



Briefing on 2025 Collective Bargaining Tentative Agreement Between the City of Austin and the Austin Firefighters Association

Roxana I. Stevens, Deputy Labor Relations Officer

Austin Labor Relations| December 18, 2025

Good Faith Collective Bargaining Process



- Negotiations for a Fire Labor Agreement fall under Texas Local Government Code Chapter 174 Collective Bargaining following voter approval in 2004.
- 60 Day Statutory Bargaining Period
 - Began on July 30, 2025 and ended September 28, 2025
 - **September 26, 2025 - COA and AFA Reached Initial Tentative Agreement**
 - Agreement to submit some details to mediation
 - October 24, 2025 - Initial Tentative Agreement published
- October 16, 2025 - AFA launched Petition for Charter Amendment regarding 4-Person Staffing and Limitations on units/fire stations out of service
- November 6, 2025 – COA requests AFA to go back to the table on proposed Charter Amendment issues – returned to bargaining table on December 4 and 5, 2025
- **December 5, 2025 – New Complete Tentative Agreement** – published December 12, 2025
- Mandatory Binding Interest Arbitration if an Impasse were to occur

Benefits of the Agreement



- Improves Opportunities for Recruitment and Retention
- Enhances Hiring and Promotions
- Competitive Pay Package
- Competitive Modified Reduced Work Schedule
- Addresses 4-Person Staffing
- 4-Year Agreement provides mutual agreement and stability for both the COA and Fire Fighters on all issues

Tentative Agreement



- 4 Year Agreement
 - YR 1 (FY 25 - 26)
 - YR 2 (FY 26 - 27)
 - YR 3 (FY 27 - 28)
 - YR 4 (FY 28 - 29)

Tentative Agreement



- Fire Chief will have authority to:
 - Establish, eliminate or modify schedules of work subject to the provisions of the Agreement
 - Control the Hiring Processes
 - Hold continuous and enhanced hiring processes
 - Create and utilize a modified hiring process to hire already certified fire fighters working in other jurisdictions and get them in the field quicker
 - Appoint all Division Chiefs and Assistant Chiefs
 - Utilize non-sworn employees in the Recruiting Section, the Public Information Section and the Air Shop of the Austin Fire Department

Tentative Agreement



- Promotional Process will be streamlined and more efficient for fire fighters trying to promote through the ranks and provide more promotional opportunities
- AFA has given up the sick leave buy back program to provide savings to go towards the additional full-time employees needed for the later implementation of a modified reduce work week shift schedule known as the “Austin Schedule”

Tentative Agreement



- In March 2026, operations firefighters will revert from the current 52-hour work week to a 53-hour work week to provide savings to go towards the additional full-time employees needed for the Austin Schedule to be implemented in October 2027
 - Giving back the two (2) Kelly days from last Award
 - Results in a 1.89% decrease in the hourly wage, same annual pay
 - The firefighters are moving back to 53-hour work schedule to cost share for the 49.8-hour schedule provided by the Austin Schedule implementation in Year 3 of the Agreement

Tentative Agreement



- Work Week Reduction – Implementation of the “Austin Schedule”
 - YR 3 (FY 27 – 28), no later than October 2027, Fire Fighters in Operations will shift to the “Austin Schedule”
 - **1 day on, 3 days off, 2 days on, 3 days off shift rotation schedule**
 - Alternative schedule of 1 day on, 2 days off (24/48) available by request and as approved by the Fire Chief to accommodate hardships such as childcare, etc.
 - **Average work week of 49.8 hours** – reduction from the current average 52-hour work week
 - Accomplished by one 24-hour Kelly Day every 27-day work period; resulting in 13 Kelly Days per year

Tentative Agreement



- Work Week Reduction – Implementation of the “Austin Schedule”
 - Results in a 6.43% increase in the hourly wage, same annual pay
 - Overtime threshold will be adjusted in line with the average 49.8-hour work week schedule
 - Fire fighters must work 192 hours per 27-day work period before being eligible to receive overtime
- Work Week Reduction – Implementation of the “Austin Schedule”
 - The City will add to the Fire Department’s authorized strength, and include in the hiring process, 54 firefighter full-time employee positions for the implementation of the “Austin Schedule” as follows:
 - Year 1 (FY 25 – 26) – 22 fire fighters
 - Year 2 (FY 26 – 27) – 32 fire fighters

Tentative Agreement



- Wages

- Year 1 Pay Scale Adjustment (3% to 6.21%) and One-time Lump Sum Payment of \$1100
 - Step 0 (entry level probationary firefighter) - 6.21% increase
 - Step1 firefighter (1 year experience) – 5.55% increase
 - Step 2 firefighter (2 years experience) – 5.06% increase
 - All others – 3.96% increase
 - Battalion Chief/Division Chief – 3% increase
 - This was done by reducing the increase from Captain rank to Battalion Chief rank from 9% to 8%
 - All rank differentials are 8%
- Year 2 Across the Board Increase of 3.0%
- Year 3 Across the Board Increase of 3.5%
- Year 4 Across the Board Increase of 4%

Tentative Agreement



- Projected Cost of Agreement over the 4 years is \$63 million dollars
 - Year 1 Cost is \$5,913,706
 - Contract includes guardrail provision regarding funding and availability of funding
- 2 companion agenda items after Agreement approval:
 - (1) Agenda Item 2 - budget amendment; and
 - (2) Agenda Item 3 - authorized strength

Tentative Agreement

■ 4-Person Staffing

- AFA agrees to not pursue or support, directly or indirectly, any Charter Amendment and/or law that addresses Ordinance No. 20181213-045, Fire Department staffing levels, minimum staffing for apparatus(es), apparatus(es) in service and out of service, and/or fire stations in service and out of service.
 - If a law and/or Charter Amendment is enacted during the term of the Agreement that addresses the above, the City Council may vote to expire the Agreement and require that it is renegotiated
- City agrees it will not amend, revise or rescind Ordinance No. 20181213-045, an Ordinance Requiring Four-Person Staffing for All Fire Department Emergency Response Apparatus.

