

**Wages and Incentives**

Proposal Date: 4/7/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article IX-Wages and other Compensation	Section 1 <ul style="list-style-type: none"> <li>7.5% pay increase upon signing the agreement, effective the first pay period following September 1, 2026</li> <li>7.5% pay increase effective the first pay period following September 1, 2027</li> <li>7.5% pay increase effective the first pay period following September 1, 2028</li> <li>7.5% pay increase effective the first pay period following September 1, 2029</li> </ul>	Comparables to San Antonio and Dallas	Counter Proposal - 1st year - 2.5% pay increase and 5% step increase. Effective date is to be determined. <ul style="list-style-type: none"> <li>2.5% pay increase effective the first pay period of the following fiscal year start</li> <li>2.5% pay increase effective the first pay period of the following fiscal year start</li> <li>2.5% pay increase effective the first pay period of the following fiscal year start</li> </ul>
Item 2	Article XI-Incentive Pay	Section 2b, increase Paramedic assignment pay (PAP) while working on an ambulance from 5% to 10%		City rejects the proposal. No counterproposal offered at this time.
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)	Practice in place with El Paso Police Department, San Antonio Fire Department policy	City accepts proposal that is combined with Item 5 FTO/Mentor Pay . Effective date to be determined.
Item 4	Article XI-Incentive Pay	New section, Bilingual Pay of \$500 per year once employee successfully passes a City administered language test	Current San Antonio, Dallas, Ft. Worth policy  One-time annual payment of \$500 as long as the employee remains proficient in that secondary language.	City will continue to research this item.
Item 5	Article XI-Incentive Pay	New Section, Medical Mentor pay at 5% above normal salary while precepting an EMT-Basic or EMT-Paramedic (3 continuous months maximum); demand expected to increase substantially with EPFD moving to "civilian to paramedic" training academies	Current San Antonio Fire Department Policy	City accepts proposal that is combined with Item 3. Effective date to be determined and pending additional clarification.
Item 6	Article XI-Incentive Pay	New Section, Communications Assignment Pay, 5% pay increase above normal pay for FD uniform personnel assigned to work shifts at Communications	FD employees are pulled from normal assignments to staff positions at communications	City does not accept proposal due to policies current in place such as 8 for 24 and overtime when scheduled off duty.
Item 7	Article XI-Incentive Pay	Section 3, Education Pay increase for all levels by \$50/month; Associates degree increases to \$200/month, Bachelors degree increases to \$250/month, Masters degree increases to \$300/month	Dallas FD and San Antonio FD information provided, both offer higher education incentive pay	City does not accept proposal due to current financial constraints. Instead continuing the Tuition Assistance Program provides assistance to the employees advancing their education.
Item 8	Article IX-Wages and Other Compensation	Section 8, longevity pay to increase to \$10 per month per year of service, not to exceed \$250/month	Dallas FD and San Antonio FD information provided, pay structure varies, but Dallas FD has a higher longevity pay structure	City accepts the proposal. Effective date to be determined.
Item 9	Article XI-Incentive Pay	Section 1, Texas Commission on Fire Protection Certification Pay for structural firefighter certification levels increased by \$50/month; Intermediate to \$164, Advanced to \$194, Master to \$224	Dallas FD and San Antonio FD information provided, Dallas incentive pay scale far exceeds EPFD	City accepts the proposal. Effective date to be determined.
Item 10	Article XI-Incentive Pay	New Section, Flight Medics and Critical Care Paramedics incentive pay of PAP (5%) plus (5%) for a total of (10%) while working on a ground critical care transport unit; and pay of PAP (5%) plus (10%) for a total of (15%) while working as a paramedic on an aircraft transport unit (FIREstar)	Program was created without a pay or incentive structure for paramedics who must obtain and maintain highly demanding certifications above and beyond normal EPFD paramedic requirements, and operate in a hazardous environment with the potential for aircraft accidents and crew loss; no data available from comparable departments.  <ul style="list-style-type: none"> <li>Total paramedic incentive pay while working on a ground critical care transport unit: 10%</li> <li>Total paramedic incentive pay while working on the helicopter: 15%</li> <li>Paramedic monthly incentive pay of \$500 monthly</li> </ul> Would create 3 levels of monthly incentive pay: Critical care paramedics: \$500 monthly currently 40hr paramedics \$300 monthly currently 56hr paramedics \$400 monthly	Counter proposal department is working on the policy to identify critical care paramedics 5% incentive pay.

