

Collective Bargaining  
Proposals of San Antonio  
Professional Firefighters,  
Local 624

March 29, 2024



Overview

- Firefighters propose to amend fourteen (14) of thirty-eight (38) articles in the current CBA.
- Firefighters propose to carry forward all remaining CBA articles into the next agreement.
- Firefighter proposals fall into three categories:



Fair Compensation

Article 13 – Wages  
Article 14 – Overtime  
Article 18 - Holidays

Article 20 – Uniforms and Equipment  
Article 22 – Incentive Pay  
Article 25 – Health Benefits

Work-Life Balance

Article 17 – Vacations  
Article 23 – Sick Leave

Article 27 – Miscellaneous (Parental Leave)  
Article 12 – LM Relations (Work Week)

Healthy Work Environment

Article 3 – Management Rights  
Article 6 – Union Activity  
Article 38 – Duration of Agreement

Article 12 – LM Relations (Joint Committees)  
Article 29 – Drugs and Alcohol

Fair Compensation



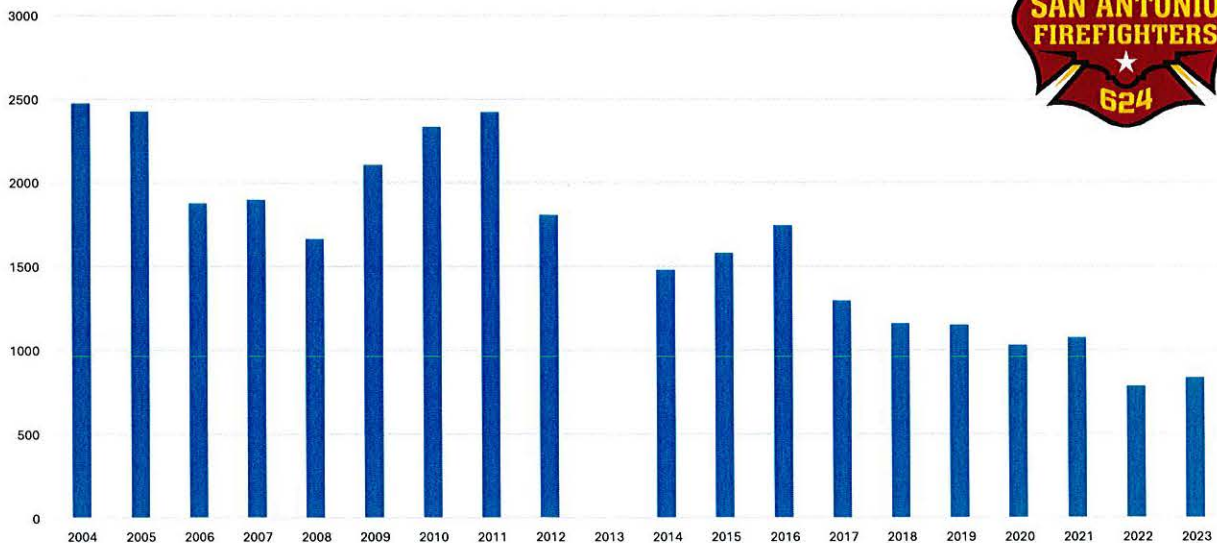
# Base Salary Adjustments



U1. Base Salary - Equity Adjustment: Amend Article 13 to provide an immediate adjustment to the base salary schedule, to address the impact of inflation on bargaining unit members and disparities between the Police Department and Fire Department.

