

**City Proposal 8/23/2024
with nonsubstantive edits 8/27/2024**

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 upon execution of this agreement, an across-the-board 7% wage increase will occur. In addition, effective upon execution of this agreement, each step shall receive an increase to base pay of \$2,400 from certain pays historically captured in Articles 20 and 22.

Effective October 1, 2025, an across-the-board 8% wage increase will occur.

Effective October 1, 2026, an across-the-board 5% wage increase will occur.

Section 2. 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.

Firefighter	Step A	Step B	Step C	Step D	Step E
Effective Execution of this Agreement					
Monthly Amount	\$5,348	\$5,913	\$6,021	\$6,136	\$6,256
Annual Amount	\$64,174	\$70,954	\$72,251	\$73,637	\$75,075
Effective October 1, 2025					
Monthly Amount	\$5,776	\$6,386	\$6,503	\$6,627	\$6,757
Annual Amount	\$69,308	\$76,630	\$78,031	\$79,528	\$81,082
Effective October 1, 2026					
Monthly Amount	\$6,064	\$6,705	\$6,828	\$6,959	\$7,095
Annual Amount	\$72,774	\$80,462	\$81,932	\$83,505	\$85,136

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.

Fire Engineer	Step A	Step B	Step C	Step D
Effective Execution of this Agreement				
Monthly Amount	\$6,462	\$6,579	\$6,709	\$6,837
Annual Amount	\$77,541	\$78,953	\$80,507	\$82,048
Effective October 1, 2025				
Monthly Amount	\$6,979	\$7,106	\$7,246	\$7,384
Annual Amount	\$83,744	\$85,269	\$86,947	\$88,611
Effective October 1, 2026				
Monthly Amount	\$7,328	\$7,461	\$7,608	\$7,753
Annual Amount	\$87,931	\$89,533	\$91,295	\$93,042

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.

Lieutenant	Step A	Step B
Effective Execution of this Agreement		
Monthly Amount	\$7,356	\$7,499
Annual Amount	\$88,275	\$89,983
Effective October 1, 2025		
Monthly Amount	\$7,945	\$8,098
Annual Amount	\$95,337	\$97,181
Effective October 1, 2026		
Monthly Amount	\$8,342	\$8,503
Annual Amount	\$100,104	\$102,040

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.

Captain	Step A	Step B
Effective Execution of this Agreement		
Monthly Amount	\$8,376	\$8,541
Annual Amount	\$100,512	\$102,489
Effective October 1, 2025		
Monthly Amount	\$9,046	\$9,224
Annual Amount	\$108,552	\$110,688
Effective October 1, 2026		
Monthly Amount	\$9,498	\$9,685
Annual Amount	\$113,980	\$116,222

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.

District Chief	Step A	Step B
Effective Execution of this Agreement		
Monthly Amount	\$9,557	\$9,743
Annual Amount	\$114,687	\$116,921
Effective October 1, 2025		
Monthly Amount	\$10,322	\$10,523
Annual Amount	\$123,862	\$126,275
Effective October 1, 2026		
Monthly Amount	\$10,838	\$11,049
Annual Amount	\$130,055	\$132,588

Section 3. Longevity.

In addition to wages as set forth in the pay schedule above, each Fire Fighter's base pay shall be increased by three percent (3%) for each five (5) years of his/her longevity, to a maximum of thirty (30) years, i.e., a thirty (30) year veteran would receive an additional payment not to exceed eighteen percent (18%). On each Fire Fighter's anniversary date, which is not a multiple of five (5), s/he shall receive an eight dollar (\$8.00) increase in his/her longevity pay per month, and the eight dollar (\$8.00) interim monthly adjustments will not increase any fifth year levels. The eight dollar (\$8.00) payment as noted herein shall be in lieu of the four dollar (\$4.00) per month per year of service payment called for in Chapter 141.032 Local Government Code and is specifically intended to supersede said section.

Date: 8/27/2024
Walter M. Mays
For the City

Bob Baker
For the Association