Item 11	Article XI-Incentive Pay	<p>Section 5, Specialty Teams incentive pay</p> <ul style="list-style-type: none"> <li>•Increase from \$75/month to \$150/month;</li> <li>•Add Critical Care paramedics and Peer support members as specialty teams;</li> <li>•members can stack a maximum of (2) teams for a potential maximum total of \$300/month;</li> <li>•No cap on the number of specialty team members to be paid each shift</li> </ul>	Dallas FD and San Antonio FD information provided; specialty team defined as a team within the EPFD that requires a specialized certification and additional training to maintain the certification	Counterproposal - The City supports the addition of critical care and peer support as specialty teams along with the stacking maximum of two (2) for a potential maximum of \$150/month. No cap on the number of specialty team members.
Item 12	Article IX-Wages and Other Compensation	Section 6, increase working out of class pay (WOC) to 10%		City does not accept proposal. No counterproposal offered at this time.

**Examinations and Promotions**

Proposal Date: 4/17/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article XXIII-Examinations and Promotions	Section 1 • Requesting language change from “days” to “calendar days” for the 30 and 60 requirements for vacancies	Requesting the inclusion of the text “calendar days” as the standard measure of time for Article XXIII.	City accepts the proposal.
Item 2	Article XXIII-Examinations and Promotions	Section 3a • Requesting language clean-up, no change to the intent of the section. New language proposed: <b><u>“Three points will be added to the score of an applicant taking a promotional exam who holds a locally credentialed paramedic certification”</u></b>		City accepts the proposal.
Item 3	Article XXIII-Examinations and Promotions	Section 4-last sentence Requesting change from “3” to “4” Assistant Chiefs	Current Department structure maintains (4) Assistant Chief positions	City accepts the proposal.
Item 4	Article XXIII-Examinations and Promotions	Section 9 Requesting language change for entire article	Increase the number of committee members under this section to (9) personnel; this committee will be tasked with all the items currently listed in the CBA from 2022-2026, with the additional duties of: - Research for 3rd party vendor for test writing - Research for 3rd party testing facility - Developing a promotional testing process that involves rank specific testing - Developing a standardized testing procedure and manual	City accepts the proposal.
Item 5	Article XXIII-Examinations and Promotions	Section 13 New paragraph Requesting the addition of a new paragraph addressing issues with promotions involving specialized assignments and 40-hour positions	Add language in new paragraph: “If the vacancy involves specialized assignments, including but not limited to positions within Special Operations, the Training Academy, or 40-hour spot/division head assignments, candidates shall be selected in order of certification and seniority, provided the candidate meets the minimum qualification standards established for the assignment.”	Counterproposal - Combine request with Item 4 (above).

**Drug and Alcohol Testing Policy: Appendices G,H,I (consolidated)**

Proposal Date: 4/17/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Appendices G, H, I	<p>All inclusive</p> <p>Requesting the consolidation of appendices G,H, I into a single “drug and alcohol testing policy” with (2) significant changes</p>	<p>Employee will only be issued a 30-day suspension if they FAIL to complete a City mandated/approved drug and alcohol rehab program within 180 days from the initial positive test.</p> <p>Employees are still subject to the disciplinary matrix, and any relapse or a second positive drug/alcohol test during their career will subject them to actions up to and including termination.</p> <p>If employee is determined to NOT be at fault, they should not be required to submit to post-accident drug and alcohol testing.</p>	<p>The City rejects the proposal. The City recognizes substance abuse as a treatable condition and supports employee assistance, rehabilitation opportunities, and wellness resources. However, firefighters occupy safety-sensitive positions requiring the highest standards of fitness for duty, sound judgment, and public trust.</p> <p>Regarding positive drug or alcohol tests, the City believes disciplinary action should remain available immediately following a confirmed positive test in accordance with the disciplinary matrix, applicable policy, and the circumstances of each case.</p> <p>Limiting discipline until an employee fails to complete rehabilitation within 180 days unduly restricts management's ability to address misconduct, protect public safety, and maintain operational readiness.</p> <p>The City also opposes the proposed restriction on post-accident drug and alcohol testing. Post-accident testing serves important public safety, risk management, workers' compensation, liability, and regulatory compliance functions.</p> <p>Determinations of fault are often not immediately known following an incident, and testing may be necessary to preserve evidence, ensure workplace safety, and comply with applicable laws and standards.</p> <p>The City is willing to discuss language that reinforces access to rehabilitation programs, employee assistance resources, and return-to-duty requirements while preserving management's authority to administer discipline and conduct post-accident testing consistent with departmental policy and operational needs.</p>

