



City of Austin

Recommendation for Action

File #: 25-2219, **Agenda Item #:** 48.

11/20/2025

Posting Language

Approve execution of a four-year Collective Bargaining Agreement with the Austin Firefighters Association relating to wages, hours, and terms and conditions of employment for certain employees of the Austin Fire Department. Funding: \$5,663,706 is available in the General Fund Operating Budget. This item is related to Council Items #49 and #50.

Lead Department

Management Services

Fiscal Note

Funding in the amount of \$5,663,706 is available in the General Fund Operating Budget. This item is related to Council Items which transfers the appropriation from the General Fund Operating Budget to the Austin Fire Department's Operating Budget.

Prior Council Action:

September 28, 2017 - Council approved a prior collective bargaining agreement with the Austin Firefighters Association (AFA). Current CBA was implemented by an arbitration award in 2023.

September 29, 2022 - Council approved an interim collective bargaining agreement with the AFA.

March 9, 2023 - Council approved an extension of the collective bargaining agreement with the AFA.

For More Information:

Roxana Stevens, Deputy Labor Relations Officer, 512-978-0754.

Additional Backup Information:

In May 2014, Austin voters approved collective bargaining rights for firefighters under the provisions of Texas Local Government Code, Chapter 174. The current Collective Bargaining Agreement (CBA) was set to expire on September 30, 2025, but currently remains in effect pursuant to a limited holdover provision. Beginning in July 2025, the City and the Austin Firefighters Association (AFA) Local 975 entered into negotiations for a successor CBA. On September 26, 2025, the City and the AFA reached consensus on a tentative agreement for a successor CBA. If approved by a majority of the Association membership and City Council, the tentative agreement will take effect on November 20, 2025 for a four (4) year period and will be effective through September 30, 2029. The AFA membership is expected to have their vote completed on the proposed CBA on November 19, 2025. In the event that membership approves the proposed CBA, the proposed CBA is submitted for approval by Council, as required by the Texas Local Government Code.

The proposed CBA with the AFA is provided as backup.

The CBA contains strategic changes that enhance recruitment and operations, including these key provisions:

The proposed Agreement addresses recruitment and retention; addresses competitiveness amongst

comparable public sector fire departments including wages and hours of work, allows the Chief to appoint additional executive staff, including all Assistant Chiefs and Division Chiefs; authorizes the Chief to staff more positions with non-sworn employees; authorizes flexible and continuous hiring process approved by the Chief; allows a more streamlined and efficient promotional process; and has a plan for implementation of the “Austin Schedule,” which is a modified reduced work week fire operations shift schedule that will be staffed with a larger workforce of firefighters.