

Proposed CBA language:

ARTICLE 13 - WAGES

Section 1. Wages.

The parties have agreed to the following pay increases during the term of this agreement. These increases are reflected in the wage charts below.

~~Effective with this agreement and to be paid within 30 days of the Arbitration award, a 5% lump sum payment will be paid to all then employed members of the bargaining unit. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve month period ending December 31, 2019. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

~~Effective January 1, 2021, October 1, 2024, an equity adjustment of \$7,500 and an across-the-board 24% wage increase will occur, and 1% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2021 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve month period ending December 31, 2020. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

~~Effective January 1, 2022, October 1, 2025, an equity adjustment of \$4,000 and an across-the-board 34% wage increase will occur.~~

~~Effective January 1, 2023, October 1, 2026, an equity adjustment of \$2,500 and an across-the-board 2.54% wage increase will occur and 0.5% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2023 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve month period ending December 31, 2022. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

~~Effective January 1, 2024, an across the board 2.5% wage increase will occur and 0.5% lump sum will be paid to all then employed members of the bargaining unit in the month of January 2024 in the ordinary course of payroll. The lump sum payment will be calculated based on each bargaining unit employee's total compensation paid during the twelve month period ending December 31, 2023. Total compensation includes base pay, longevity, incentive pay, and overtime pay. It does not include compensation earned during off duty employment.~~

Section 2. Monthly Base Salaries.

Fire Fighter Rank Step Schedule.

- Step A - Fire Fighters, from Probation through eighteen (18) months after date of employment.
- Step B - Fire Fighters, from the 19th month after date of employment through completion of 60th month after date of employment.
- Step C - Fire Fighters, from the 61st month after date of employment until eligible for Fire Fighter Step D.
- Step D - Fire Fighters with at least ten (10) years seniority in rank and an Associate’s Degree or higher or Fire Fighters with fifteen (15) years seniority in rank shall be eligible for Fire Fighter Step D.
- Step E - Fire Fighters with at least fifteen (15) years seniority in rank and an Associate’s Degree or higher or Fire Fighters with twenty (20) years seniority in rank shall be eligible for Fire Fighter Step E.

	Step-A	Step-B	Step-C	Step-D	Step-E
Effective 1/1/21	\$4,434	\$4,922	\$5,015	\$5,115	\$5,218
Effective 1/1/22	\$4,567	\$5,069	\$5,166	\$5,269	\$5,375
Effective 1/1/23	\$4,681	\$5,196	\$5,295	\$5,400	\$5,509
Effective 1/1/24	\$4,798	\$5,326	\$5,427	\$5,535	\$5,647

	Step A	Step B	Step C	Step D	Step E
Effective 10/1/24	TBD	TBD	TBD	TBD	TBD
Effective 10/1/25					
Effective 10/1/26					

Fire Engineer Rank Step Schedule

- Step A - Fire Engineers with less than five (5) years seniority in rank.
- Step B - Fire Engineers with five (5) or more years of seniority in rank.
- Step C - Fire Engineers with at least five (5) years seniority in rank and an Associate’s Degree or higher or Fire Engineers with ten (10) years seniority in rank shall be eligible for the Fire Engineer Step C.
- Step D - Fire Engineers with at least ten (10) years seniority in rank and an Associate’s Degree or higher or Fire Engineers with fifteen (15) years seniority in rank shall be eligible for the Fire Engineer Step D.

	Step-A	Step-B	Step-C	Step-D
Effective 1/1/21	\$5,396	\$5,498	\$5,609	\$5,720
Effective 1/1/22	\$5,558	\$5,663	\$5,777	\$5,892
Effective 1/1/23	\$5,697	\$5,804	\$5,922	\$6,039
Effective 1/1/24	\$5,839	\$5,949	\$6,070	\$6,190

	Step A	Step B	Step C	Step D
Effective 10/1/24	TBD	TBD	TBD	TBD
Effective 10/1/25				
Effective 10/1/26				

Lieutenant Rank Step Schedule

- Step A - All Lieutenants not eligible for Lieutenant Step B.
- Step B - Lieutenants with at least five (5) years seniority in rank and an Associate’s Degree or higher or Lieutenants with ten (10) years seniority in rank shall be eligible for Lieutenant Step B.