**Extra Board (XB) and Overtime (OT)**

Proposal Date: 4/17/2026

<b>Local 51 Proposal</b>	<b>Article</b>	<b>Description</b>	<b>Information Provided</b>	<b>City Response or Counterproposal</b>
Item 1	Article X- Overtime Pay	New Section: "Comp. Time"-creating a new section establishing the criteria for the use of comp time to compensate employees for work performed beyond their normal schedule; standardize the accrual rate of comp time accrual at 1.5 hours for every hour worked; adding language to include the addition of 1 hour of travel when employee is compensated with comp time. This change mirrors the current 1.5-hour rate and 1 hour of travel for overtime paid. (article X section 1 and section 3)	Creation of a new section under article X titled "compensatory time"- compensatory time accrued at a rate of 1.5 hours for every hour worked and if an employee is compensated with compensatory time, then 1 hour of travel will be included in the compensatory time accrual total.	The City accepts the proposal.
Item 2	Article X- Overtime Pay	Section 10: increase of maximum compensatory time accrual and payout limits upon separation	Increasing the maximum accrual to 480 hours of compensatory time. Maximum 240 hours of payout upon separation.	Counterproposal - The City proposes increasing the maximum accrual from 144 to 240 hours of compensatory time. Increasing maximum from 80 to 120 hours of payout upon separation.

**Leave (vacation/sick leave)**

Proposal Date: 5/5/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal												
Item 1	Article XVI-Holidays and Vacations	Section 2a: Number of vacation slots per shift <ul style="list-style-type: none"> <li>• Create (3) new vacation slots available per shift, increasing the number from (44) to (47)</li> <li>• Will require changing how 2-day vacations are allotted, based on rank as outlined in section 10</li> </ul>	Increase the number of vacation slots per shift to 47 from current 44	The City rejects the proposal with no counter proposal at this time. Department is currently evaluating staffing needs as the current vacation slots requires extraboard.												
Item 2	Article XVI-Holidays and Vacations	New Section: Vacation Sell-Back <ul style="list-style-type: none"> <li>• Provide uniform employees with the option to sell back accrued vacation/holiday time</li> <li>• Minimum bank thresholds would be established</li> <li>• Would mirror the current sick leave sell-back program</li> </ul>	Create a vacation/holiday sell-back program with the following guidelines: <ul style="list-style-type: none"> <li>•56-hour employees must maintain an minimum balance of 288 hours of combined vacation/holiday leave and 40-hours must maintain a minimum balance of 192 hours</li> <li>•Annual sell-back limits for 56-hour employees: 180 hours</li> <li>•Annual sell-back limits for 40-hour employees: 120 hours</li> <li>•Vacation/holiday sell back would occur 6-months from the sick leave sell back</li> </ul>	Counterproposal - The City proposes the following: <ul style="list-style-type: none"> <li>•56-hour employees must maintain a minimum balance of 600 hours of combined vacation/holiday leave and 40-hours must maintain a minimum balance of 400 hours</li> <li>•Annual sell-back limits for 56-hour employees: 180 hours</li> <li>•Annual sell-back limits for 40-hour employees: 120 hours</li> <li>•Vacation/holiday sell back effective date to be determined.</li> </ul>												
Item 3	Article XVI-Holidays and Vacations	Section 2: Vacation Accrual Rates <ul style="list-style-type: none"> <li>• Update the current vacation rate of accrual by 0.25 days per month for each tier</li> <li>• Create a new tier for employees with 5-10 years of credited service with the Department</li> </ul>	Increase the vacation accrual rates as follows: <table border="1" data-bbox="972 820 1312 987"> <thead> <tr> <th>Years of service</th> <th>Accrual Rate</th> </tr> </thead> <tbody> <tr> <td>0-5 years</td> <td>1.25 days per month</td> </tr> <tr> <td>5-10 years</td> <td>1.5 days per month</td> </tr> <tr> <td>10-15 years</td> <td>1.75 days per month</td> </tr> <tr> <td>15-20 years</td> <td>2 days per month</td> </tr> <tr> <td>20+ years</td> <td>2.25 days per month</td> </tr> </tbody> </table>	Years of service	Accrual Rate	0-5 years	1.25 days per month	5-10 years	1.5 days per month	10-15 years	1.75 days per month	15-20 years	2 days per month	20+ years	2.25 days per month	The City rejects the proposal with no counter proposal at this time.
Years of service	Accrual Rate															
0-5 years	1.25 days per month															
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10-15 years	1.75 days per month															
15-20 years	2 days per month															
20+ years	2.25 days per month															
Item 4	Article XVI-Holidays and Vacations	Section 4: maximum accrual of vacation time: <ul style="list-style-type: none"> <li>• Increase the maximum number of vacation/holiday time that a uniform employee can accrue, from the current 75 days of vacation/holiday, to 90 days</li> </ul>	Increase the maximum vacation/holiday accrual to 90 days from the current 75 days	The City rejects the proposal with no counter proposal at this time.												

