



# **Update on Collective Bargaining Negotiations City of San Antonio & San Antonio Professional Firefighters Association**

City Council "A" Session

May 16, 2024

# Background

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- Current 5-year agreement, awarded through binding arbitration, expires December 2024
- City Council briefings/Updates
- Meetings between City and Fire Union
  - Ground rules discussion: March 29
  - 7 Negotiation Sessions: April 4, 11, 12, 19 & 30; May 1 & 3

# City's Goals

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- Competitive Wages
- Continue to value and recognize the significant work of our firefighters
- Remain efficient in reaching an agreement
- Agree to a contract with terms that are certain and the City can afford

# Compensation Survey of Peer Texas

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- San Antonio is competitive amongst its Texas peers because of its multi-layered pay structure
- Base pay is relatively low compared to others
- Longevity pay is the highest in the state
- Supplemental and Certifications pays are above average
- Health Benefits are the richest in the state (most have civilian healthcare)
- Pension is the second highest in the state and only City in peer group to prepay for retiree health for active employees

# City and Union Proposals

## CITY PROPOSAL

- Increases to base pay
- Moves \$2,400 from premium pays to base pay
  - \$720 Clothing Allowance
  - \$780 Fire Certification Pay
  - \$900 EMT/Paramedic Pay
- Changes overtime article to adjust for actual hours worked
  - Savings of \$3.7 million added to base pay for a 1.68% across-the-board wage increase

**\$157.8 million over five years**

## UNION PROPOSAL

- Increases to base pay
- Increases to overtime pay, holiday pay, and premium pays
- Increases to Leave
- Increases to Wellness Incentives and health benefits
- Moves \$720 Clothing allowance to base pay
- Adds a 4<sup>th</sup> Fire Shift (404 new firefighters)

**\$520 million over five years**

# Wage Proposals

## City Proposal

Year	Across the board increase
FY 2025	5.68% <sup>a</sup>
FY 2026	4.0%
FY 2027	4.0%
FY 2028	4.0%
FY 2029	4.0%
<b>Total</b>	<b>21.6%</b>

Moves \$2,400 from premium pay to base pay, this is not reflected in the wage table above

a) Includes 1.68% from proposed change to overtime article

## Union Proposal

Year	Increase to base	Plus	Across the board increase
FY 2025	\$7,500		4.0%
FY 2026	\$4,000		4.0%
FY 2027	\$2,500		4.0%
<b>Total</b>	<b>\$14,000</b>		<b>12.0%</b>

Year	Increase to base average %	Across the board increase	Total
FY 2025	10.8%	4.0%	14.8%
FY 2026	5.0%	4.0%	9.0%
FY 2027	2.9%	4.0%	6.9%
<b>Total</b>	<b>18.8%</b>	<b>12.0%</b>	<b>30.8%</b>

# Union Proposal - Detail


	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	Total
Wages	\$34,099,090	\$57,937,223	\$77,746,771	\$77,746,771	\$77,746,771	\$325,276,625
Premium Pays	\$10,379,042	\$11,122,342	\$11,762,136	\$11,829,662	\$11,900,067	\$56,993,249
4 <sup>th</sup> Shift				\$68,922,338	\$68,922,338	\$137,844,677
Total	\$44,478,132	\$69,059,565	\$89,508,907	\$158,498,771	\$158,569,176	\$520,114,551



**3 Year Cost = \$203 Million**

# City Proposal - Detail

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	Total
Wages	\$9,188,544	\$18,744,629	\$28,682,957	\$39,018,819	\$49,768,116	\$ 145,403,064
Incentives to Base	1,372,413	1,665,523	1,970,358	2,287,386	2,617,095	9,912,775
Change in overtime	73,012	227,380	387,922	554,886	728,528	1,971,727
Total	\$10,633,968	\$20,637,532	\$31,041,237	\$41,861,091	\$53,113,739	\$157,287,567



**3 Year Cost = \$62.3 Million**



# Other items

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- Tentative Agreement on Union Activity Article
- Items being discussed
  - Grievance and Discipline
  - Applicant Processing for fire cadets
  - Promotions
  - Sick Leave and Vacation Leave
  - Drugs and Alcohol
  - Term and evergreen



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