	Step-A	Step-B
Effective 1/1/21	\$6,168	\$6,291
Effective 1/1/22	\$6,353	\$6,480
Effective 1/1/23	\$6,512	\$6,642

Effective 1/1/24	\$6,675	\$6,808
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	Step A	Step B
Effective 10/1/24	TBD	TBD
Effective 10/1/25		
Effective 10/1/26		

Captain Rank Step Schedule

- Step A - All Captains not eligible for Captain Step B.
- Step B - Captains with at least five (5) years seniority in rank and an Associate’s Degree or higher or Captains with ten (10) years seniority in rank shall be eligible for Captain Step B.

	Step A	Step B
Effective 1/1/21	\$7,049	\$7,191
Effective 1/1/22	\$7,261	\$7,407
Effective 1/1/23	\$7,442	\$7,592
Effective 1/1/24	\$7,628	\$7,782
	Step A	Step B
Effective 10/1/24	TBD	TBD
Effective 10/1/25		
Effective 10/1/26		

District Chief Rank Step Schedule

Step A – All District Chiefs not eligible for District Chief Step B.

Step B – District Chiefs with at least five (5) years seniority in rank and a Bachelor’s Degree or higher or District Chiefs with ten (10) years seniority in rank shall be eligible for District Chief Step B

	Step-A	Step-B
Effective 1/1/21	\$8,069	\$8,230
Effective 1/1/22	\$8,311	\$8,477
Effective 1/1/23	\$8,519	\$8,689
Effective 1/1/24	\$8,732	\$8,906

	Step A	Step B
Effective 10/1/24	TBD	TBD
Effective 10/1/25		
Effective 10/1/26		

Section 3. Longevity. [Same as 2020-2024 CBA]

Proposed CBA language:

ARTICLE 20 - UNIFORM ITEMS AND PERSONAL PROTECTIVE EQUIPMENT

Section 1. Uniforms.

A. Uniform Commissary

At the time of the signing of this Agreement, the parties acknowledge that the City has provided the employees an initial issue of uniforms, as such term is defined by the Commissary System Contract. The City agrees to make available uniforms to employees, on an as-needed replacement basis, in accordance with the generally prevailing operational policies and practices in effect at the time of the signing of this Agreement, except as specifically modified herein; and with the full understanding that the City would not be obligated for anything beyond such generally prevailing operational policies and practices in effect at the time of the signing of this Agreement, ~~except as specifically modified herein; and with the full understanding that the City would not be obligated for anything beyond such generally prevailing operational policies and practices in effect at the time of the signing of this Agreement, except as specifically modified herein; and with the full understanding that the City would not be obligated for anything beyond such generally prevailing operational policies and practices in effect at the time of the signing of this Agreement unless expressly set forth in this Article.~~

B. [Same as 2020-2024 CBA]

C. Uniform Credit System

The City shall establish a uniform credit system under a revised commissary contract whereby each employee shall have ~~a five hundred dollars (\$500.00)~~ an annual six hundred and sixty dollars (\$660) credit assigned to that employee to allow the employee to acquire and maintain her/his/her uniform items, not classified as PPE. Each employee shall be assigned a ~~five hundred dollar (\$500.00)~~ CPI-adjusted credit each fiscal year thereafter. "Fiscal year" shall hereinafter refer to the period from October 1st through September 30th.

Existing minimum specifications for uniform items available to employees under the Commissary System in effect on September 30, 2002 shall remain available for purchase by the employee throughout the life of this Agreement.

Uniform items not required by Department policy at the time of the signing of this Agreement, shall not be mandated unless by mutual agreement or legislative change.

Employees shall only use the designated credit to acquire and maintain uniform items used in the performance of their duties. All uniform items purchased by the employee using said credit must meet the requirements set forth in the Department's uniform policies.

In the event an employee's designated credit is exhausted during the fiscal year and said employee needs or is required to purchase a uniform item(s), the employee shall be responsible for acquiring the uniform item(s) at their own expense.

Any unused credit shall ~~not~~ be carried forward to the following fiscal year.

