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**Bexar County and the Deputy Sheriff's Association come to terms
on New Collective Bargaining Agreement**

Late yesterday evening, the Deputy Sheriff's Association of Bexar County (DSABC) voted 500-51 in favor of a new 5-year collective bargaining agreement with Bexar County.

"We are pleased to provide a fair contract to the Deputy Sheriff's Association and are so pleased that they accepted it," stated County Judge Nelson Wolff.

The new agreement provides for the following:

- Establishes a minimum 15 percent pay raise through 2025.
- A lump-sum payment of \$2,000 per deputy on the first pay period of this newly approved agreement.

"Last summer, the Court laid out priorities for a new collective bargaining agreement, specifically for higher pay and to involve our community in protecting public safety for all. I'm happy to see that these have been embraced," stated Pct 2 County Commissioner Justin Rodriguez.

Long supported by Commissioners Court is the creation of a Citizens Advisory Board (CAB) to assure objective administrative review of complaints against deputies. This new agreement provides for the CAB to be comprised of 10 Bexar County citizens: two individuals appointed by each member of Commissioners Court, and one non-voting member appointed by the DSABC.

Pct 4 County Commissioner Tommy Calvert stated, "We have a historic increase in civilian oversight with this agreement. We turned the page on the antagonistic relationship that once existed with the Court and increased wages to respect the tremendous job our men and women in uniform carry out".

Hand in hand with this new provision is the elimination of the arbitration process and replacement with an enhanced Civil Service Commission process. The Civil Service Commission will be comprised of seven members: one appointed by the Sheriff, one appointed by the District Attorney, one appointed by the County Judge and one

appointed by each County Commissioner. These appointments are to be effective 30 days after appointment of the new Civil Service Commissioner, but no later than July 1, 2022.

Pct 1 County Commissioner Rebeca Clay-Flores stated, “The new bargaining agreement reached with the Bexar County Deputy Sheriff’s Association is a step in the right direction towards transparency. The new Citizen Advisory Board will give residents of Precinct 1 a much needed voice and real insight into complaints and alleged misconduct by deputies.”

“The new agreement sets the right tone. We are making sure our deputies are paid fairly, while at the same time, we ensure fairness in the complaint review process,” stated Pct 3 County Commissioner Marialyn Barnard.

Commissioners Court will ratify the new collective bargaining agreement on February 8, 2022. The previous collective bargaining agreement expired in September 2021.

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