

Base Salary Proposal
of San Antonio
Professional Firefighters,
Local 624

April 4, 2024



Base Salary Adjustments



U1. Base Salary – Annual Increases: Amend Article 13, Section 1 to provide 4% annual percentage increases to the salary schedule on October 1 of each year to properly compensate bargaining unit members in recognition of the danger, skill and risks associated with their employment.

- Union agrees to City's proposed 4% annual raises.
- Different effective dates – October 1, not January 1, of each year.
- Different term – 3-year term starting on October 1, 2024.

Base Salary Adjustments



U2. Base Salary - Equity Adjustment:

- Amend Article 13 to provide a 21.7% equity adjustment to the base salary schedule to address recruiting and retention, the impact of inflation on bargaining unit members and disparities between the Police Department and Fire Department.
- The equity adjustment shall be implemented in three phases: (a) 11.7% effective October 1, 2024; (b) 6% effective October 1, 2025; and (c) 4% effective October 1, 2026.

Equity Adjustment

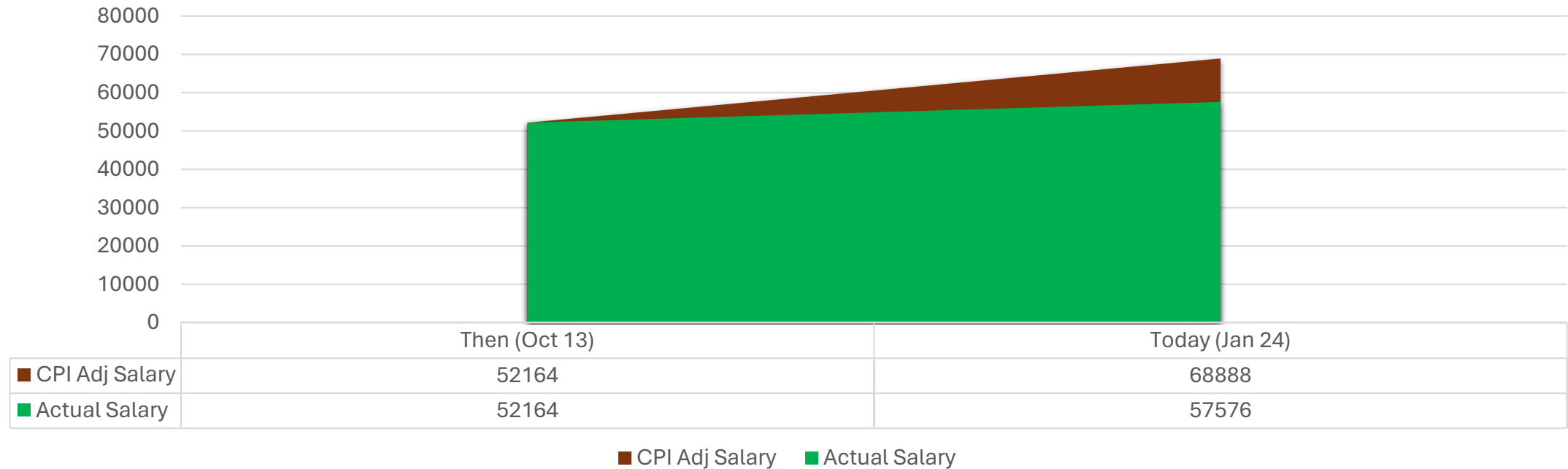


- Proposed equity adjustment looks forward, not backward.
- Intended to **reset** the SAFD base salary schedule to address losses compared to CPI over the past decade.
- Adjustment is necessary to properly compensate current firefighters, and to enable the City to **recruit** new members and **retain** current members.

