



Collective Bargaining Negotiations

City of San Antonio &
Local 624 International Association of Firefighters

April 4, 2024



Cost of Proposals

Year	City March 29 5-Years	Union April 4 3-Years	Difference
1	\$6,891,408	\$49,549,233	\$42,657,825
2	\$16,355,607	\$76,875,739	\$60,520,132
3	\$26,198,375	\$100,937,610	\$74,739,234
4	\$36,434,854		
5	\$47,080,791		
Total	\$132,961,036	\$227,362,582	\$177,917,191
Reduce Fire Division workweek (from 1-day on 2-days off to 1-day on 3-days off effective 10/1/2026)			
2		\$67,687,558	\$67,687,558
3		\$68,787,161	\$68,787,161
Total	\$0	\$136,474,719	\$136,474,719

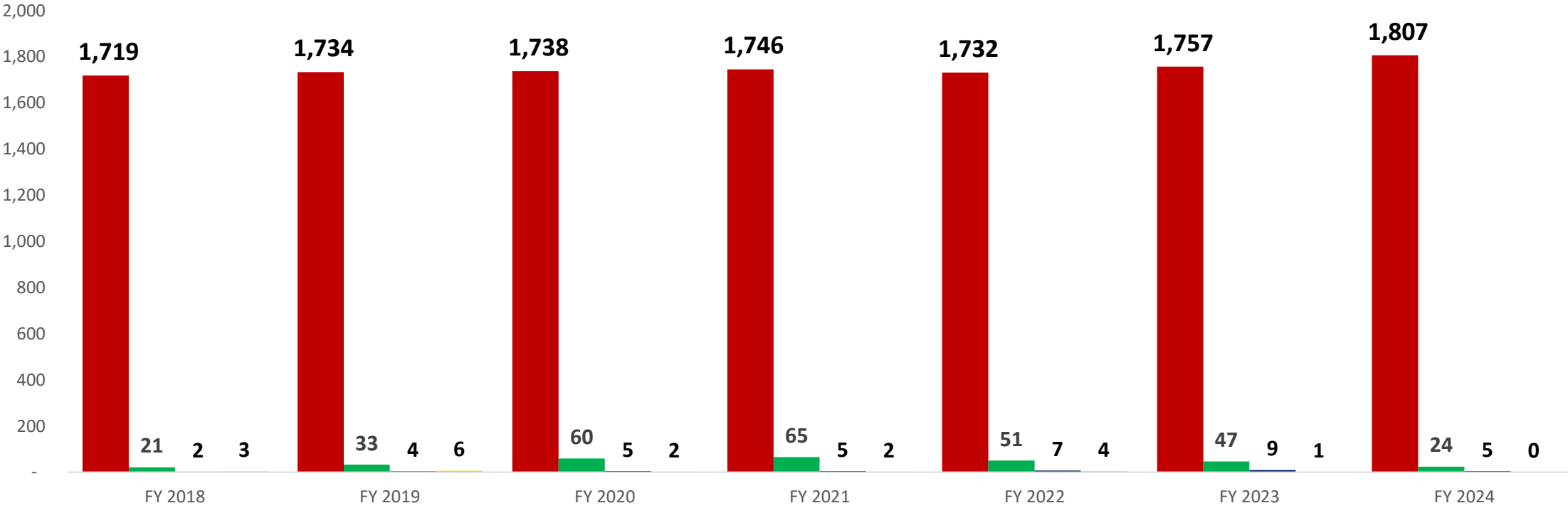


Cost of Fire Union Proposals

	FY 2025	FY 2026	FY 2027	Total
Wages – 33.7% over 3-years	\$35,444,709	\$61,565,428	\$84,551,660	\$181,561,797
Overtime including Holiday Pay	6,614,576	7,225,632	7,759,636	21,599,843
Uniforms	722,280	788,772	854,614	2,365,666
Incentive Pays	3,979,451	4,377,396	4,727,588	13,084,436
Wellness Incentives	278,250	278,250	278,250	834,750
Health Benefits	1,598,058	1,644,110	1,696,090	4,938,258
Parental Leave	595,471	650,481	698,554	1,944,507
Committees Administrative Leave	19,644	21,459	23,045	64,148
Union Leave	296,793	324,211	348,172	969,176
Total	\$49,549,233	\$76,875,739	\$100,937,610	\$227,362,582
Fire Schedule change. 404 New Positions		\$67,687,558	\$68,787,161	\$136,474,719



