

Fire Collective Bargaining

CONFIDENTIAL
7/23/2025



Agenda

- Pending Items
- City Proposal – Compensation / Incentives / Health Care

Pending Items

Pending Items

Local 51/City Proposal	Article	Description	City Response or Counterproposal
Item 3	Article XI-Incentive Pay	New section, Field Training Officer (FTO) pay at 5% above normal pay while assigned a probationary firefighter for the full term of probation (12 months)	City accepts proposal that is combined with Item 5 FTO/Mentor Pay. Effective date to be determined. City Proposal include the following language "Three FTO Coordinator's per shift will qualify for this incentive when assigned duties related to the FTO program."

Pending Items

Local 51/City Proposal	Article	Description	City Response or Counterproposal
Item 26	Article XIII-Uniform Allowance	New section: 1c: upon promotion, all necessary badges, appropriate metal bugle insignia, and appropriate “name tapes” will be provided at no cost to the member	The City accepts the proposal, pending language clarification. Attachment 3 - Section 1. The City will maintain a Uniform Credit System (UCS), whereby each employee will have a predetermined amount of credit to acquire and maintain their uniform items. The credit amount will be equal to the cost of 4 shirts, 4 pants, 1 pair of footwear, 1 belt, 3 pairs of exercise t-shirts, and 1 coat. The employees will use the designated credit to only acquire and maintain uniform items used in the performance of their duties. All uniform items purchased by the employee with said credit must meet the requirements set forth in the department’s uniform policy. In the event an employee’s designated credit is exhausted during the fiscal year and said employee needs or is required to purchase a uniform item(s), the employee will be responsible for acquiring uniform item(s) at their own expense.

Pending Items

Item 28	Article XXIV-Health and Safety	Section 5a: amend the structure and function of the health and safety committee to meet current employee health needs and NFPA 1581 guidance on related programs, as well as the implementation of new legislation related to firefighter health and safety to include, but not limited to, Texas House Bill 4144 and Texas House Bill 198 known as the “Wade Cannon Act”	Section 5(a). A Medical Wellness Advisory Committee shall be maintained and function as follows: h. Meet at least monthly. i. Address matters of safety and health. j. Recommend best practices pertaining to firefighter health and safety using NFPA 1582 as a guiding document. k. The Committee would recommend to develop best practices for annual physicals, the implementation of any legislation that affects the health and safety of firefighters. l. Make recommendations to the Fire Chief. m. Keep minutes of all committee meetings and provide an annual report and forward a copy to the Chief and the Association. n. The Committee shall consist of nine (9) members, four or five (4 or 5) appointed by the Association and four or five (4 or 5) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie. o. The City will provide relief for two Association Safety Committee members when the meetings are conducted while the members are scheduled for regular duty. p. There must be a minimum of five (5) Safety Committee members present to constitute a quorum for a meeting.
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City Proposal

Compensation / Incentives / Health Care



City Proposal 7-24-2026

	Current Agreement	City Proposal
COLA	3%	3%
Fire Step Increase	5%	5%
Add 12 th Step - New	N/A	5% (Starting 9/1/2029)
Health Care – Employee Annual Increase - Decreased	22%	10%
Sick / Vacation Payoff	Sick Leave Incentive	Sick Leave April 2028 & Vacation December 2028
Longevity - Increased	\$5	\$7.5 in FY2027 and FY2028 \$10 in FY2029 and FY2030
Field Training Officer - New	\$0	5% starting on 9/1/2027
Fire Protection Certification – Masters - Increased	\$174	\$224 (Starting 9/1/2026 or FY2027)
Fire Protection Certification – Advanced - Increased	\$144	\$194 (Starting 9/1/2026 or FY2027)
Fire Protection Certification – Intermediate - Increased	\$114	\$164 (Starting 9/1/2026 or FY2027)
Special Team - Hazardous Materials - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - De-Con - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Special Rescue - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team – COMSAR - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Water Rescue - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team – ARFF - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Fire/Arson Investigators - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)





