



CITY OF SAN ANTONIO
**GOVERNMENT & PUBLIC AFFAIRS
DEPARTMENT**

FOR IMMEDIATE RELEASE

Contact: Leslie Garza, Director of Communications
Office: (210) 207-8448, Cell: (210) 269-2297, leslie.garza@sanantonio.gov

**City and Police Union settle contract through mediation,
subject to approval by City Council and Union membership**

SAN ANTONIO (June 14, 2016) - The City of San Antonio and San Antonio Police Officers Association have settled the two-year-long contract dispute through mediation, subject to ratification by a majority of the union membership and approval of the City Council. Ratification and approval of the mediated settlement will take approximately 60 days, with the union voting first, followed by the City Council.

“This is a great day for our community,” said Mayor Ivy R. Taylor. “The City of San Antonio and the San Antonio Police Officer’s Association have come to an agreement and achieved some key objectives. Our police officers will get a pay raise; we’ve addressed issues like personal legal expenses; and we’ve brought their healthcare plans more in line with what we offer our civilian employees.”

The terms of the deal are as follows:

- All officers would receive a 17% wage increase over five years, including a 3% lump sum in year one, 3% increases in years two through four and a 5% increase in year five. There would be no retroactive pay for the two years officers have gone without a raise since the contract expired in 2014.
- All officers would receive an \$800 increase in their annual clothing allowance to be implemented incrementally over five years.
- Officers would pay no monthly healthcare premiums for themselves, but would pay premiums for their dependents under one of the two plans offered. If officers choose the Consumer Driven Healthcare Plan, they would pay no premiums for themselves or their dependents.
- The \$1.5 million legal fund would be eliminated when it is negotiated out of the fire union’s collective bargaining agreement.
- The total cost of the contract would keep public safety spending at less than 66% of the City’s General Fund Budget for at least the first three years of the contract. Under current projections, public safety expenditures would be 66.3% of the General Fund Budget in year four and 67.6% in year five.
- The Evergreen Clause of the contract would be reduced from 10 years to 8, with a condition that healthcare premiums would increase 10% for each year that the contract remains in evergreen after it expires.
- The City’s lawsuit over the constitutionality of the Evergreen Clause would be stayed pending ratification of the union contract. If the mediated settlement agreement is not ratified, the lawsuit would continue through the appeals process. The lawsuit against the fire union’s Evergreen Clause continues.

“We consistently stated from the beginning three years ago that we want a contract that is fair to our employees and affordable for taxpayers,” said City Manager Sheryl Sculley. “Healthcare expenses are the fastest growing portion of the public safety budget, and by having our officers share in the cost of healthcare, we can better manager public safety expenses and address the many other needs of our community, including streets, sidewalks, parks and libraries.”

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One San Antonio

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