Equity Adjustment



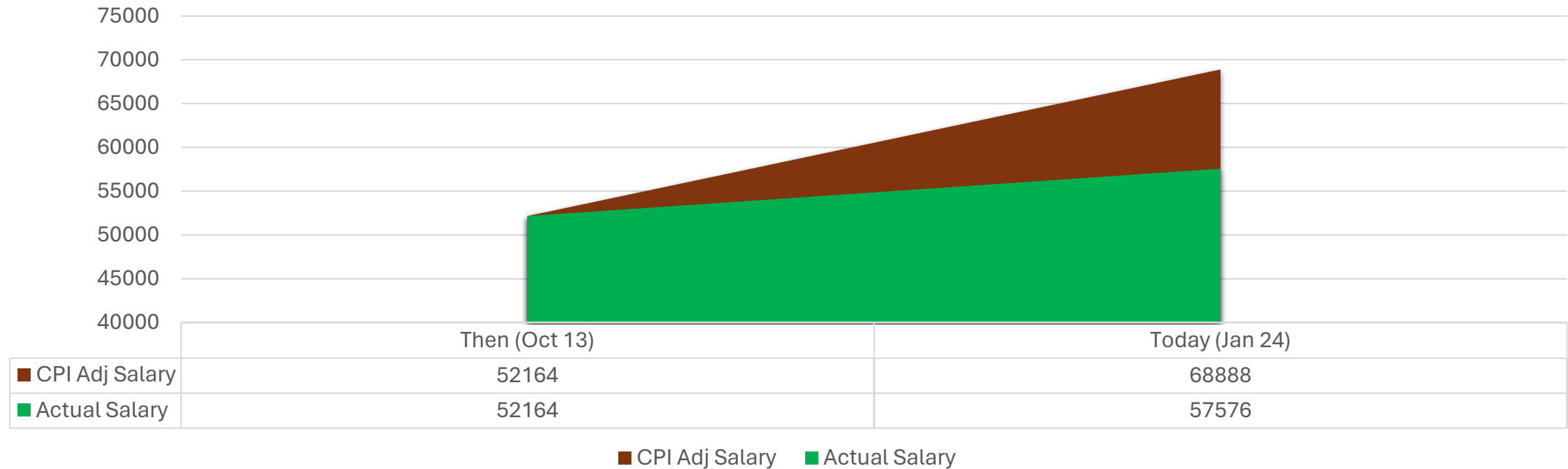
Starting Firefighter Salary, Actual vs CPI
Oct 2013 - Jan 2024



Equity Adjustment



Starting Firefighter Salary, Actual vs CPI
Oct 2013 - Jan 2024



Equity Adjustment



- According to US Bureau of Labor Statistics, between October 2013 and January 2024 the CPI increased by **32.06%**.
- During that same period, SAFD firefighter pay increased only by **10.37%**.
- Proposed equity adjustment would reset the salary schedule by restoring the “missing” **21.69%**.
- Adjustment would bring starting firefighter base salary to **\$68,888**.
- Adjustment would bring San Antonio in line with competing departments.



ENTRANCE

Starting At \$80,900

+ \$4,800
+ \$1,440
+ \$1,200
+ \$500

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SAN ANTONIO FIRE DEPARTMENT



WE ARE HIRING

FIREFIGHTER CADET

- PAID ACADEMY (+GI BILL)
- COMPETITIVE SALARY/BENEFITS
- 24/48 (FIRE) 24/72 (EMS) SCHEDULE
- 100% EMPLOYEE HEALTH, DENTAL, OPTICAL INSURANCE
- 15+ DAYS PAID LEAVE/YR, SICK LEAVE, HOLIDAY LEAVE
- ANNUAL RAISES
- UNIFORM COMMISSARY

MINIMUM QUALIFICATIONS

- AGES 19-33
- HIGH SCHOOL DIPLOMA/GED
- MUST READ, WRITE, SPEAK ENGLISH
- NO FELONY CONVICTIONS

APPLICATION INFO

- SAFDCAREERS.COM
- APPLICATION WINDOW
 - JAN. 14TH - APRIL 28TH
 - EXAM DATE JULY 17TH, 2024

SALARY & BENEFITS

- PROBATIONARY FF
 - \$4,798/MO, \$57,000/YR
- FF 18+ MONTHS
 - \$64,000+/YR
- ENGINEER
 - UP TO \$74,280/YR
- LIEUTENANT
 - UP TO \$81,696/YR
- CAPTAIN
 - UP TO \$93,384/YR
- CHIEF
 - UP TO \$106,872/YR



SCAN ME

PLUS

- EDUCATION PAY
 - ASSOCIATES \$185/MO, BACHELORS \$290/MO
 - MASTERS \$310/MO
 - CERT PAY - FIRE UP TO \$175/MO MEDIC UP TO \$375/MO