D. Additional Clothing Allowance

Effective October 1, ~~2024, the clothing allowance shall be reallocated to employees' base salary 2012, each employee shall receive an additional clothing allowance of three hundred and sixty (\$360.00) per fiscal year. Effective October 1, 2013, each employee's clothing allowance shall increase to seven hundred and twenty (\$720.00) per fiscal year. Such amounts shall be paid during the month of October in the off cycle by separate check or direct deposit as the City shall determine.~~

E. [Same as 2020-2024 CBA]

F. [Same as 2020-2024 CBA]

G. [Same as 2020-2024 CBA]

Section 2. [Same as 2020-2024 CBA]

Proposed CBA language:

ARTICLE 22 - INCENTIVE PAY

Section 1. [Same as 2020-2024 CBA]

Section 2. HAZ-MAT Incentive Special Operations Unit Assignment Pay.

Employees initially assigned to ~~the Technical Rescue Team~~ any of the following units shall receive sixty-six (\$66) dollars per month until such time the employee is deemed qualified by the Fire Chief. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.

Personnel assigned to the following units ~~the Hazardous Material (Haz-Mat) Team~~ shall receive a ~~\$100.00~~ \$132 per month incentive during their active assignment:

Hazardous Material Team
Technical Rescue Team
Aviation
Medical Special Operations Unit
Wildfire Team
Communications.

Section 3. E.M.T. Certification Pay. Effective October 1, 2024, Basic EMT certification pay shall be reallocated to employees' base salary.

A. Employees holding a Basic E.M.T. certificate obtained from the State and as a result of having completed a City-approved course of instruction shall receive ~~the following incentive payments based upon years of service as a Basic E.M.T. (EMT-B) with the City \$156 per month beginning in their 5th year of service and continuing~~ for as long as certification is maintained and the employee is authorized to perform by the Medical Director:

~~Beginning of certification through 4 years of service as a Basic E.M.T. \$ 60.00 per month~~

~~Beginning of 5th year through 8th year of service as a Basic E.M.T. \$110.00 per month~~

~~Beginning of 9th year of service as a Basic E.M.T. \$160.00 per month~~

~~Effective October 1, 2012:~~

~~Beginning of certification through 4 years of service as a Basic E.M.T. \$ 75.00 per month~~

~~Beginning of 5th year through 8th year of service as a Basic E.M.T. \$125.00 per month~~

~~Beginning of 9th year of service as a Basic E.M.T. \$175.00 per month~~

~~If a paramedic transfers out of paramedic duties in EMS, Communications or Aviation to function as a Basic E.M.T., and has continuously maintained her/his certification as a paramedic or obtains a Basic E.M.T. certification, then all prior service as a paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled.~~

Section 4. [Same as 2020-2024 CBA]

Section 5. Paramedic Certification Pay.

Employees attending the initial paramedic training course shall receive ~~\$50~~ \$66 per month until such time they become eligible for paramedic incentive pay. The employee must be assigned to the class for more than one-half of the month to qualify. No partial payment shall be made for attending one-half (1/2) or less of the first calendar month of the initial paramedic training course.

All employees who are certified by the State and as a result of having completed a City-approved course of instruction as Paramedics ~~and who actually work in EMS, Communications, and/or Aviation~~, and maintain authorization by the Medical Director shall receive \$387 per month ~~the following incentive payments based upon years of service as a Paramedic with the City:~~

~~Beginning of assignment through 4 years of service as a Paramedic \$200.00 per month~~

~~Beginning 5th year through 8th year of service as a Paramedic \$250.00 per month~~

~~Beginning 9th year of service as a Paramedic \$300.00 per month~~

~~Effective October 1, 2012:~~

~~Beginning of assignment through 4 years of service as a Paramedic \$250.00 per month~~

~~Beginning 5th year through 8th year of service as a Paramedic \$300.00 per month~~

~~Beginning 9th year of service as a Paramedic \$350.00 per month~~

C. Unless otherwise specified in this Article, ~~these amounts this certification pay~~ shall be paid to the Paramedic for so long as the individual is employed by the Department ~~and maintains a current Paramedic certification and actually works as a Paramedic in EMS, Communications, and/or Aviation.~~ (The use of administrative leave shall not be cause to deny incentive pay under the previous sentence. However, a Paramedic who has expended all available sick leave and is thus either eligible for or actually utilizing the provisions of Article 24, Volunteering for Injured Firefighters, will no longer be entitled to receive incentive pay.)

