

2025 Austin Fire Collective Bargaining Negotiations  
City of Austin & Austin Firefighters' Association

**12.5.2025 TENTATIVE AGREEMENT**

**Complete Tentative Agreement to Include the Following:**

- 1. Resolved Issues – Tentative Agreement of September 26, 2025**
  - **Final Document of Tentative Agreement dated October 24, 2025**
    - **Voted on by AFA and approved by 72%**
  
- 2. Plus**
  - A. Total Lump Sum Payment in the amount of \$1100**
    - i. Includes adjustment of lump sum payment amount in the contract calculated up to January 10, 2026 with effective date of all other monetary items to be the pay period beginning on January 11, 2026; and**
    - ii. additional \$250,000 towards Lump Sum Payment**
  
  - B. Increase in Exception Vacation Maximum Accruals**
    - i. Maximum accrual of exception vacation shall be as follows:**
      - 1. Operations Shift Schedule employees – 288**
      - 2. 40-hour work week employees - 192**
  
  - C. The Unresolved Matters Raised by AFA's Petition for Charter Amendment as Outlined in Article 34 entitled Staffing Levels for Emergency Response Apparatus**

**Article 34**

**Staffing Levels for Emergency Response Apparatus**

**Section 1. Commitment**

The parties agree to discuss the important subjects covered by this Article during their negotiations for a successor Agreement.

## **Section 2. Four-Person Staffing**

For the term of this Agreement,

- A. The 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.
- B. The 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.
- C. The City agrees to comply with the provisions of Ordinance No. 20181213-045 with the following clarifications and understandings:
  1. Subject to Subsections 2, 3, 4 and 5 below, to all Austin Fire Department engine companies, aerial companies (including quint, ladder, and truck companies), and rescue companies actively engaged in tactical level firefighting activities must be staffed with a minimum of four firefighters.
    - i. This subsection does not expand the scope of Ordinance No. 20181213-045 but rather provides clarity on the terms used for the apparatuses subject to the four-person staffing requirement under the Ordinance.
  2. The four-person requirement does not apply to apparatus used in a supervisory or support capacity.
  3. The four-person requirement does not apply in the presence of any of the conditions defined in Part C of resource condition Level III (Emergency), or higher, in the Austin Fire Department emergency operations plan, General Order Number G301.1, effective date 10/1/2011.
    - i. Recognizing that General Orders need to be updated from time to time, if the City wishes to make adjustments to General Order Number G301.1, effective date 10/1/2011, the City may convene a joint labor management committee be formed to discuss the issue. Three (3) members of the AFA appointed by the AFA President and three (3) members of the City shall meet for no more than 30 days to discuss General Order Number 301.1 and may propose any changes to it.

- ii. If and only if there is consensus amongst the 6 members to change the General Order, the recommendation will go to the Chief, who has the final authority whether to accept or reject the recommendation.
  - 4. If rare, catastrophic emergency response conditions exist, the City Manager may alter staffing levels to best adapt to the conditions present, in which case, the four-person requirement does not apply. The City Manager shall notify City Council of any alterations made under this Subsection.
    - i. “[R]are, catastrophic emergency response conditions” as referred to in Ordinance No. 20181213-045 shall be determined by the City Manager or the Fire Chief.
  - 5. Engine, aerial, or rescue companies may be staffed with three firefighters for a period not to exceed three hours, and fire stations or emergency response apparatus may be removed from service for a period not to exceed three hours, in the event of unforeseen staffing shortages.
    - i. If there exists an unforeseen staffing shortage and the City is working in good faith to resolve this unforeseen staffing shortage condition as soon as possible, then any temporary staffing of apparatus with three firefighters and temporary removal of fire stations or apparatus from service under this Subsection 5 are not grievable under Article 20.
- D. If either the City or the Association wish to amend Ordinance No. 20181213-045, either side may request that a joint labor management committee be formed to discuss the issue. Upon the request, three (3) members of the AFA appointed by the AFA President and three (3) members of the City shall meet for up to 30 days to discuss the Ordinance and may propose any changes to it. If there is consensus amongst the 6 members to change the Ordinance, the recommendation will be forwarded to the City Council, who has the final authority whether to accept or reject the recommendation. Any amendment approved by the City Council pursuant to a consensus recommendation of the committee is considered to be in compliance with this Agreement.

### **Section 3. Station(s) and/or Apparatus(es) Out of Service**

#### **A. City Wide Severe Financial Crisis**

1. No Austin Fire Department emergency apparatus or fire station in working order shall be closed, shut down, or taken out of service for budgetary reasons unless the City of Austin Chief Financial Officer (CFO) certifies that there is a severe financial crisis that impairs the City's ability to provide essential police, fire and emergency medical services through completing the following process:
  - a) "Severe financial crisis", "budgetary reasons" and "impairs" are as defined by the CFO. The CFO's certification shall be provided in writing to the City Council and the AFA.
  - b) If the Chief Financial Officer certifies that a severe financial crisis impairs the City's ability to meet its obligation to provide essential police, fire, emergency medical services, and the City is considering closing or taking one or more fire stations and/or apparatuses out of service for budgetary reasons, then the parties agree to convene a joint labor management committee for no more than 30 days for the sole purpose of making recommendations to the Chief and the City Manager on options, locations, and length of shut down.
  - c) The joint committee shall consist of six members – three (3) members of the AFA appointed by the AFA President and three (3) members of the City. The committee shall endeavor to make consensus recommendations. Only recommendations with three votes or more will be forwarded to the Chief and the City Manager.
  - d) Once the recommendations have been made, this committee shall be adjourned.
  - e) The City shall take into consideration all forwarded recommendations made by the committee before making a final decision.
  - f) The City shall provide the final decision in writing to the City Council and the AFA at a Regular or Special Council Meeting, as an advisory agenda item, including the details of the locations and

length of closing or taking a fire station(s) and/or an apparatus(es) out of service for budgetary reasons.

- g) To the extent that the final decision requires a budget amendment, the City Council must ratify the decision for it to take effect.

## **B. Department Level Unforeseen Budget Issues**

1. Beginning Fiscal Year 2026-2027, if the City needs to make substantial budget reductions to the Austin Fire Department budget that were unforeseen at the time of the budget's adoption, the City shall convene a joint labor management committee for the sole purpose of making recommendations to the Chief and the City Manager on options for department budget reductions.
2. The joint committee shall consist of six members – three (3) members of the AFA appointed by the AFA President and three (3) members of the City. The committee shall endeavor to make consensus recommendations. Only recommendations with three votes or more will be forwarded to the Chief and the City Manager.
3. Once the recommendations have been made, this committee shall be adjourned.
4. The City shall take into consideration all forwarded recommendations made by the committee before making a final decision.
5. The City shall provide the final decision in writing to the City Council and the AFA at a Regular or Special Council Meeting, as an advisory agenda item. If the final decision includes taking stations and/or apparatuses out of service, the advisory agenda item shall include the details of the locations and length of closing or taking a fire station(s) and/or an apparatus(es) out of service.
6. To the extent that the final decision requires a budget amendment, the City Council must ratify the decision for it to take effect.

## **Section 4. Miscellaneous**

If there is any law and/or Charter Amendment enacted during the life of this Agreement 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, City Council may vote to cause this

Agreement to expire ninety (90) days after the enactment of the law or Charter Amendment and to require the Agreement to be re-negotiated. This subsection supersedes the expiration date of September 30, 2029, provided for in Article 30, Section 1. A.