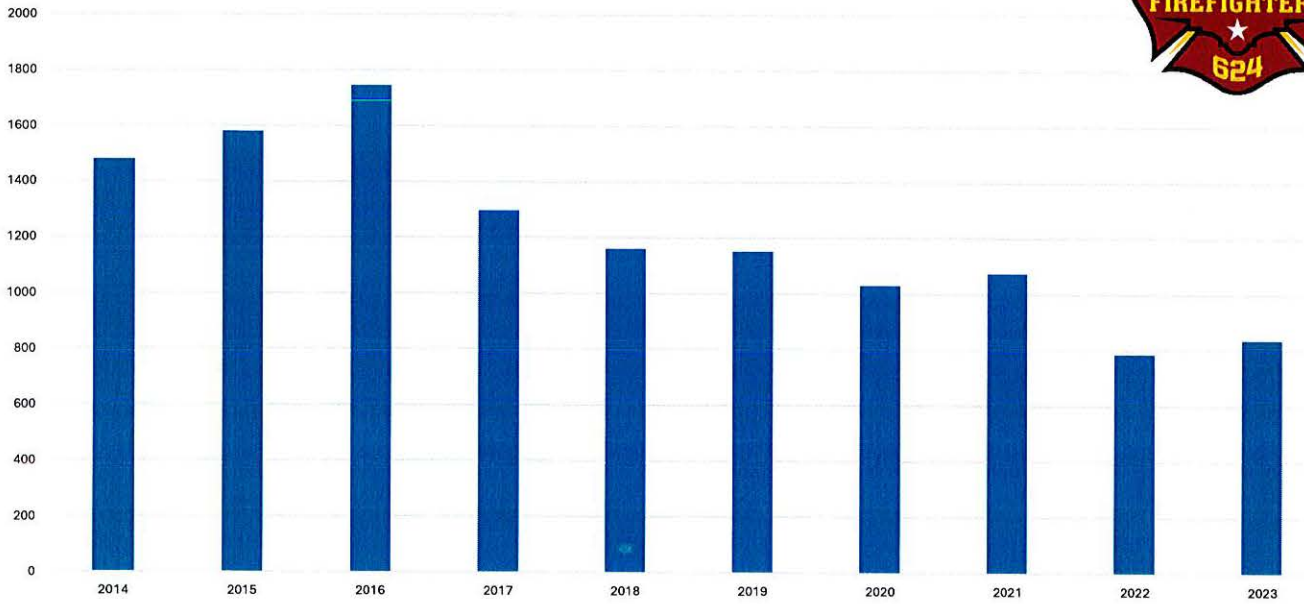
U2. Base Salary – Annual Increases: Amend Article 13, Section 1 to provide annual percentage increases to the salary schedule on October 1 of each year that will properly compensate bargaining unit members in recognition of the danger, skill and risks associated with their employment.

