officers who hold an active or inactive Instructors Certificate issued by the Texas Commission on Law Enforcement ~~Standards and Education~~ shall receive Twenty Dollars (\$20.00) per month regardless of the Certificate held.

Officers who are actively involved in teaching or instructing citizens or other Police Officers may request, through their chain-of-command, inclusion in the next academy sponsored Texas Commission on Law Enforcement ~~Standards and Education~~ Instructors Training Course. Admittance shall not be unreasonably denied, however, admittance shall be at the discretion of the Academy Commander and limited based on available classroom size.

Attachment 6 Master Plan Document



Chapter 7 Exclusions

*Remove #7 family and marital counseling

*Remove #13 smoking / tobacco cessation

Attachment 7 Texas Civil Statutes Annotated Article 6243q



Update Attachment 7 with 2025 RHCF Legislation signed by Governor

<https://capitol.texas.gov/BillLookup/History.aspx?LegSess=89R&Bill=HB3594>

<https://capitol.texas.gov/BillLookup/Text.aspx?LegSess=89R&Bill=HB3594>

<https://statutes.capitol.texas.gov/?tab=1&code=CV&chapter=&artSec=6243q>