



Collective Bargaining Agreement
City of San Antonio &
Local 624 San Antonio Professional Firefighters Association

City Council “A” Session
September 19, 2024

Background

- Current contract awarded in arbitration expires on December 31, 2024
- City began meeting with the Fire Union in February 2024 and held 12 negotiation sessions between March 29 and August 23
- A Tentative Agreement was reached on August 23
- Firefighters ratified the tentative agreement on September 16
 - 76% of membership voted
 - 97.43% voted to ratify





Tentative Agreement

- 3-year agreement effective October 1, 2024, through September 30, 2027
- Provides a 20% base wage increase over three years
- Reallocates certain certification pay to base wages (compounds in future years)
- Compensation increases that keep our firefighters among the best paid in Texas
- 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

Wages and Healthcare

- Wages: 20% wage increase over 3 years
 - 7% October 1, 2024
 - 8% October 1, 2025
 - 5% October 1, 2026
- Healthcare
 - Maintains escalator that increases the premiums paid by those firefighters that pay premiums by 10% each year



Cost of the Contract

- Cumulative incremental cost of the contract is \$109.6 million over three years

Fiscal Year	Cost
2025	\$18.6
2026	38.7
2027	52.3
Total	\$109.6





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