~~D. Should a Paramedic transfer or be assigned to a position outside of EMS, Communications, and/or Aviation and yet maintains her/his Paramedic certification, s/he shall be entitled to E.M.T. certification pay but not Paramedic certification pay.~~

Should a Fire Fighter receive training on her/his own time and at her/his own expense at a City-approved school, s/he shall be eligible for E.M.T. ~~or Paramedic~~ certification pay.

~~If a Paramedic leaves EMS, Communications, and/or Aviation and later returns, and if said employee has continuously maintained her/his certification as a Paramedic, then all prior service as a Paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled.~~

~~Each E.M.T. or Paramedic assigned to EMS, Communications, or Aviation working an applicable shift for one half (1/2) or more of any calendar month shall be entitled to the incentive pay as previously provided for that assignment for the full month. No partial payment shall be made for working less than one half (1/2) of the calendar month.~~

~~Section 6. — Firefighting Division Paramedic Certification Pay.~~

~~Effective October 1, 2012, all employees who are certified by the State and as a result of having completed a City approved course of instruction as Paramedics and who actually work as a Paramedic in the Firefighting Division, and maintain authorization by the Medical Director shall receive the following incentive payments based upon years of service as a Paramedic with the City:~~

~~Beginning of assignment through 4 years of service as a Paramedic \$150.00 per~~

~~month Beginning 5th year through 8th year of service as a Paramedic \$200.00 per~~

~~month Beginning 9th year of service as a Paramedic \$250.00 per month~~

~~Unless otherwise specified in this Article, these amounts shall be paid to the Paramedic for so long as the individual is employed by the Department and actually works as a Paramedic in the Firefighting Division. (The use of administrative leave shall not be cause to deny incentive pay under the previous sentence. However, a Paramedic who has expended all available sick leave and is thus either eligible for or actually utilizing the provisions of Article 24, Volunteering for Injured Firefighters, will no longer be entitled to receive incentive pay.) An employee receiving paramedic certification pay under this Section shall not be entitled to E.M.T. pay.~~

~~All prior service as a Paramedic in EMS, Communications, or Aviation shall be counted toward determining the level of incentive to which s/he would be entitled if said employee has continuously maintained her/his certification as a Paramedic.~~

~~Each Paramedic assigned to the Firefighting Division working an applicable shift for one-half (1/2) or more of any calendar month shall be entitled to the incentive pay as previously provided for that assignment for the full month. No partial payment shall be made for working less than one-half (1/2) of the calendar month.~~

Section ~~76~~. [No substantive change from 2020-2024 CBA]

Section ~~87~~. [No substantive change from 2020-2024 CBA]

Section ~~98~~. Arson Assignment and TCOLE Certification Pay.

All employees selected for assignment to the Arson Division shall receive ~~fifty dollars (\$50)~~ sixty-six dollars (\$66) per month beginning the first full month after the start of the Police Training Academy program until such time they receive their arson investigator certification.

Arson Investigators who hold a Basic, Intermediate, Advanced or Master Certification issued by the Texas Commission on Law Enforcement shall receive Certification pay based on the following monthly schedule:

<u>Basic</u>	<u>Intermediate</u>	<u>Advanced</u>	<u>Masters</u>
<u>\$86</u>	<u>\$125</u>	<u>\$178</u>	<u>\$231</u>

Certification payments shall be made monthly at the same time that E.M.T. and Paramedic incentive pays are made. The Fire Chief shall have the right to require the Arson Investigator to produce a copy of the certification or other valid verification prior to approval for the employee to receive such payment. This payment shall be in addition to any other certification pay an Arson Investigator may be qualified for.