**Insurance and Health/Safety**

Proposal Date: 5/5/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article XIII-Uniform Allowance	Section 1b Delete the word "initial" and change to "annual" and delete "work jacket" and "tie" from annual allotment	Section 1b: delete the word "initial" and change to "annual". Also delete the items of "work jacket" and "tie," as these are items that do not require annual replacement.	Language Cleanup - The Department is currently changing the wording to match the current process.
Item 2	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	For promotions, employees will receive the necessary amount of metal badges, metal collar devices (bugles), and shirt tapes necessary for the appropriate rank, and not be required to use their annual monetary allotment to purchase those items.	The City accepts the proposal, pending language clarification.
Item 3	Article XIII-Uniform Allowance	New section: 1d: Each member will receive their new uniform allotment every October 1	Set a date when new uniform allotment/ordering will be made available, possibly October 1.	Counterproposal - By November 1st.
Item 4	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"	Increase the number of committee members to (9), allowing for more member participation. Assign co-chairs for the committee, one selected by the Fire Chief and the other by the President of Local 51. Redefine the role of the committee to include those items in the current CBA and: <ul style="list-style-type: none"> <li>• establishing best practices pertaining to firefighter health and safety using NFPA 1582 as a guiding document</li> <li>• the committee would be responsible for helping develop best practices for annual physicals, the implementation of the Wade-Cannon Act, and other legislation as necessary</li> <li>• "Advise and Consent" role with the selection of medical professionals hired to conduct annual physicals as outlined in NFPA 1582</li> <li>• Oversight/Steering for Peer Support program</li> </ul>	The City accepts the restructuring of all committees to nine (9) members with quorum of five (5) members.
Item 5	Article XXIV-Health and Safety	Section 6: add section 6a; formalize the peer support team program and place under the revised Health and Safety committee	Formalize the Peer Support program and place it under the supervision and guidance of the Health and Safety Committee as mentioned in item 4 of this document	Currently being reviewed by department.
Item 6	Article XIV-Insurance	New section: creation of a labor-management committee, tasked with earnestly researching the feasibility and structure of a Health Care Trust for Uniform Fire Department employees	Local 51 is requesting a formal discussion with the City, to explore options for altering the structure of our current health insurance program to address: <ul style="list-style-type: none"> <li>• Premiums (current costs, expected future costs)</li> <li>• Discussion on how the formulary is developed for prescription medications</li> <li>• Provider changes</li> <li>• Legislation on the horizon, and how that will impact the overall health insurance program</li> <li>• Development of a tiered system that would explore options for providing affordable health insurance for retirees</li> </ul>	Refer to Item 8
Item 7	Article XIV-Insurance	In line with the intent of House Bill 4144, discuss the changing of the current insurance structure to include premium rates, and inclusion of recently retired firefighters	Begin dialogue about a healthcare trust system with the appropriate City specialists. Local 51 will coordinate presentations from other fire departments that have successfully implemented this type of system, providing a better understanding of Local 51's intentions and commitment to taking care of our members as well as lowering the financial burden for the City.	Refer to Item 8
Item 8	Article XIV-Insurance	In line with item 6 of this document, discuss the proposed plan to move all uniform Fire Department employees to a Health Care Trust to manage health insurance for active and recently retired firefighters. Format exists in multiple fire departments across the country including Ft. Worth and partially in Houston. Intent is to streamline healthcare for firefighters and substantially reduce health insurance costs for the City.	Create a Health Care Trust Committee, tasked with earnestly researching options for moving to a health care trust system. This system has been successfully implemented in many other fire departments across the country, including Texas. The committee would be created no later than (1) year after the signing of this contract, with the intent of implementing a full health care trust system at the end of this contract, providing a full (3) years for research and development.	The City accepts of the proposal to create a Health Care Trust Committee and evaluate the creation of a Discipline Review Board. The City rejects the proposal of implementing a full health care trust system at the end of this contract.

