

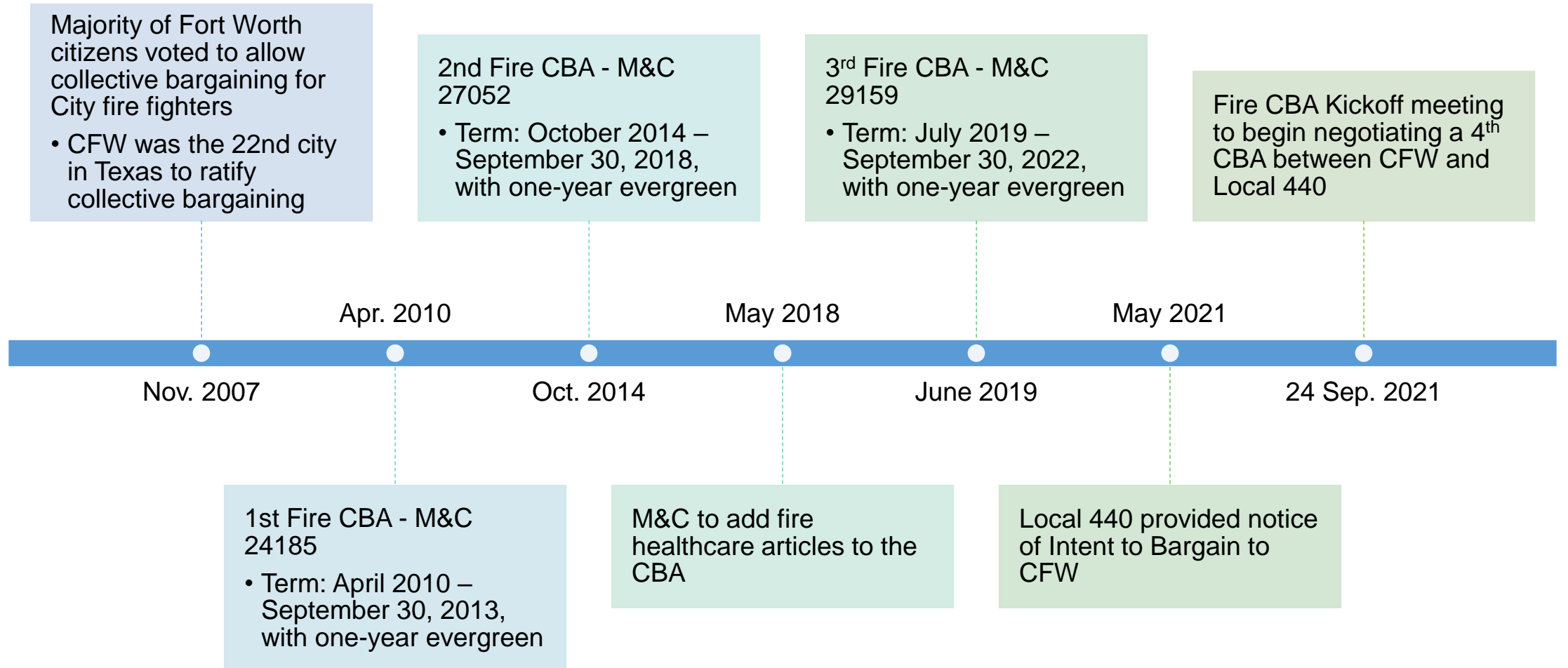
# Fire Collective Bargaining Agreement Overview & Highlights

Fire Collective Bargaining Team

Tuesday, October 18, 2022

Work Session Presentation

# Collective Bargaining History in Fort Worth



## Six Guiding Principles

1. Recruit and retain the best firefighters.
2. Ensure that Fort Worth can be competitive in the metroplex employment market.
3. Train and properly equip firefighters.
4. Provide a safe and supportive work environment.
5. Create a path for career growth and additional educational and training attainment.
6. Stay within the budgeted 4%.