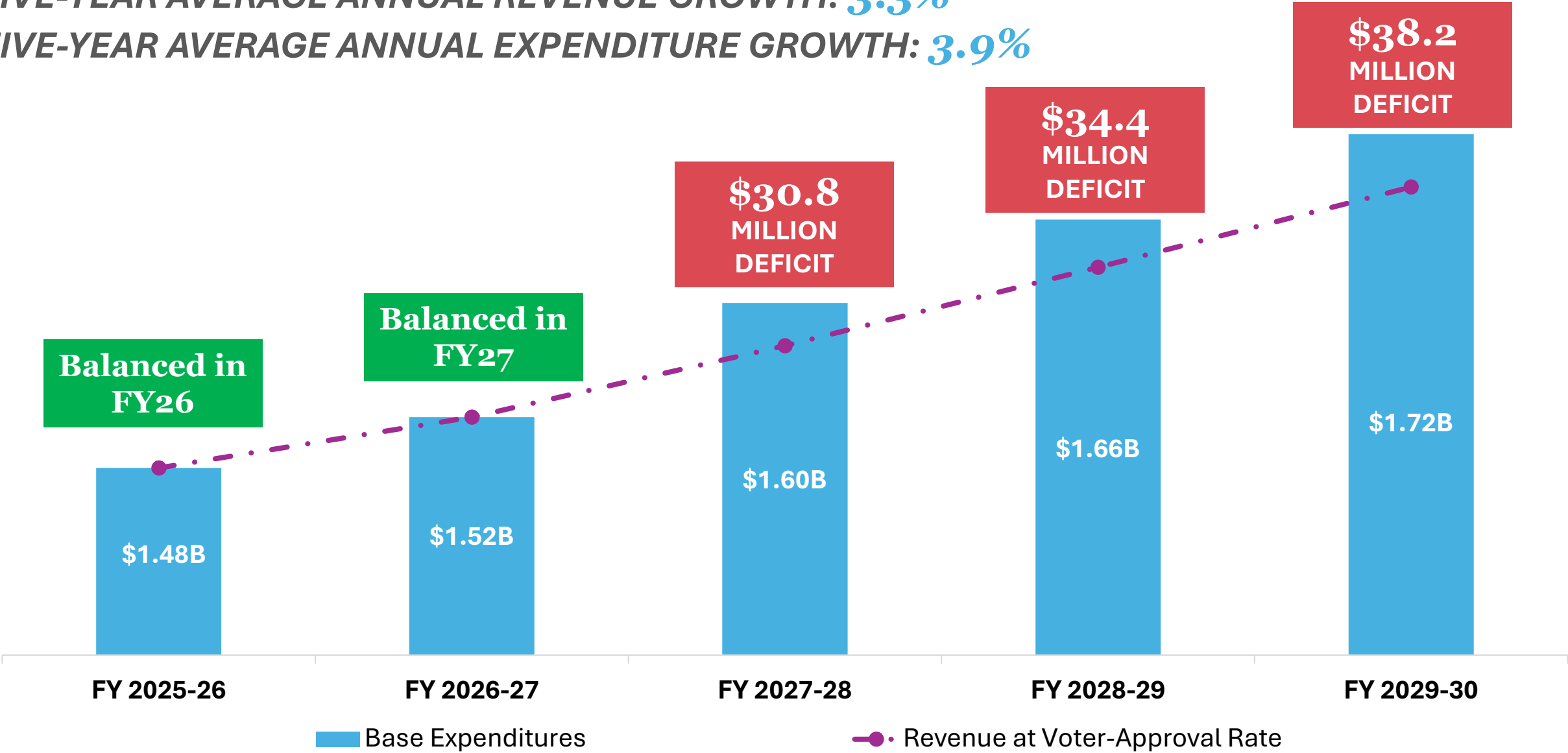
Tentative Agreement

- 4-Person Staffing
 - Clarity and Mutual Understandings on provisions of Ordinance No. 20181213-045 (4-Person Staffing Ordinance) including:
 - Unforeseen staffing shortages
 - Flexibilities included in the 4-Person Staffing Ordinance
 - Collaborative Processes included to:
 - Consider revisions to 4-Person Staffing Ordinance
 - Take apparatuses and/or fire stations out of service during city wide severe financial crises or department level unforeseen budget issues

General Fund Five-Year Base Forecast

FIVE-YEAR AVERAGE ANNUAL REVENUE GROWTH: 3.3%

FIVE-YEAR AVERAGE ANNUAL EXPENDITURE GROWTH: 3.9%





QUESTIONS?

Briefing on 2025 Collective Bargaining Tentative Agreement Between the City of Austin and the Austin Firefighters Association

Roxana I. Stevens, Deputy Labor Relations Officer

Austin Labor Relations| December 18, 2025



Briefing on 2025 Collective Bargaining Tentative Agreement Between the City of Austin and the Austin Firefighters Association

Roxana I. Stevens, Deputy Labor Relations Officer

Austin Labor Relations| December 18, 2025