

2015 Negotiations between  
City of Corpus Christi &  
Corpus Christi Fire Fighters Association

UA-10 Wages and UA-11 Supplemental Pays City's Counter-Proposal 07.07.15 9am  
Responds to  
UA-10 Association Proposal 5.19.15 @ 9:00 a.m. and  
UA-11 Association Proposal 4.23.15 @ 9:00 a.m.

**ARTICLE 10**  
**BASE WAGES, FIRE FIGHTER CLASSIFICATIONS & STEPS**

**Section 1. Fire Fighter Current Classifications & Steps.**

A. **Current Classifications (Ranks) & Steps.** The current classifications (ranks) and the seniority steps within classifications, for the Department are as follows:

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1. Cadet: Step 1 (entry level)  
Step 2 (12 months in rank – approx. 4% raise)
2. Firefighter I: Step 1 (entry level)  
Step 2 (6 months in rank – approx. 4% raise)  
Step 3 (18 months in rank – approx. 5% raise)  
Step 4 (30 months in rank – approx. 6% raise)  
Step 5 (120 months in rank – approx. 2% raise)

In order to qualify for the 120 month step, a Firefighter I must have 120 months of service in the Corpus Christi Fire Department, not including time as a cadet, and hold a current advanced Structure Fire Protection Personnel Certification from the Texas Commission on Fire Protection and a Paramedic Certification.

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3. Firefighter II: Step 1 (entry level)  
Step 2 (6 months in rank – approx. 2% raise)  
Step 3 (18 months in rank – approx. 2% raise)  
Step 4 (30 months in rank – approx. 2% raise)  
Step 5 (120 months in rank – approx. 6% raise)
4. Fire Captain: Step 1 (entry level)  
Step 2 (6 months in rank – approx. 3% raise)  
Step 3 (18 months in rank – approx. 3% raise)  
Step 4 (30 months in rank – approx. 4% raise)  
Step 5 (120 months in rank – approx. 5% raise)
5. Battalion Chief: Step 1 (entry level)  
Step 2 (6 months in rank – approx. 5% raise)

- Step 3 (18 months in rank – approx. 5% raise)
- Step 4 (30 months in rank – approx. 5% raise)
- Step 5 (120 months in rank – approx. 4.5% raise)

B. **Re-Opener Clause.** The Parties acknowledge and agree that the City’s agreement to this Section does not waive the City’s right under Texas Local Gov’t Code §143.021 to establish, by ordinance, the classifications within the Fire Department, and the number of positions within those classifications. Therefore, the current classifications and the numbers within those classifications adopted herein may be subject to change. However, should the City change the current classifications, it agrees to provide the Association with advance notice and an opportunity to reopen negotiations to address changes, if any, that reclassification would have on subjects that are proper for collective bargaining negotiations. Should such negotiations result in an impasse, the parties agree to use the Impasse Procedure specified in Article xx to resolve the impasse. Any change will be implemented only after bargaining is completed and an agreement reached.

Deleted: base wages, step salaries, eligibility for promotion, and any adverse effects on Fire Fighters affected by the change

**Section 2. Wages**

A. Commencing on the date this Agreement is ratified, the applicable monthly pay rates for the current classifications and steps within the Department will be as follows which includes a 1.5% increase:

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	Title	Start	6mos	12mos	18mos	30mos	120mos
	Cadet	3145		3280			
1.5%	Firefighter I	4019	4198		4391	4675	4781
	Firefighter II	4781	4875		4976	5085	5401
	Fire Captain	5401	5558		5717	5933	6201
	Batt. Chief	6201	6482		6777	7084	7402

B. All the current classifications and steps within the Department will receive the following percentage pay raises on the following dates:

- October 1, 2015 1.0%
- October 1, 2016 0.5%
- October 1, 2017 0.5%
- October 1, 2018 0.5%

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¶ Within one month of the date this Agreement is ratified, each Fire Fighter will receive an additional salary payment determined as follows:¶

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**ARTICLE 11  
SUPPLEMENTAL PAYS**

**A. Certification Pay**

Fire Fighters who possess the below-listed certifications from the appropriate State Agency shall receive monthly certification pay in the amounts indicated below:

Intermediate Fire Certification	\$20 per month
Advanced Fire Certification	\$25 per month
Master’s Fire Certification	\$30 per month
Certified EMT	\$35 per month
Certified Paramedic	\$75 per month

for 2014-15, 2015-16, 2016-17

\$100 per month

for 2017-18, 2018-19

Fire Prevention Insp.	\$35 per month
Arson Investigator	\$75 per month
Basic Instructor	\$35 per month
Intermediate Instructor, Advanced Instructor or Master Instructor	\$75 per month

**B. Assignment Pay**

a. **Operations Assignments.** Fire Fighters who are regularly assigned to perform one of the below-listed jobs will receive Assignment Pay in the amounts indicated:

HAZ-MAT	\$50 per month <u>for 2014-15, 2015-16, 2016-17</u> \$75 per month <u>for 2017-18, 2018-19</u>
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**Section 1. Longevity Pay. ¶**

