



Collective Bargaining Negotiations

City of San Antonio &
Local 624 International Association of Firefighters

April 12, 2024



Overtime - FLSA

- Does not require an employer to pay overtime until an employee works over a certain number of hours
- Based on SAFD's fire shift schedule, this means the City must pay the overtime rate (1.5 times the regular rate of pay) when a firefighter **physically works more than 159 hours (53 hours/week average) during a 21-day work period**
- Currently SAFD firefighters automatically receive 9 hours of overtime every three weeks

Fire Work Hours FLSA Rules – 21-day workcycle

Number of Hours	Payroll Hours			Total Hours		How is it paid?	
	Physically worked	Sick Leave	Physically worked outside regular schedule	Total Worked	Total Paid	Paid @ Regular Rate Pay	Paid @ OT Rate
Example A Perfect Attendance	168			168	168	159	9
Example B Use of Sick Leave	144	24		144	168	168	0



Article 14: Overtime

Section 1

Number of Hours	Payroll Hours				Total Hours		How is it paid?	
	Physically worked	Sick Leave	Vacation	Physically worked outside regular schedule	Total Physically Worked	Total Paid	Paid @ Regular Rate Pay	Paid @ OT Rate
Firefighter A	72	24	72	24	96	192	168	24

FF A did not meet the FLSA Threshold of 159 Hours



Article 14: Overtime

Section 3

Number of Hours	Payroll Hours				Total Hours		How is it paid?	
	Physically worked	Sick Leave	Vacation	Physically worked outside regular schedule	Total Physically Worked	Total Paid	Paid @ Regular Rate Pay	Paid @ OT Rate
Current Contract: Firefighter A	72	24	72	24	96	192	168	24
Current Contract Union Proposal	72	24	72	24	96	192	159	33

FF A would earn additional overtime even though employee did not meet the FLSA Threshold of 159 hours physically worked



Article 14: Overtime

Section 1 – For Discussion (City)

Number of Hours	Payroll Hours				Total Hours		How is it paid?	
	Physically worked	Sick Leave	Vacation	Physically worked outside regular schedule	Total Physically Worked	Total Paid	Paid @ Regular Rate Pay	Paid @ OT Rate
Current Contract: Firefighter B	72	24	72	96	168	264	168	96
For Discussion (City)	72	24	72	96	168	264	254	10

FF B would earn the overtime rate of 1.5 on hours worked physically over the FLSA threshold of 159



Article 22**Union's Proposal - April 11, 2024**

ID	New	Description	Current	Proposed	Increase
			Annual Amount		
1		EMT Cert Pay: 0 to 4 Years of Service	\$900	\$2,772	\$1,872
2		EMT Cert Pay: 5 to 8 Years of Service	\$1,500	\$2,772	\$1,272
3		EMT Cert Pay: 9 Years of Service	\$2,100	\$2,772	\$672
4		Paramedic Pay : 0 to 4 Years of Service	\$3,000	\$5,544	\$2,544
5		Paramedic Pay: 5 to 8 Years of Service	\$3,600	\$5,544	\$1,944
6		Paramedic Pay: 9 Years of Service	\$4,200	\$5,544	\$1,344
7		Firefighting Division Paramedic Pay : 0 to 4 Years of Service	\$1,800	\$5,544	\$3,744
8		Firefighting Division Paramedic Pay: 5 to 8 Years of Service	\$2,400	\$5,544	\$3,144
9		Firefighting Division Paramedic Pay: 9 Years of Service	\$3,000	\$5,544	\$2,544
10		Training Division Initial Assignment	\$600	\$792	\$192
11		Fire Inspectors Initial Incentive	\$600	\$792	\$192
12		Fire Cert Pay - Basic	\$780	\$1,032	\$252
13		Fire Cert Pay - Intermediate	\$1,140	\$1,500	\$360
14		Fire Cert Pay - Advanced	\$1,620	\$2,136	\$516
15		Fire Cert Pay - Masters	\$2,100	\$2,772	\$672



Article 22

Union's Proposal - April 11, 2024

ID	New	Description	Current Annual Amount	Proposed	Increase
16		Fire Training Officer FTO	\$2,400	\$2,400	\$0
17		Administrative Assignment	\$5,400	\$7,128	\$1,728
18		Hazardous Material Team	\$1,200	\$1,584	\$384
19		Technical Rescue Team	\$1,200	\$1,584	\$384
20		Aviation	\$1,200	\$1,584	\$384
21		Education Associate's Degreee	\$2,220	\$2,220	\$0
22		Education Bachelor's Degree	\$3,480	\$3,480	\$0
23		Education Master's Degree	\$3,720	\$3,720	\$0



Article 22**Union's Proposal - April 11, 2024**

ID	New	Description	Current	Proposed	Increase
			Annual Amount		
24	New	Medical Special Operations Unit		\$1,584	\$1,584
25	New	Wildfire Team		\$1,584	\$1,584
26	New	Communications		\$1,584	\$1,584
27	New	Fire Investigator		\$480	\$480
28	New	Fire Officer I		\$240	\$240
29	New	Fire Officer II		\$480	\$480
30	New	Fire Instructor I		\$240	\$240
31	New	Fire Instructor II		\$480	\$480
32	New	Incident Safety Officer		\$240	\$240
33	New	Hazardous Materials Technician		\$480	\$480
34	New	Inspector		\$480	\$480
35	New	Apparatus D/O - Pumper		\$240	\$240
36	New	Apparatus D/O - Aerial		\$240	\$240
37	New	TDEM Package (ICS 100,200,700,800)		\$600	\$600
38	New	NWCG Package (Wildland 130,190)		\$600	\$600



	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	Total
City Proposal						
Wages – Base Pay	\$6,891,408	\$16,355,607	\$26,198,375	\$36,434,854	\$47,080,791	\$ 132,961,036

Fire Union	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	total
Wages	\$35,444,709	\$61,565,428	\$84,551,660	\$84,551,660	\$84,551,660	\$350,665,118
Overtime including Holiday Pay	6,614,576	7,225,632	7,759,636	7,759,636	7,759,636	\$37,119,115
Uniform & Clothing Allowance	722,280	788,772	854,614	918,468	984,345	\$4,268,480
Incentive Pays	4,419,507	4,518,062	4,615,653	4,713,043	4,813,431	\$23,079,696
Wellness Incentives	278,250	278,250	278,250	278,250	278,250	\$1,391,250
Health Benefits	1,598,058	1,644,110	1,696,090	1,693,020	1,690,599	\$8,321,877
Parental Leave	595,471	650,481	698,554	698,554	698,554	\$3,341,616
Committees Administrative Leave	19,644	21,459	23,045	23,045	23,045	\$110,238
Union Leave	296,793	324,211	348,172	348,172	348,172	\$1,665,519
Total	\$49,989,289	\$77,016,405	\$100,825,674	\$100,983,848	\$101,147,692	\$429,962,909
Decrease Fire Schedule from 56 to 42 hrs per week				\$68,787,161	\$68,787,161	\$137,574,322
404			Total			\$567,537,231





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