



Collective Bargaining Negotiations

City of San Antonio &
Local 624 International Association of Firefighters

March 29, 2024



City's Goals

- Shared interest with Union to have a contract before current CBA expires December 2024
- Act timely and without delay
- Have an agreed contract in the Proposed FY 2025 Budget in August 2024
- Our wage offer is indicative of our goal to act timely and without delay and ensures total compensation for our firefighters remains competitive

City Priorities

1. Competitive Wages
 - Remain Competitive amongst large Texas Cities
2. A contract we can afford
 - Balance with other priorities of Council and Community
3. Operational Improvements and Discipline
4. Language Cleanup



Duration of Agreement

Article 38

- Current contract ends December 31, 2024
- Proposed Term: Five-Years
January 1, 2025, to
December 31, 2029



Pay and Benefits

Articles 13, 17 & 25

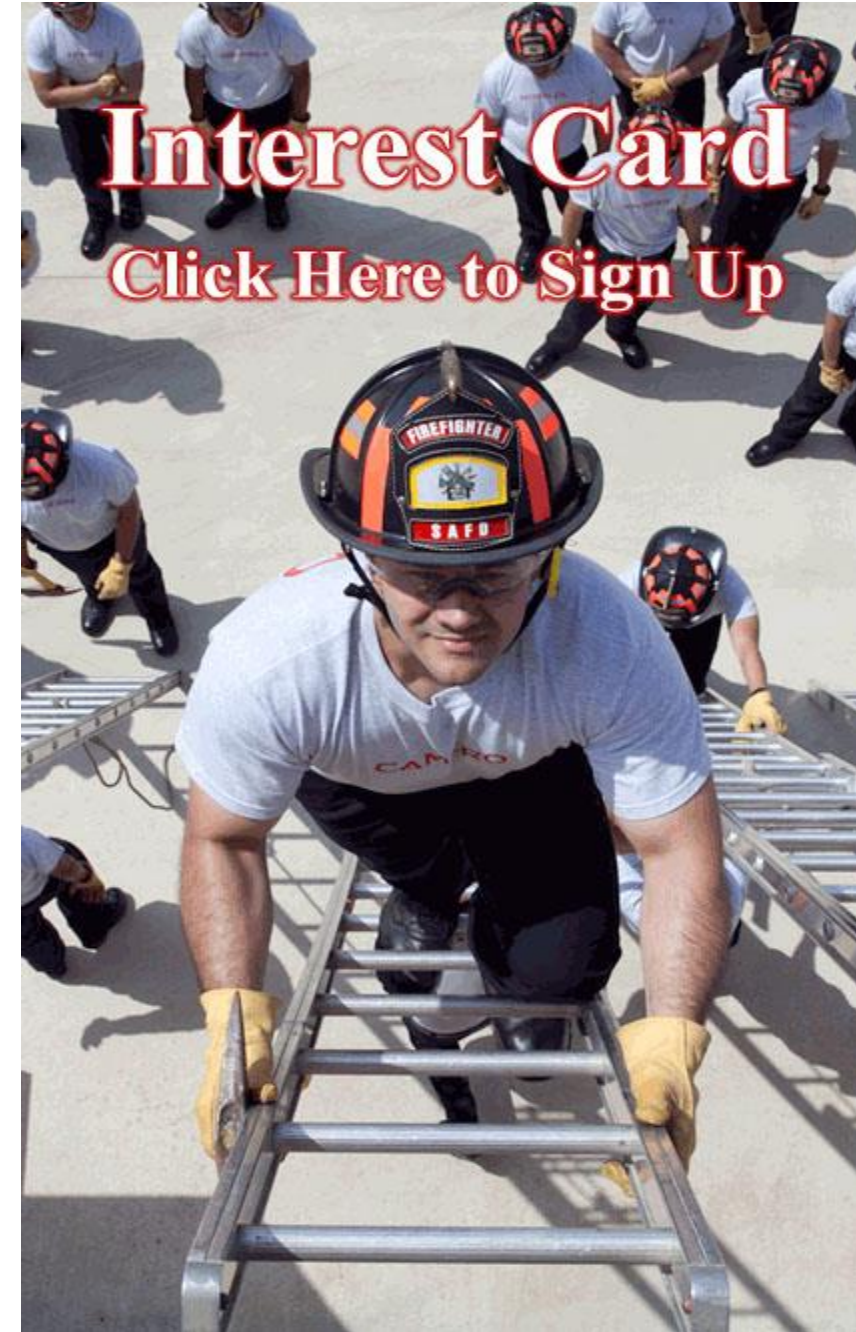
- 20% wage increase over 5 years
 - \$132.9 Million over 5 years
- No changes to employee healthcare
- Option to contribute leave to employee 457 deferred compensation plan, consistent with IRS rules, for three consecutive years prior to retirement

