



City of San Antonio

Agenda Memorandum

File Number:

Agenda Item Number: 10

Agenda Date: September 19, 2024

In Control: City Council A Session

DEPARTMENT: Office of the City Manager

DEPARTMENT HEAD: Erik Walsh, City Manager

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Collective Bargaining Agreement with International Association of Fire Fighters Local 624

SUMMARY:

This ordinance authorizes the execution of a Collective Bargaining Agreement with Local 624 International Association of Fire Fighters for a period of October 1, 2024 to September 30, 2027.

BACKGROUND INFORMATION:

The current collective bargaining agreement (CBA) between the City of San Antonio and Local 624 International Association of Fire Fighters expires December 31, 2024. In anticipation of the expiration of this contract, the City and the Association held its first meeting on February 29, 2024 to discuss ground rules for negotiations. A total of 12 negotiation session were held between March 29 and August 23, 2024.

A tentative CBA with the Fire Union was reached on Friday, August 23. This tentative CBA provides a 20 percent pay increase over three years. This wage increase keeps San Antonio firefighters among the best paid in Texas, which was the primary goal for these negotiations. The contract also provides more accountability in the City's sick leave process, offers a more robust

parental leave benefit, and paves the way for discussions regarding more efficient and modern applicant processing and enhanced promotion processes.

The Fire Union anticipates concluding its ratification vote with its members on Monday September 16, 2024.

ISSUE:

This Council action approves a new collective bargaining agreement with Local 624 International Association of Fire Fighters for the period of October 1, 2024 to September 30, 2027.

Firefighters will receive an aggregate 20% recurring wage increase over three years as follows:

- Effective October 1, 2024 all firefighters will receive a 7% across-the-board wage increase in addition to moving \$2,400 from certification pays to base pay
- Effective October 1, 2025 all firefighters will receive a 8% across-the-board wage increase
- Effective October 1, 2026 all firefighters will receive a 5% across-the-board wage increase

Firefighters will continue to contribute to the cost of healthcare. Employee contributions will continue to increase by 10% every year of the contract.

ALTERNATIVES:

If City Council choses to not approve the tentative agreement, staff would return to the negotiating table and continue to bargain on all issues.

FISCAL IMPACT:

The cumulative incremental cost of the contract is \$109.6 million over three years. The table below reflects the estimated cumulative cost of the contract.

Fiscal Year	Amount (\$ in Millions)
2025	\$18.6
2026	38.7
2027	52.3
Total	\$109.6

Funding in the amount of \$18,285,115 is included in the FY 2025 Budget for the first year of the CBA, this ordinance authorizes an increase in appropriations to the FY 2025 Fire Department General Fund Budget in the amount of \$357,257 for the final cost of the first year of the

contract. Funding for pay increases as dictated by the CBA for FY 2026 and FY 2027 would be appropriated upon the approval of those annual budgets.

RECOMMENDATION:

Staff recommends approval of this item.