San Antonio Fire Department  
Total Tested Applicants, 2004-2023

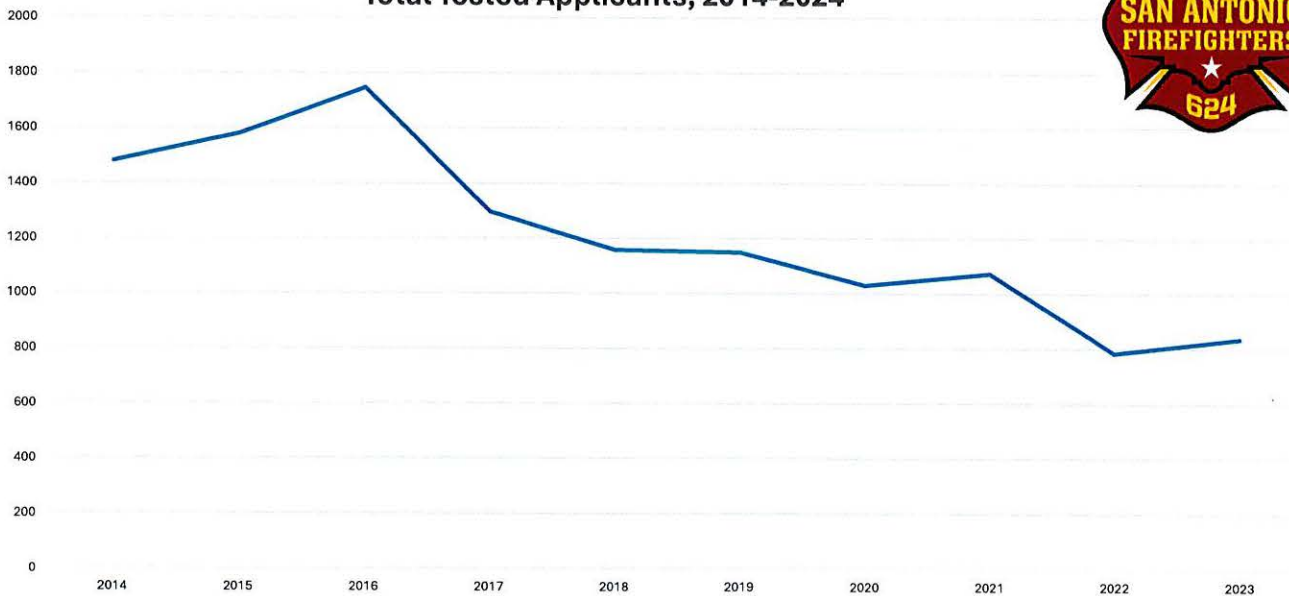




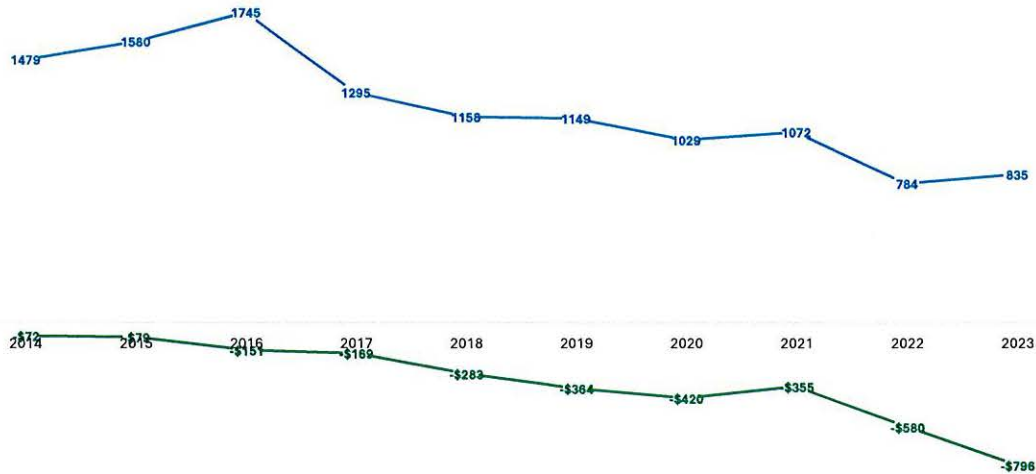
### San Antonio Fire Department Total Tested Applicants, 2014-2024



### San Antonio Fire Department Total Tested Applicants, 2014-2024



**TOTAL TESTED APPLICANTS VERSUS  
STEP A FIREFIGHTER SALARY (ADJUSTED), 2014-2024**



## Overtime



U3. Overtime: Amend Article 14 as follows:

- a. Productive Time. Revise Section 3 to eliminate the overtime penalty when bargaining unit members utilize paid leave, so that all paid leave hours will be considered as productive time.
- b. Standby Pay – Mandatory Overtime List. The Department shall designate five (5) personnel per shift as standby personnel for mandatory overtime. Members shall be assigned to standby on a rotating basis by inverse seniority, shall remain on standby for a full pay period, and shall be compensated at the rate of three (3) hours of overtime pay for each shift that they are subject to mandatory overtime. This provision applies whether the employee is called back to work.
- c. Standby Pay – Arson Investigators. Revise Section 6 to adjust standby pay provided to Arson Investigators from 2 hours to 3 hours of overtime pay per day.

# Holidays



U4. Holidays: Amend Article 18, Section 2 to adjust the rate of pay for work on a Premium Holiday from 1.5 time to 2.0 time, and to adjust the rate of pay for overtime work on a Premium Holiday to 2.5 time.

# Uniforms and Equipment



U5. Uniform Items: Amend Article 20, Section 1 as follows:

- a. Uniform Credit System. Revise Section 1(c) to adjust the uniform credit from \$500 to \$660, to provide annual CPI adjustments to this amount beginning October 1, 2025, and to permit carryover of unused credits into the next fiscal year.
- b. Clothing Allowance. Revise Section 1(D) to adjust the Additional Clothing Allowance from \$720 to \$950, and to provide annual CPI adjustments to this amount beginning October 1, 2025.

# Incentive Pays



U6. Incentive Pays (Assignments and Certifications): Amend Article 22 as follows:

- a. COLA Adjustments. Adjust each fixed incentive pay to address changes in CPI since October 1, 2013. Beginning October 1, 2025, make further annual adjustments to incentive pays to match percentage increases to base salaries.
- b. Paramedic Certification Pay. Revise Sections 5 and 6 so that all members with paramedic certifications receive the certification pay amounts that are specified in Section 5.