Calendar Year*	Recurring Wage Increase
2025	4%
2026	4%
2027	4%
2028	4%
2029	4%

* Increase effective January 1 of every year

Operational Improvements

- Modernize recruitment & cadet applicant processing
- Add assessments to supervisory promotions
- Overtime



Modernize Recruitment & Applicant Processing – Article 33

Item	Current	Proposed
Frequency of Application	<ul style="list-style-type: none"> Once per year 	<ul style="list-style-type: none"> Application stays open all year
Frequency of Written Exam	<ul style="list-style-type: none"> Once per year 800 to 1000 applicants per test (on average) 	<ul style="list-style-type: none"> Could be once per week 1 to 20 applicants per test
Eligibility List	<ul style="list-style-type: none"> Once per year 	<ul style="list-style-type: none"> Remains continually active
Overall Process Applicant/Testing	<ul style="list-style-type: none"> Rigid timelines Limits opportunities to apply and test 	<ul style="list-style-type: none"> Provides flexibility to applicants Provides quicker turnaround time to identify eligibility and begin academy class
Applicant - Additional points	Max of 5 Points <ul style="list-style-type: none"> Military 5 points 	Max of 5 Points <ul style="list-style-type: none"> Military 5 points San Antonio Residency 5 points Education up to 2 points



Modifications to Articles 30, 31 – Grievance & Discipline

Item	Current	Proposed
Article 30	<ul style="list-style-type: none"> Article includes Grievance and Discipline procedures, but not stated explicitly 	<ul style="list-style-type: none"> More plainly stated
Union Grievances	<ul style="list-style-type: none"> Silent on Remedy 	<ul style="list-style-type: none"> Remedy is change of policy or practice to conform with terms of the Agreement
Timeline to select arbitrator	<ul style="list-style-type: none"> 5 days to request list of arbitrator 	<ul style="list-style-type: none"> 15 days to request list of arbitrator
Timeline to submit Grievance to Arbitration	<ul style="list-style-type: none"> No Timeline 	<ul style="list-style-type: none"> Within 2 years
Discipline	<ul style="list-style-type: none"> Authority of Chief: 15 days suspension or indefinite No service by mail No agreed discipline between Chief and Firefighter 	<ul style="list-style-type: none"> Authority of Chief to increase up to 45 days or indefinite Allows service by mail Allows agreed discipline between Chief and Firefighter
General Procedures	<ul style="list-style-type: none"> Silent on discovery States witnesses and expenses 	<ul style="list-style-type: none"> Explicitly states discovery process Simplifies witnesses and expenses, no substantive change
Appeal of Grievance & Discipline (Article 31)	<ul style="list-style-type: none"> Unclear appeal timeline 	<ul style="list-style-type: none"> Adds a 30-day timeline from arbitrator's award

Promotions

Article 32

- Add the Assessment Center Process to the ranks of Lieutenants and Captains, today this only applies to the rank of District Chief

Item	Current	Proposed
Assessment Center Process	For Rank: <ul style="list-style-type: none"> • District Chief Position 	For Ranks: <ul style="list-style-type: none"> • District Chief • Captains • Lieutenants
	In-Person	In-Person or Video
“B” Exam	For Military Personnel returning from military service	Eliminate “B” Exam and take next available promotion exam given for the rank they are currently eligible

Overtime

Article 14

- Overtime expenses significantly increased during COVID-19 in the Fire Division
- We had expected to see a decrease from the COVID levels, and that the overtime would normalize to the 2019 levels, however that has not occurred
- In reviewing why expenses have increased, we identified an increase in use of sick leave
- EMS overtime hours have remained consistent
- Would like to work with Association to jointly identify strategies to strike a balance

Other changes including Language Clean-up/Clarification

Article	Language
3. Management Rights	<ul style="list-style-type: none"> Clarify intent of the use of civilians in the Fire Department
6. Union Activity	<ul style="list-style-type: none"> Union Leave Pool will be available October 1 based on the payroll paid in September of the Prior Year
24. Sick Leave Bank	<ul style="list-style-type: none"> Clarify that leave is for non-work-related injuries
23. Sick Leave	<ul style="list-style-type: none"> Clarify when Doctor's Certificates are due Simplify language in article Remove section of failure to provide documentation and broaden potential consequences of failure to provide certificate
29. Drugs and Alcohol	<ul style="list-style-type: none"> Clarify threshold limits. List of drugs to test for remains consistent with current CBA



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