~~All certified arson investigators, assigned to the Arson Division shall receive three hundred fifty dollars (\$350.00) per month assignment pay during each month of actual assignment.~~

~~Each certified arson investigator assigned to Arson working an applicable assignment for one-half (1/2) or more of any calendar month shall be entitled to assignment pay for that assignment for the full month. No partial payment shall be made for working less than one-half (1/2) of the calendar month.~~

~~Effective October 1, 2012 Sub-Section B shall no longer apply.~~

~~Section 10. — Aviation Incentive.~~

~~Employees initially assigned to the Aviation Division or assigned to Station 22 in support of Stinson Municipal Airport, said employee shall receive fifty dollars (\$50) per month until such time they receive their Crash Rescue Fire Fighter certification. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.~~

~~Each certified Crash Rescue Fire Fighter assigned to the Aviation Division or assigned to Station 22 in support operations at Stinson Municipal Airport shall receive a one hundred dollar (\$100.00) per month incentive pay during her/his or her active assignment.~~

~~Section 11. — Technical Rescue Team Incentive.~~

~~Employees initially assigned to the Technical Rescue Team shall receive fifty dollars (\$50) per month until such time the employee is deemed qualified by the Fire Chief. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.~~

~~Each Fire Fighter assigned to the Technical Rescue Team determined to be qualified by the Fire Chief shall receive a hundred dollar (\$100) per month incentive during her/his or her active assignment.~~

Section ~~129~~. Training Instructors Incentive.

Employees initially assigned to the Training Division shall receive ~~fifty dollars (\$50)~~ sixty-six (\$66) per month until such time they receive their Instructors Certificate. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.

~~Each employee assigned to the Training Division who holds an Instructors Certificate shall be entitled to receive three hundred and fifty dollars (\$350) per month incentive during her/his or her active assignment to Training.~~

~~Effective October 1, 2012 Sub Section B shall no longer apply.~~

Section ~~1310~~. Fire Inspectors Incentive.

Employee initially assigned to the Fire Prevention Division shall receive ~~fifty dollars (\$50)~~ sixty-six dollars (\$66) per month until such time they receive their Inspectors Certificate. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be to employees made for working one-half (1/2) or less of the calendar month.

~~Each employee assigned to the Fire Prevention Division who holds an Inspectors certificate shall be entitled to receive one hundred dollars (\$100) per month incentive during her/his or her active assignment to the Fire Prevention Division.~~

~~Effective October 1, 2012 Sub Section B shall no longer apply.~~

Section ~~4~~11. [No substantive change from 2020-2024 CBA]

~~Section 15. — Services Division Incentive.~~

~~Each employee assigned to the Services Division shall be entitled to receive one hundred dollars (\$100) per month incentive during her/his or her active assignment to the Services Division.~~

~~Effective October 1, 2012 this Section shall no longer apply.~~

Section ~~4~~612. Fire Certification Pay. Effective October 1, 2024, Basic certification pay shall be reallocated to employees' base salary.

Fire Fighters who hold ~~a Basic,~~ an Intermediate, Advanced or Master Certification issued by the Texas Commission on Fire Protection shall receive Fire Certification pay based on the following monthly schedule:

Basic	Intermediate	Advanced	Masters
<u>\$65</u>	<u>\$95</u> <u>\$125</u>	<u>\$135</u> <u>\$178</u>	<u>\$175</u> <u>\$231</u>

Certification payments shall be made monthly at the same time that E.M.T. and Paramedic incentive pays are made. The Fire Chief shall have the right to require the Fire Fighter to produce a copy of the certification or other valid verification prior to approval for the employee to receive such payment.

Section ~~4~~713. Field Training Officer (FTO) and Medical Training Officer MTO).

~~The Fire Chief shall have the authority to establish an FTO program. Employees assigned as Field Training Officer or Medical Training Officer shall receive two-hundred dollars (\$200) per month. The employee must be assigned for more than one-half of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month.~~

Section ~~4~~814. [No substantive change from 2020-2024 CBA]

Section ~~19~~15. Administrative Assignment Incentive.

~~Effective October 1, 2012, all~~ All non-appointed, forty (40) hour per week employees permanently assigned to a forty (40) hour schedule shall receive ~~\$450.00~~ \$594 per month. The employee must be assigned for more than one-half (1/2) of the month to qualify for this incentive. No partial payment shall be made for working one-half (1/2) or less of the calendar month. This incentive does not apply to an employee who receives special duty pay under Section 8 of this Article.

Section 16. Adjustments. All fixed monthly payment amounts shall be increased by the same percentage as the base wages schedule on October 1 of each year, beginning October 1, 2025.

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