**Administration**

Proposal Date: 5/12/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article V-City's Retained Prerogatives and Article VI-Existing conditions	<p>Article V-Section 2: City's right to command and direct working forces...and subcontract functions other than actual fire fighting activities and emergency basic and advanced life support:</p> <p><b>Add NEW section:</b> use of FD personnel for functions outside the stated intent of Article V section 2 and Article VI sections 1,3,4: Examples: Mobile Integrated Health (MIH), Critical Care Treatment and transport paramedics-specifically FIREstar paramedics (agreement with Air Methods); Emergency Call Takers-911 center (staffing civilian call-taker positions due to high turnover); Infection Control Officer (historically an RN position) not in compliance with current first responder standards; Senior management for Health Department-during COVID; Staffing of migrant shelters and first aid stations during migrant crisis; Mobile Stroke Unit (agreement with UMC) staffed with EPFD personnel; Proposal to use FD personnel to conduct annual physicals for FD personnel (historically completed by contracted company-Concentra).</p> <p><b>Add Memorandum of Understanding (MOU)</b> clause for all changes to job specifications for firefighter and emergency medical technician job titles, and any additional tasks assigned outside of the stated intent of Article V section 2 and Article VI sections 1,3,4 in the current CBA and the intent of Texas Local Government Code section 143.</p>	<p>New section: Article V section 2a or Article VI section 5: implement a "Memorandum of Understanding (MOU)" clause for any proposed job description changes and additions of tasks and functions outside the normal scope of work for firefighters and emergency medical technicians. The purpose of the MOU clause is to ensure firefighters are represented properly, and issues related to additional certifications, pay, schedules, work conditions, and safety issues are addressed and agreed upon by the City and Local 51, prior to the implantation of any new programs.</p>	<p>At this time the City retains operational control but agrees that communication between Local 51 and the Fire Chief in these cases.</p>
Item 2	Article XXV-Miscellaneous Provisions	<p>Section 1: providing copies of documents to employees/stations.</p> <p><b>Amend the article</b> to reflect current administrative capabilities to include the use of electronic documents.</p>	<p>Amend the article to reflect the way business is conducted within EPFD, specifically the use of electronic documents.</p>	<p>The City accepts the proposal.</p>
Item 3	Article XXV-Miscellaneous Provisions	<p>Section 3: <b>Amend the article</b> to include categorization of repairs needed at fire stations, based on severity and timelines to address the issues/repairs.</p>	<p>Create a tiered system for fire station and facility repairs.</p> <p>For example: Section 3a: NEW The city shall maintain all Fire Department facilities in a safe, sanitary, and habitable condition. Items listed below shall be repaired within the timelines see forth under each category, unless delayed by circumstances beyond the City's control.</p> <p>Station Habitability and Quality of Life Repairs Quality-of-life items, including but not limited to living room amenities, bedroom sleeping quarters, and cooking facilities shall be addressed within 14 calendar days.</p> <p>Critical Conditions Critical conditions include, but are not limited to: no operable toilets, no HVAC during extreme heat or cold, no potable water, electrical hazards, sewage backup, lack of hot water for an extended period, or any other condition that materially affects employee health or safety. The city shall initiate a response as soon as practicable and shall provide temporary mitigation within twenty-four (24) hours.</p> <p>Urgent conditions (partial bathroom outage, apparatus bay door malfunctions, non-critical bay HVAC issues, etc.): response initiated within 1 business day and repair scheduled within 5 business days.</p>	<p>Counterproposal - The City proposes to send this proposal for an evaluation and review by the Equipment/Apparatus/Facilities Committee (See Item 8)</p>
Item 4	Article XXV-Miscellaneous Provisions	<p>Section 7: <b>Amend the article</b> to include language stating personnel will not be obligated or expected to use personal electronic devices to conduct City business, to include instances where City devices, networks, applications, or network connections are malfunctioning or not operating properly.</p>	<p>Local 51 would like to amend article 7 to include text stating that FD personnel will not be obligated or expected to use personal electronic devices to conduct city business. This would include times when City devices, networks, applications, or network connections are malfunctioning or not operating properly.</p>	<p>The City accepts the proposal for language clean-up.</p>
Item 5	Article XXV-Miscellaneous Provisions	<p>Section 15: Delete entire section, no longer applicable.</p>	<p>Delete section 15, ARFF cross-training at the EPFD training academy.</p>	<p>The City accepts the proposal.</p>