¶ Longevity pay shall be \$6.00 per month for each complete year of service up to a maximum of 2515 years of service. Thereafter, longevity pay shall be \$4.00 per month for each additional complete year of service after 15 years to a maximum of 25 years of service. ¶

**Section 2. Certification Pay. ¶**

¶ Fire Fighters who possess the below-listed certifications from the appropriate State Agency shall receive monthly certification pay in the amounts indicated below.¶

- <#>Intermediate Fire Certification . . . \$5020 per month¶
- <#>Advanced Fire Certification . . . \$10025 per month¶
- <#>Master’s Fire Certification . . . \$15030 per month¶
- <#>Certified EMT . . . . . \$7535 per month¶
- <#>Certified Paramedic . . . . . \$20075 per month¶
- <#>Fire Prevention Insp. . . . . \$10035 per month¶
- <#>Arson Investigator . . . . . \$15075 per month¶
- <#>Basic Instructor . . . . . \$5035 per month¶
- <#>Intermediate, Advanced or Master Instructor - \$10075 per month¶

**Section 3. Assignment Pay.¶**

¶ A. **Operations Assignments.** Fire Fighters who are regularly assigned to perform one of the below-listed jobs will receive Assignment Pay in the amounts indicated.¶

- ¶ HAZ-MAT . . . . . \$15050 per month¶
- ¶ Rescue Truck/Station (if HAZ-MAT qualified) . . \$15050 per month¶
- ¶ EMS Supervisor . . . . . \$150 per month¶
- ¶ Boat Rescue Station . . . . . \$150 per month¶
- ¶ Battalion 1 . . . . . \$150 per month¶
- ¶ Ambulance . . . . . \$5025 per assigned shift¶

¶ B. **Staff Assignments.** Individuals regularly assigned to forty (40) hour week jobs will receive Assignment Pay in the amounts indicated.¶

- ¶ 0-3 years . . . . . \$200150 per month¶
- ¶ 4-5 years . . . . . \$250200 per month¶
- ¶ 6 or more years . . . . . \$275225 per month¶

**Section 4. Pay for Higher-Class Duties. ¶**

¶ A. A Fire Fighter who is temporarily required to perform the duties of a higher classification for a continuous period of four (4) or more hours shall be paid higher-class pay as follows:¶

- ¶ Acting Firefighter II . . . . . \$5418.00 per shift¶
- ¶ Acting Captain . . . . . \$7224.00 per shift¶
- ¶ Acting Battalion Chief . . . . . \$10836.00 per shift¶
- ¶ Acting Assistant Chief . . . . . \$14448.00 per shift¶

¶ Higher Class pay shall not be considered as a component of salary or compensation for purposes of drag up pay, leave sell back or overtime.¶

Rescue Truck/Station (if HAZ-MAT qualified)	\$50 per month
Ambulance Duty	\$25 per shift worked <u>for 2014-15, 2015-16,</u> <u>2016-17</u>
	<u>\$35 per shift worked</u> <u>for 2017-18, 2018-19</u>

b. **Staff Assignments.** Individuals regularly assigned to forty (40) hour week jobs will receive Assignment Pay in the amounts indicated:

0-3 years	\$150 per month
4-5 years	\$200 per month
6 or more years	\$225 per month

**C. Temporary Duties in Higher Classification Pay**

A Fire Fighter who is temporarily required to perform the duties of a higher classification for a continuous period of four (4) or more hours during any shift shall be paid temporary duties in higher classification pay as follows:

Acting Fire Fighter II	\$18 per shift
Acting Captain	\$24 per shift
Acting Battalion Chief	\$36 per shift
Acting Assistant Fire Chief	\$48 per shift

Temporary duties in higher classification pay shall not be considered as a component of salary or compensation for purposes of drag up pay, leave sell back or overtime.

This section is intended to totally pre-empt the requirements of Texas Local Gov't Code §§141.033(b) and 143.038(b) as they pertain to the payment for temporary performance of higher classified duties.

**D. Education Incentive Pay**

**1. Limitations.** In order to receive Educational Incentive Pay, a Fire Fighter must have:

- (i) received his/her degree from an accredited college or university; and

- (ii) successfully completed his/her probationary period.

Education Incentive Pay under this Article shall not be considered as a component of salary or compensation for purposes of drag up pay or leave sell back.

2. **Educational Incentive Pay Amounts.** Fire Fighters who receive a degree from an accredited college or university will be paid Educational Incentive Pay as follows:

- |       |                    |                 |
|-------|--------------------|-----------------|
| (i)   | Associate's Degree | \$100 per month |
| (ii)  | Bachelor's Degree  | \$200 per month |
| (iii) | Master's Degree    | \$250 per month |

The Fire Fighter will commence receiving the appropriate amount the first pay period following presentation of a copy of his/her degree to the City's Human Resources Department.

**E. Longevity Pay**

Longevity pay shall be \$6.00 per month for each complete year of service up to a maximum of 15 years of service. Thereafter, longevity pay shall be \$4.00 per month for each additional complete year of service after 15 years of service up to a maximum of 25 years of service.