



# Collective Bargaining Negotiations

City of San Antonio &  
Local 624 International Association of Firefighters

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**April 19, 2024**



# Moving Certification Pays to Base

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- Move the following certification/specialty pays to base pay

\$900/year EMT/Paramedic/Fire Paramedic

\$780/year Fire Cert Pay

\$720/year Clothing Allowance

**\$2,400/year moves to base pay**

# Moving Certification Pays to Recurring Base

## Article 22 Incentive Pay

	Current		Proposed		Move to Base Pay		No. of Employees		
	Monthly	Annual	Monthly	Annual	Monthly	Annual	GF	Airport	Total
<b>EMT Cert Pay</b>									
0-4 yrs of service	\$75	\$900	\$0	\$0	(\$75)	(\$900)	289	0	289
5 to 8 yrs of service	\$125	\$1,500	\$50	\$600	(\$75)	(\$900)	168	1	169
9 yrs of service	\$175	\$2,100	\$100	\$1,200	(\$75)	(\$900)	447	17	464
							<b>904</b>	<b>18</b>	<b>922</b>
<b>Paramedic Pay</b>									
0-4 yrs of service	\$250	\$3,000	\$175	\$2,100	(\$75)	(\$900)	170	1	171
5 to 8 yrs of service	\$300	\$3,600	\$225	\$2,700	(\$75)	(\$900)	117	6	123
9 yrs of service	\$350	\$4,200	\$275	\$3,300	(\$75)	(\$900)	204	9	213
							<b>491</b>	<b>16</b>	<b>507</b>
<b>Firefighting Division Paramedic Pay</b>									
0-4 yrs of service	\$150	\$1,800	\$75	\$900	(\$75)	(\$900)	27	1	28
5 to 8 yrs of service	\$200	\$2,400	\$125	\$1,500	(\$75)	(\$900)	69	0	69
9 yrs of service	\$250	\$3,000	\$175	\$2,100	(\$75)	(\$900)	247	1	248
							<b>343</b>	<b>2</b>	<b>345</b>
<b>Fire Certification Pay</b>									
Basic	\$65	\$780	\$0	\$0	(\$65)	(\$780)	721	6	727
Intermediate	\$95	\$1,140	\$30	\$360	(\$65)	(\$780)	224	7	231
Advanced	\$135	\$1,620	\$70	\$840	(\$65)	(\$780)	368	8	376
Masters	\$175	\$2,100	\$110	\$1,320	(\$65)	(\$780)	435	15	450
							<b>1748</b>	<b>36</b>	<b>1784</b>



# Benefits

- Increases recurring base wages
- Former certifications will now increase with base wages
- Allowance for clothing will be pensionable
- Increases longevity pay
- Increases regular rate of pay for overtime purposes

		4%	4%	4%	4%	4%	
	2024	2025	2026	2027	2028	2029	
EMT/Paramedic/Fire Paramedic	\$900	\$936	\$973	\$1,012	\$1,053	\$1,095	
Fire Cert Pay	\$780	\$811	\$844	\$877	\$912	\$949	
Clothing Allowance	\$720	\$749	\$779	\$810	\$842	\$876	Pensionable
<b>Total</b>	<b>\$2,400</b>	<b>\$2,496</b>	<b>\$2,596</b>	<b>\$2,700</b>	<b>\$2,808</b>	<b>\$2,920</b>	

# Impact to wages – Firefighter Rank

## Annual Amounts

	2024	2025	2026	2027	2028	2029		2025	2026	2027	2028	2029
<b>Firefighter - Step A</b>	\$57,576	\$62,375	\$64,870	\$67,465	\$70,163	\$72,970		8.3%	4.0%	4.0%	4.0%	4.0%
<b>Firefighter - Step B</b>	\$63,912	\$68,964	\$71,723	\$74,592	\$77,576	\$80,679		7.9%	4.0%	4.0%	4.0%	4.0%
<b>Firefighter - Step C</b>	\$65,124	\$70,225	\$73,034	\$75,955	\$78,994	\$82,153		7.8%	4.0%	4.0%	4.0%	4.0%
<b>Firefighter - Step D</b>	\$66,420	\$71,573	\$74,436	\$77,413	\$80,510	\$83,730		7.8%	4.0%	4.0%	4.0%	4.0%
<b>Firefighter - Step E</b>	\$67,764	\$72,971	\$75,889	\$78,925	\$82,082	\$85,365		7.7%	4.0%	4.0%	4.0%	4.0%

# Impact to wages – Fire Engineer Rank

## Annual Amounts

	2024	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
<b>Fire Engineer - Step A</b>	\$70,068	\$75,367	\$78,381	\$81,517	\$84,777	\$88,168	7.6%	4.0%	4.0%	4.0%	4.0%
<b>Fire Engineer - Step B</b>	\$71,388	\$76,740	\$79,809	\$83,001	\$86,322	\$89,774	7.5%	4.0%	4.0%	4.0%	4.0%
<b>Fire Engineer - Step C</b>	\$72,840	\$78,250	\$81,380	\$84,635	\$88,020	\$91,541	7.4%	4.0%	4.0%	4.0%	4.0%
<b>Fire Engineer - Step D</b>	\$74,280	\$79,747	\$82,937	\$86,255	\$89,705	\$93,293	7.4%	4.0%	4.0%	4.0%	4.0%

# Impact to wages – Lieutenant, Captain & District Chief Ranks

## Annual Amounts

	2024	2025	2026	2027	2028	2029	2025	2026	2027	2028	2029
Lieutenant - Step A	\$80,100	\$85,800	\$89,232	\$92,801	\$96,513	\$100,374	7.1%	4.0%	4.0%	4.0%	4.0%
Lieutenant - Step B	\$81,696	\$87,460	\$90,958	\$94,597	\$98,380	\$102,316	7.1%	4.0%	4.0%	4.0%	4.0%
Captain - Step A	\$91,536	\$97,693	\$101,601	\$105,665	\$109,892	\$114,288	6.7%	4.0%	4.0%	4.0%	4.0%
Captain - Step B	\$93,384	\$99,615	\$103,600	\$107,744	\$112,054	\$116,536	6.7%	4.0%	4.0%	4.0%	4.0%
District Chief - Step A	\$104,784	\$111,471	\$115,930	\$120,567	\$125,390	\$130,406	6.4%	4.0%	4.0%	4.0%	4.0%
District Chief - Step B	\$106,872	\$113,643	\$118,189	\$122,916	\$127,833	\$132,946	6.3%	4.0%	4.0%	4.0%	4.0%

# Effective Dates of Wage Increases

- Effective dates of wage increases move up to:

From	To
January 1, 2025	October 1, 2024
January 1, 2026	October 1, 2025
January 1, 2027	October 1, 2026
January 1, 2028	October 1, 2027
January 1, 2029	October 1, 2028



# Overtime Working Group

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- 4 members from the City
- 4 members from the Union



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