# Incentive Pays



U6. Incentive Pays (Assignments and Certifications): Amend Article 22 as follows:

- c. Field Training Officer. Revise Section 17 to codify the monthly stipend and to also include the Medical Training Officer.
- d. Medical Special Operations, Wildfire and Communications. Add a new Section to provide monthly stipends of the same amount as the Technical Rescue Team.
- e. Certification Pays. Add a new section to include additional certifications and related stipends to reflect the increased complexity of services provided by the membership.



# Health Benefits



U7. Health Benefits: Amend Article 25 as follows:

- a. CDHP Plan – HSA Contributions. Revise Section 5 to adjust the City’s annual required HSA contribution from \$1675 to 50% of the applicable deductible for each participating member. For example, the City contribution for Individual deductible coverage would be \$1600 and the City contribution for Family coverage would be \$3000.
- b. CDHP Plan – Wellness Incentives. Revise Section 5 to adjust the current fitness program incentive payments from \$125-\$500 towards FSA/HSA accounts, to \$500-\$1000 towards those accounts.
- c. Value Plan. Revise Section 5 to adjust the employee contribution annual escalator from 10% to a CPI-W adjustment effective October 1 of each year, and to provide that employee contribution amounts will not increase during evergreen years.

Work-Life Balance





# Safe Schedule Committee



U8. Safe Schedule Committee: Amend Article 12 to require the parties to establish a joint Safe Schedule Committee, to which each party shall appoint three members. The Safe Schedule Committee shall not less frequently than every month, and the Fire Chief shall grant administrative leave to three Association-appointed committee members to prepare for, follow up and attend Committee meetings. The goal of the Safe Schedule Committee will be to develop a plan to transition the Fire Department from the current 24/48, 56-hour work week schedule to a 24/72, 42-hour work week schedule by October 1, 2026.

The Safe Schedule Committee shall issue a report of its findings and recommendations by April 1, 2025, which shall identify all agreed-upon recommendations as well as any recommendations that were subject to a 3-3 deadlock. Recommendations that are subject to a 3-3 deadlock will be submitted for final and binding resolution by an impartial arbitrator selected by the parties in accordance with the rules of the American Arbitration Association.

# Vacations



U9. Floating Vacation Shifts: Amend Article 17, Section 3 to adjust the FVS shift maximum to ten employees (6 in Fire Suppression and 4 in EMS), and to eliminate the Defined Payback FVS system.

U10. Perfect Attendance Leave: Amend Article 17, Section 4 to permit all eligible members to convert two shifts of sick leave to floating vacation shifts according to the current process, regardless of their years of service.

# Sick and Family Leave



U11. Sick Leave: Amend Article 23, Section 6 to eliminate the house-arrest requirement and in-person sick checks for members utilizing sick leave, but to maintain reasonable telephone contacts.

U12. Parental Leave: Amend Article 27 to provide bargaining unit members with 168 continuous work hours of paid parental leave at 100% of their compensation, which may be used during the 12 months following birth or initial placement of a child.

Healthy Work Environment



# Union Leave



U13. Union Leave: Amend Articles 6 and 17 as follows:

- a. Union Leave Pool. Revise Article 6, Section 4 to adjust the annual vacation leave deduction for the union leave pool from 3 to 6 hours per position, and to permit carryover of unused leave into the next fiscal year.
- b. Union Leave. Revise Article 17, Section 2 to adjust “additional vacation hours” from 3 hours to 6 hours each fiscal year.

# Standing Committees



U14. Standing Committees: Amend Article 12 to establish the following standing committees within the Fire Department, which shall meet on a monthly basis: Apparatus and Equipment Committee, Personal Protective Equipment Committee, Training Committee, Recruiting and Retention Committee, and Wellness and Work-Life Balance Committee. The Association may appoint up to two members to each Committee. Bargaining unit members shall be provided paid administrative leave in order to attend committee meetings.



## Unit Work Assignments



U15. Unit Work: Amend Article 3, Section 1 to return Fire Department positions within Personnel (Applicant Processing) and Emergency Management to sworn certified firefighters.

## Compassionate Use Program



U16. Drugs and Alcohol: Amend Article 29 to eliminate random testing and post-accident testing for marijuana but permit same for reasonable suspicion testing, and to provide that marijuana used in compliance with Texas' Compassionate Use Program will not be considered a positive test result.

## Term and Evergreen



U17. Term: Amend Article 38 to provide a 3-year term, covering the period from October 1, 2024 through September 30, 2027, and to revise the evergreen termination date to September 30, 2035.

Thank You

