

**THIS IS A DRAFT AND WILL BE REPLACED BY THE FINAL, SIGNED ORDINANCE OR RESOLUTION ADOPTED BY CITY COUNCIL**

**AN ORDINANCE**

**AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 624 FOR A PERIOD EFFECTIVE OCTOBER 1, 2024, THROUGH SEPTEMBER 30, 2027.**

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**WHEREAS**, the City of San Antonio ("City") and The International Association of Fire Fighters Local 624 ("Local 624") met to establish ground rules on February 29, 2024 and commenced negotiating a collective bargaining agreement on March 29, 2024 to succeed the collective bargaining agreement set to expire December 31, 2024; and

**WHEREAS**, on August 23, 2024, the parties reached a Tentative Agreement ("Agreement") on the terms of a complete successor collective bargaining agreement; and

**WHEREAS**, the Agreement was ratified by Local 624 in a membership-wide vote held September 12, 2024 through noon September 16, 2024; and

**WHEREAS**, it is now necessary for City Council to approve the Agreement and authorize its execution; **NOW THEREFORE:**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The City Council hereby approves the International Association of Fire Fighters Local 624 Collective Bargaining Agreement, attached hereto as **Attachment "I"**.

**SECTION 2.** The City Manager, or designee, is hereby authorized to execute the Collective Bargaining Agreement with Local 624 for a period effective October 1, 2024 through September 30, 2027, a copy of which is attached hereto and incorporated herein for all purposes as Attachment I. The terms of the Agreement are hereby approved.

**SECTION 3.** 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 Collective Bargaining Agreement for FY 2026 and FY 2027 would be appropriated upon the approval of those annual budgets.

**SECTION 4.** The financial allocations in this Ordinance are subject to approval by the Deputy Chief Financial Officer, City of San Antonio. The Deputy Chief Financial Officer may, subject to concurrence by the City Manager or the City Manager's designee, correct allocations to specific Cost Centers, WBS Elements, Internal Orders, General Ledger Accounts, and Fund Numbers as necessary to carry out the purpose of this Ordinance.

**SECTION 5.** This Ordinance is effective immediately upon passage by eight or more affirmative votes; otherwise, it is effective on the tenth day after passage.

**PASSED and APPROVED** this 19th day of September, 2024.

**M A Y O R**  
Ron Nirenberg

**ATTEST:**

**APPROVED AS TO FORM:**

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Debbie Racca-Sittre, City Clerk

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Andrew Segovia, City Attorney