# Collective Bargaining Agreement Terms

## Current Agreement

- July 1, 2019 – September 30, 2022
- Evergreen Period to September 30, 2023

**Negotiations** on successor agreement began on September 24, 2021

## New Agreement

- **October 26, 2022 – September 30, 2026**
- **Evergreen Period to September 30, 2027**

# City Negotiating Team

Chief Jim Davis  
– CBA Team  
Resource

Chris Troutt, City  
Attorney's Office

Dianna  
Giordano,  
Human  
Resources

Kacey Bess ,  
Human  
Resources

Christina  
Brooks,  
Diversity &  
Inclusion

Cayce Lay  
Lamas –  
Planning & Data  
Analytics

Chief Ray Hill ,  
Fire

Chief Derek  
Edwards, Fire

Chief Richard  
Jordan, Fire

Mark Rauscher,  
Fire

Vonda Coleman,  
Finance

Randi Allison  
Human  
Resources

John Samford,  
Finance

Harold Cates,  
Human  
Resources

Sandra Huerta,  
Human  
Resources

Monique  
Irwinsky, Human  
Resources

Sam Kigo,  
Human  
Resources

Donlen Ruffin, IT

Brittney Wills  
Human  
Resources

Venu Kovela,  
Human  
Resources

Valerie  
Washington,  
Lead Negotiator,  
ACM

# Key Non-Wage Changes

# Overtime and Daily Staffing

- Clarified use of vacation relief ratio positions
- Set number for minimum daily staffing as of September 30, 2022
  - Minimum Daily Staffing = 248
  - Includes staffing (14 FF's) for new Station 45 set to open October 2022

<b>Minimum Daily Staffing - 248*3 = 744</b>	
Seven Battalion Chiefs	7
One Shift Tech	1
One duty Paramedic	1
Two SCBA staff	2
One Shift Commander	1
Fire Companies	236

## Vacation & Holiday Leave

- Increase the number of vacation slots available for use by two (2) in FY23 and by two (2) more in FY24:
  - Total of 40 daily vacation slots by FY 2024
- Firefighters not scheduled to work a holiday but are called-in or volunteer to work on the holiday will receive a premium pay of two (2) times their regular rate of pay.
- Updated language to reflect nine (9) recognized holidays with the addition of Juneteenth.



# Hiring and Staffing

## • **Hiring**

- Added a probationary review process for recruits that are hired and trained after this CBA is signed.
- Probationary period changed from one year after commission date to completion of 100 24-hour shifts.
- Probationary fire fighters, after their commission date, are eligible to use any type of leave they have accrued

## • **Staffing Standards**

- Clarified the ability to staff apparatus using 3-persons, for up to five hours, once daily per apparatus.

## • **Chaplain Program**

- Clarified that one (1) FF will be appointed to serve as chaplain:
  - Does not designate that it must be a full-time role.
  - Allows other support members to be city staff or outside consultants, i.e.: social workers.
  - Provides use of a city vehicle and if it is not available, language that allows for mileage reimbursement.

# Discipline and Grievances

- **Discipline**

- Added language regarding firefighters not receiving backpay or the ability to go to civil service commission to request back pay under specific circumstances when a firefighter is temporarily suspended without pay.

- **Grievances**

- Added a Step 3 review to the grievance steps allowing the City Manager to review and provide a resolution ahead of the option to arbitrate.

## Health and Safety

- **Annual Fire Department Physicals**
  - Added requirement that firefighters must annually obtain a physical examination that is paid for by the city.
- **Uniform and Personal Equipment Maintenance Allowance**
  - Added an annual personal protection equipment allowance of \$250.00/per FF.
- **Retention of Helmet, Badge & Weapon Upon Retirement**
  - Added language allowing firefighters who end their careers in good standing to retain their helmet and badge, and if in arson, a good standing firefighter may purchase their duty weapon.

## Economic Indicator Language

- Added **economic indicator review process** to review funding availability under dire economic conditions.
- Two (2) or more of the indicators are needed, and the indicators **must occur in successive years**:
  - New growth of less than 1.0%
  - Taxable values attributed to reappraisals is less than 2.5% compared to prior year
  - Sales tax net collections at zero or declining growth for two (2) quarters.

## Other Fire CBA Changes

- **Management Rights**
  - Clarified management right to staff/equip the Fire Department.
  - Refined civilian positions that may be used in the Fire Department.
- **Maintenance of Standards**
  - Fire Department Management agreed to place departmental rules in an easily accessible location and format on FD Intranet.
  - The unintentional failure to post a policy does not render it unenforceable.
- **Association Business Leave**
  - Place the union president in a non-exempt 40-hours staff role.

