



City of San Marcos

Fire & Police Meet & Confer Agreements

November 5, 2025



What is Meet and Confer?

- A process set forth in Chapter 142 of the Texas Local Government Code.
- Designed to allow Police / Fire Associations and City Management an opportunity to reach agreement on important employment issues such as wages, benefits and other working conditions.
- Agreements are codified in a formal contract document referred to as a Meet and Confer Agreement.



What is Meet and Confer?

- Adopted meet and Confer agreements can modify and override any conflicting provisions of other sections of State Law to meet local needs and community standards.
- The Meet and Confer process benefits the City by enabling both parties to negotiate agreements that enhance public safety services; support recruitment of more qualified personnel and retention by creating a more stable workforce with less turnover; and uphold community expectations for advanced training, wellness programs, accountability and professionalism.
- This collaborative approach strengthens the City's ability to deliver higher-quality and sustainable public safety services to the community.



Meet & Confer History in San Marcos

- 1st Agreement: 2009–2012
- 2nd Agreement: 2012–2015
- 3rd Agreement: 2015–2018
- Extender: 2018-2019
- 4th Agreement: 2019–2022
- *Police Agreement Repealed: February 2023*
- 5th Agreement: 2023–2026
 - *Expires September 30, 2026*



Types of Modifications in Meet and Confer Agreements that Benefit the City

- Lateral entry - the Police and Fire Departments can hire already certified officers and fire fighters from other agencies, thus saving training time and expenses while gaining experienced officers and firefighters.
- Discipline – expanded time frame for department to investigate misconduct and take disciplinary action. The Meet and Confer Agreement doubles the amount of time to administer discipline from 180 days to 360 days.
- Promotion process – competitive tests are accompanied by assessment centers, which gauge an employee's aptitude for doing the work of the tested rank.



Staff Recommendation

Do a one-year contract extension with Police & Fire Associations to:

- Allow time to fully evaluate options and gather accurate data before renegotiation.
- Review contracts to ensure future agreements meet our needs, are competitive, and are fiscally responsible.
- Ensure City decisions are well-informed and align with market conditions and long-term financial stability. FY27 cost increases already included in budget forecasts.
- Allow additional time to assess EMS service impacts. North Hays County ESD #1 has left the current EMS partnership; ESD #9 plans to leave as well. Time is needed to ensure a seamless transition and uninterrupted emergency medical response for City residents.



Discussion and Questions