RETIREMENT

- 20 YEARS - 45% BASE PAY
- 27 YEARS - 80% BASE PAY
- 30 YEARS - 86% BASE PAY
- 33 YEARS - 87.5% BASE PAY

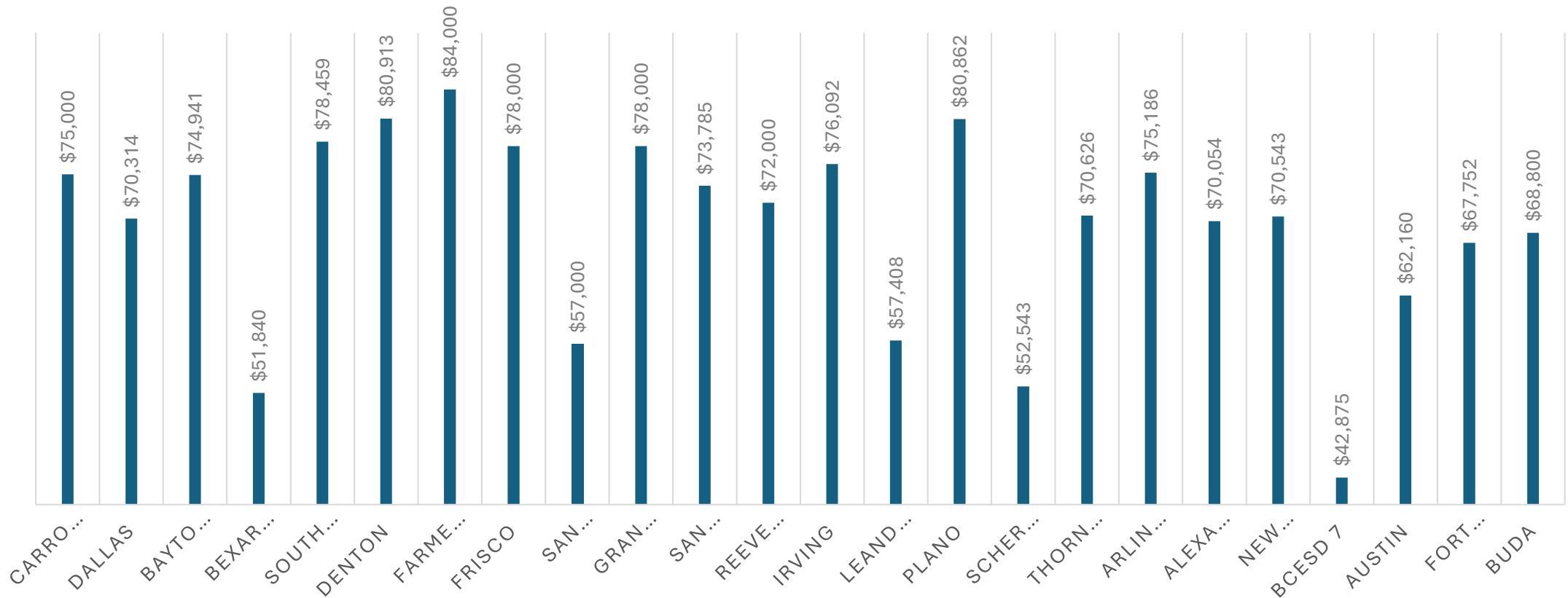
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Equity Adjustment