Item 6	Article XXV-Miscellaneous Provisions	Section 16: Discuss and address the 40-hour operations (former EMS) text in the article. May no longer be applicable.	<p>Discuss future hiring plans for EPFD, and if section is no longer relevant and not expected to be relevant during the duration of this contract, the section should be deleted.</p> <p>-----</p> <p>Section 16 currently states:  "Section 16. Fire Department employees who are forty-hour operations personnel (former FMS employees) will be allowed to qualify for and attend the Fire Training Academy to obtain certification as structural fire fighters. The Fire Chief will determine the number of employees who may attend each scheduled Academy. Selection will be based on seniority. Forty- hour operations personnel who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other FMS employee has had the initial chance to attend."</p>	The City accepts the proposal.
Item 7	Article XXVIII-Association Dues	Section 1: Amend the section to include text: "...the City will electronically deduct from the pay of each employee who has executed an authorization slip, membership dues levied by the Association in accordance with its Constitution and By-Laws".	Amend the section o include text: "...the City will <b>electronically</b> deduct from the pay of each employee..."	The City accepts the proposal.
Item 8	New Article-Labor and Management Relations	<p>New article will incorporate all existing and proposed labor-management committees to include:</p> <ol style="list-style-type: none"> <li>(1) Medical Wellness Advisory Committee (will replace the current Health and Safety Committee)</li> <li>(2) Equipment/Apparatus/Facilities Committee: NEW</li> <li>(3) Professional Development Promotional Committee: NEW</li> <li>(4) Paramedic Advisory and Medical Review Committee: NEW</li> <li>(5) Rules and Regulations Committee: RESTRUCTURE</li> <li>(6) Fitness Committee: RESTRUCTURE</li> </ol>	<p>New Article: will incorporate all existing labor-management committees, create new committees as outlined below, and establish guidelines for meeting requirements to include documentation, meet and advise responsibilities for department initiatives directly affecting firefighter health, safety, wellness, work conditions, equipment needed to perform the job, program improvement, promotional opportunities, professional development, and compensation.</p> <p>Below is a list of requested committees, which will require future discussions to structure and formalize. We are also requesting that all committees increase in member size, to allow more participation and input, and to ensure there are enough committee members present to properly conduct business.</p> <p>Requested committees:</p> <ol style="list-style-type: none"> <li>(1) Medical Wellness Advisory Committee (will replace the current Health and Safety Committee, guide the development of cancer screening and annual physical initiatives, using NFPA 1582 as a guiding document)</li> <li>(2) Equipment/Apparatus/Facilities Committee: NEW</li> <li>(3) Professional Development/Promotional Committee: NEW</li> <li>(4) Paramedic Advisory and Medical Review Committee: NEW</li> <li>(5) Rules and Regulations Committee: RESTRUCTURE</li> <li>(6) Fitness Committee: RESTRUCTURE</li> </ol>	<p>Counterproposal - The City accepts the following committees of nine (9) members with a quorum of five (5):</p> <ol style="list-style-type: none"> <li>(1) Medical Wellness Advisory Committee (will replace the current Health and Safety Committee)</li> <li>(2) Equipment/Apparatus/Facilities Committee: NEW</li> <li>(3) Professional Development/Promotional Committee: NEW</li> <li>(4) Paramedic Advisory and Medical Review Committee: NEW</li> <li>(5) Rules and Regulations Committee: RESTRUCTURE</li> <li>(6) Fitness Committee: RESTRUCTURE</li> </ol>