SAFD Retention

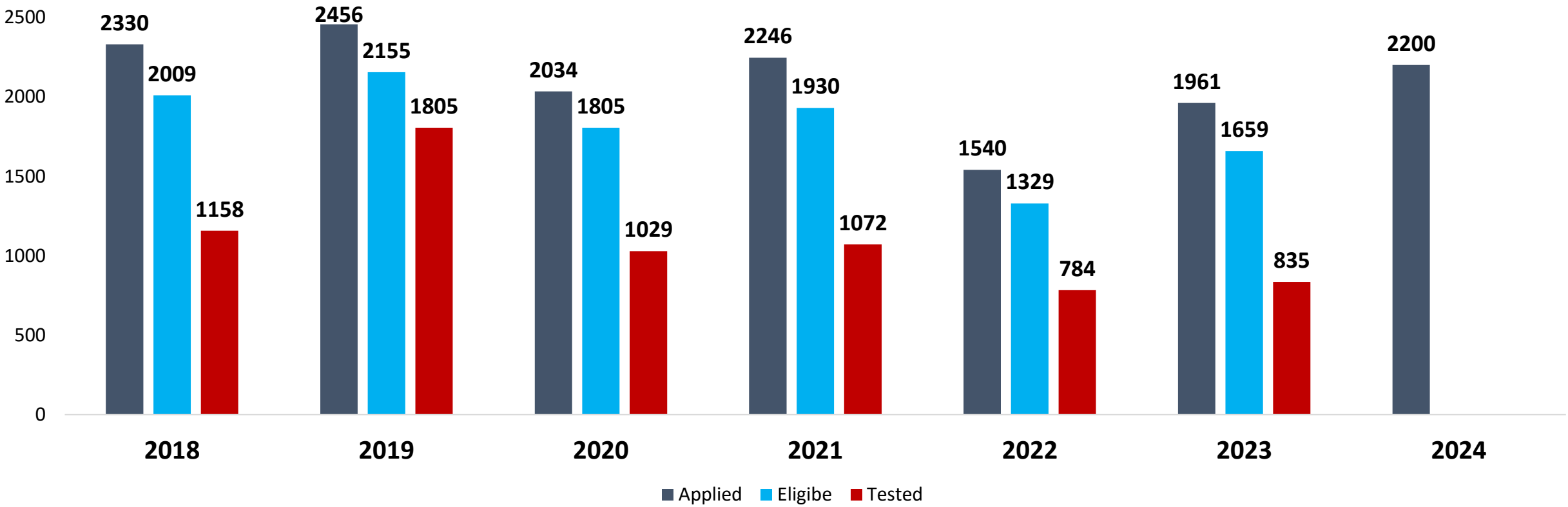


■ Filled
 ■ Retirement Eligible (20+ YOS)
 ■ Voluntary Separations (less than 20 YOS)
 ■ Discipline

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Filled Positions	1,719	1,734	1,738	1,746	1,732	1,757	1,807
Retirement Eligible (20+ YOS)	21	33	60	65	51	47	24
Voluntary Separations (less than 20 YOS)	2	4	5	5	7	9	5
Discipline	3	6	2	2	4	1	0



SAFD Interested Applicants



2024 application process opened January 14, 2024, and closes April 28, 2024, for the July 2024 test. We received 2,200 applications so far,



Compensation Analysis

Large Texas Cities

- One of the City's priorities is Competitive Wages
 - Remain Competitive amongst large Texas Cities
- City engaged PFM Group Consulting to conduct a comparative analysis with other Texas Fire Departments
- Relative to other Fire Departments in Texas, San Antonio provides competitive cash compensation with above average premium pays



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