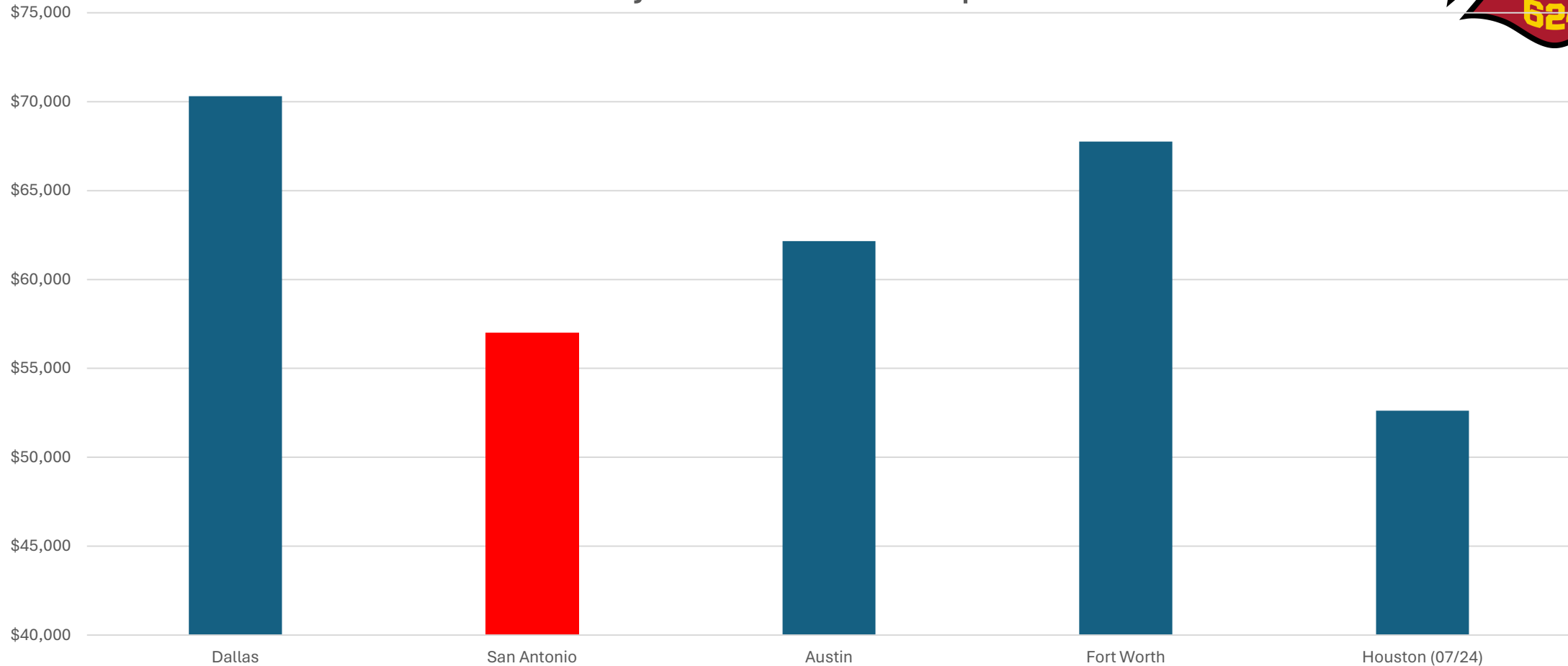


Competing Fire Departments - Hiring Flyers



Equity Adjustment

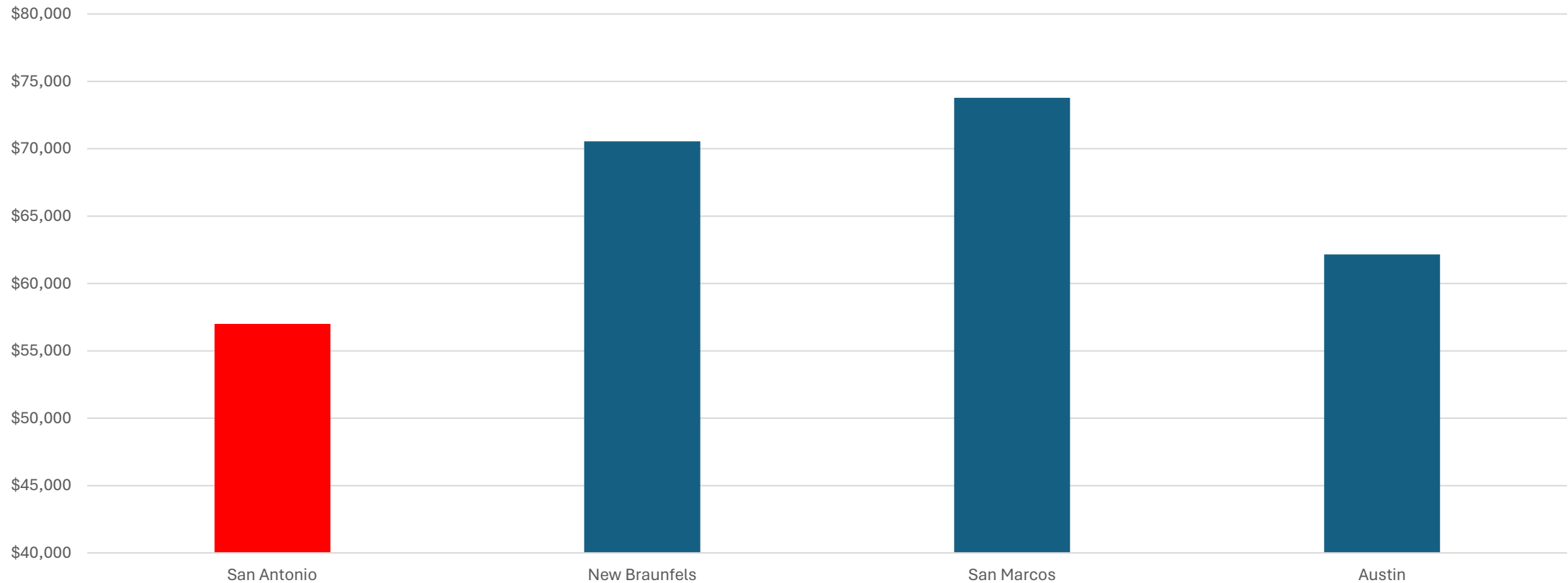
Texas Major Metro Fire Departments



Equity Adjustment



Commutable Fire Departments on IH35



Summary

- Equity Adjustment would serve as a **prospective** reset.
- No proposal for back wages.
- No proposal to adjust for CPI between Jan-Oct 2024.
- Equity Adjustment will restore SAFD's position in the labor marketplace.



Thank You