## Other Fire CBA Changes (cont.)

- **Payroll Deductions**

- Added language allowing the Local 440 to engage in special assessments of its members.
- The Local 440 must provide to the City the reason for the assessment.

- **Firefighter Healthcare**

- Language was added to the CBA to address measures taken, and to be taken, by the City and the Association regarding determining what investment parameters apply to funds in the Association's Healthcare Trust.

- **Secondary Employment**

- Clarified that a fire fighter who has secondary employment cannot perform that work while on duty.

## Reopeners

60-Day  
Reopeners  
allowed for  
the  
following:

- Changes to City's **Leave Structure**
- Changes to **Promotional Process for Battalion Chiefs**
- Changes to **economic conditions over successive years**

# Wages & Other Compensation



# CBA Survey Data Overview

On average, CFW is at or slightly above mid-range for most positions:

- FF - CFW is at 96% of the market median
- Engineer - CFW is at market median
- Lieutenant - CFW is at market median
- Captain - CFW is at market median
- Battalion Chief - CFW is slightly above market median
- Deputy Chief - CFW is above market median
- Assistant Chief - CFW is above market median

FWFD is an attractive department and does not have issues getting applicants to sign-up for entry-level tests

Offer 10 more (27 v 17) incentive pay types than other comparable cities

CFW offers the highest tax-exempt education reimbursement package allowed by the IRS (\$5,250 annually, compared to an average of \$2,964 annually)

# CBA Wage Increases

Annual Across-the-Board Increases	
FY23 effective November 5, 2022	5% across the board, plus annual step raises
FY24 effective October 1, 2023	3.1% across the board, plus annual step raises
FY25 effective October 1, 2024	3% across the board, plus annual step raises
FY26 effective October 1, 2025	3% across the board, plus annual step raises

- FY23 pay increases are effective the first full pay period in November:
  - Saturday, November 5, 2022
- No retroactive pay

## Appointed Ranks

- Deputy Chiefs and Assistant Chiefs:
  - Currently appointed rank positions are at a competitive market rate
  - Outside of the Deputy Chief of Operations, appointed rank positions do not earn overtime.
- Adjusting pay ranges to address wage compression concerns.
- Pay range minimums and maximums will increase annually by the ATB percentage increase for each fiscal year:
  - The Chief sets the salary for appointed positions within the applicable range set out in the CBA.
- Ensure appointed rank positions are desirable.

## Incentive Pays

- Simplified payout by changing from monthly to biweekly pay.
- Increased incentives for Education and Texas Commission on Fire Prevention Certification pay by .5%.
- Created two (2) new Specialized Duty Assignments:
  - Community Paramedic Program
  - SCBA Technicians
- Eliminated cap on Program Coordinators and Section Managers eligible for incentive pays.

## Duration and Termination

- 4-year term with a 1-year evergreen.
- No wage increases during evergreen period:
  - Except those eligible for step raises and longevity pay increases as set out in City policy.

## Key Accomplishments

- Provides fair and **competitive compensation** to fire fighters and will allow FWFD to effectively recruit and retain highly-qualified personnel.
- Maintains appropriate **management rights** of the Chief.
- Strengthens **health and safety** protocols.
- Allows City to revisit contract terms in consideration of dire **economic conditions**.

# Fire CBA Fiscal Impact - 4-year Agreement

4% Cost of Contract - \$20.4M

Pay Structure Across the Board Increases to Steps - \$16.9M

- FY23 – 5%
- FY24 – 3.10%
- FY25 – 3%
- FY26 – 3%

Personal Protective Equipment Annual Allowance - \$250 per FF \$1.2M

Backfill Special Assignment Pay Union President - \$473k

Incentives - \$742k

Holiday Pay 2x OT Forced Hires - \$987k

## Fire CBA - Next Steps

**October 14<sup>th</sup>**

- Notified by Local 440 that the proposed CBA was ratified by over 50% of the Association's voting members.

**October 18<sup>th</sup>**

- Work Session presentation to Mayor/Council outlining the proposed CBA provisions

**October 25<sup>th</sup>**

- M&C presented to Mayor and Council to approve Fire CBA

**October 26<sup>th</sup>**

- Effective start date of new CBA

**November 5<sup>th</sup>**

- Implementation of pay increases set for the pay period beginning



# Questions



# Thank you

