



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

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Roxana I. Stevens, Deputy Labor Relations Officer

Austin Labor Relations | November 17, 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
  - **COA and AFA Reached Tentative Agreement on September 25, 2025**
    - Agreement to submit some details to mediation
    - Tentative Agreement published on October 24, 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
- 4-Year Agreement provides stability for both the COA and Fire Fighters

# 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 \$370
    - Step 0 (entry level probationary firefighter) - 6.21% increase
    - Step 1 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 \$62.8 million dollars
  - Year 1 Cost is \$5,663,706
  - Contract includes guardrail provision regarding funding and availability of funding
- 2 companion agenda items after Agreement approval:
  - (1) Agenda Item 49 - authorized strength, and
  - (2) Agenda Item 50 - budget amendment



# QUESTIONS?

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