City Proposal 7-24-2026

	FY2027	FY2028	FY2029	FY2030	
COLA 5%	\$2,309,068	\$2,472,189	\$2,801,886	\$3,038,310	
Fire Step Increase 5%	\$3,006,706	\$3,841,531	\$4,465,868	\$6,364,436	
Incentive Pay/Earnings	\$1,046,289	\$1,946,242	\$640,391	\$420,277	
Benefits	\$1,386,657	\$3,398,784	\$2,653,488	\$3,161,182	
Annual Increase	\$7,748,720	\$11,658,745	\$10,561,633	\$12,984,206	\$42,953,304
Cumulative Increase	\$7,748,720	\$19,407,465	\$29,969,098	\$42,953,304	

Health Care

	2026		10% 2027		10% 2028		10% 2029		10% 2030	
Basic	192.41	50,796.24	211.65	55,875.86	232.82	61,463.45	256.10	67,609.80	281.71	74,370.77
	450.65	10,815.60	495.72	11,897.16	545.29	13,086.88	599.82	14,395.56	659.80	15,835.12
	282.99	20,375.28	311.29	22,412.81	342.42	24,654.09	376.66	27,119.50	414.33	29,831.45
	713.36	17,120.64	784.70	18,832.70	863.17	20,715.97	949.48	22,787.57	1044.43	25,066.33
TOTAL		\$99,107.76		\$109,018.54		\$119,920.39		\$131,912.43		\$145,103.67
<i>VARIANCE</i>				<i>9,911</i>		<i>10,902</i>		<i>11,992</i>		<i>13,191</i>
CDHP	20.48	164,659.20	22.53	181,125.12	24.78	199,237.63	27.26	219,161.4	29.98	241,077.53
	109.11	188,542.08	120.02	207,386.78	132.02	228,125.46	145.22	250,938.01	159.74	276,031.81
	57.1	219,264.00	62.81	241,190.40	69.09	265,309.44	76.00	291,840.38	83.60	321,024.42
	124.32	1,008,483.84	136.75	1,109,332.22	150.43	1,220,265.45	165.47	1,342,291.99	182.02	1,476,521.19
TOTAL		\$1,580,949.12		\$1,739,034.53		\$1,912,937.98		\$2,104,231.78		\$2,314,654.96
<i>VARIANCE</i>				<i>158,094.05</i>		<i>173,903.45</i>		<i>191,293.80</i>		<i>210,423.18</i>
TOTAL		1,680,056.88		1,848,052.93		2,032,858.23		2,236,144.05		2,459,758.45
<i>VARIANCE</i>				<i>168,004.81</i>		<i>184,805.29</i>		<i>203,285.82</i>		<i>223,614.40</i>

Counter Proposal

Adjust the Deductible *

Article XIV Section 1a)

Participation in such plan is subject to the employee contributing to such plan at the rate of contribution as agreed to by the parties and the rates agreed to by the parties shall not be amended during the terms of this Agreement without the mutual consent of the parties **except for any changes mandated by federal and/or state law or regulation.**

**Health Savings Account contributions will revert to \$500 for employee only and \$1,000 for employee plus dependent*



Counterproposal

Article XXV - Miscellaneous

Beginning September 1, 2027, and during each fiscal year of this Agreement, if (1) a change in applicable state law materially reduces or limits the City's legal authority to generate or expend revenues, or (2) the City Council adopts a budget that requires voter approval of a tax rate election and the proposed tax rate is not approved by the voters, resulting in a material reduction in available General Fund revenues, the City shall promptly notify the Association and provide financial information supporting the impact of such event.

Following such notice, the City and the Association shall negotiate in good faith for a period of not less than thirty (30) calendar days to discuss the fiscal impact and explore mutually acceptable alternatives to address the resulting budget shortfall while preserving, to the greatest extent practicable, the compensation, staffing, and benefits provided under this Agreement.

If the parties are unable to reach an agreement after the thirty (30) day negotiation period, the Chief Financial Officer shall provide the City Council with a written report describing the fiscal impact, the Association's recommendations, and the City's proposed adjustments. After considering the report and all relevant financial information, the City Council may approve only those adjustments that are reasonably necessary to address the fiscal impact for that fiscal year. Any adjustments shall be limited to the affected fiscal year and implemented in a manner that minimizes the impact on employees to the greatest extent practicable.

The parties acknowledge that this provision is intended solely to address extraordinary fiscal circumstances created by changes in state law or voter action that materially affect the City's revenue authority and is not intended to reopen negotiations during ordinary economic fluctuations or routine budgetary decisions.



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People