



# City of Austin

## Recommendation for Action

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**File #:** 25-2668, **Agenda Item #:** 117.

12/11/2025

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### **Posting Language**

Authorize negotiation and execution of an agreement with the Austin Firefighters Association, Local 975 for a short term extension of the current Appendix A of the Arbitration Award, Collective Bargaining Agreement between the City of Austin and the Austin Firefighters Association, Local 975, which is set to expire on December 29, 2025. Funding: This item has no fiscal impact.

### **Lead Department**

Management Services.

### **Fiscal Note**

This item has no fiscal impact. This action continues the current funding of the current Appendix A of the Arbitration Award, Collective Bargaining Agreement between the City of Austin and the Austin Firefighters Association, Local 975 from the Austin Fire Department budget until the ratification of a successor agreement or the parties end mediation, whichever comes first.

### **Prior Council Action:**

September 28, 2017 - Council approved a prior collective bargaining agreement with the Austin Firefighters Association (AFA).

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. Current Collective Bargaining Agreement (subject of the extension sought through this agenda item) was implemented by an arbitration award in 2023.

### **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), which was awarded following an arbitration proceeding between the City and the Austin Firefighters Association, Local 975 (AFA), was set to expire on September 30, 2025, but currently remains in effect pursuant to a limited holdover provision which extends the Agreement by up to ninety (90) days, with an expiration date of December 29, 2025.

Beginning in July 2025, the City and the AFA 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. Also on September 26, 2025, the AFA and the City agreed to engage in a mediation to continue the negotiated resolution of the remaining details and written language for the tentative successor CBA.

After September 26, 2025, additional issues arose between the City and AFA that were discussed during the November 18, 2025 work session for the Austin City Council.

The City and the AFA have agreed to continue their mediation and return to the bargaining table to address the outstanding matters that are not addressed in the current tentative agreement.

The proposed extension of the current CBA between the City and the AFA will permit the City and AFA to continue bargaining without the current CBA expiring.

Public negotiations are currently set for December 4, 2025 and December 5, 2025.