

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

Association Proposal – 7.21.15 @ 9:00 a.m.
[Responds to City Proposal 7.20.15 @ 3:00 p.m.]

ARTICLE 10
BASE WAGES, FIRE FIGHTER CLASSIFICATIONS & STEPS

Section 1. Fire Fighter Classifications & Steps.

A. **Current Classifications & Steps.** The current classifications, and the seniority steps within such classifications, for the Fire Department are as follows:

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

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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 or an EMS Certification of EMT-B or higher.

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3. Firefighter II: Step 1 (entry level)
Step 2 (6 months in rank)
Step 3 (18 months in rank)
Step 4 (30 months in rank)
Step 5 (120 months in rank)
4. Fire Captain: Step 1 (entry level)
Step 2 (6 months in rank)
Step 3 (18 months in rank)
Step 4 (30 months in rank)
Step 5 (120 months in rank)

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5. Battalion Chief: Step 1 (entry level)
Step 2 (6 months in rank)
Step 3 (18 months in rank)

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Step 4 (30 months in rank)
Step 5 (120 months in rank)

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 of positions within those classifications, adopted 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 only to address changes, if any, that reclassification would have on base wages, step salaries, eligibility for promotion, and other 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.

Section 2. Wages

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

- October 1, 2015 3.5%
- October 1, 2016 2.0%

However, should comparable Corpus Christi police officers receive a pay raise during any of the fiscal years that commences after the effective date of this Agreement, and such increase is larger than that provided for Fire Fighters in that same year, Fire Fighters will receive the same pay increase(s). For purposes of this provision, the following Fire Fighter and Police classifications are deemed comparable:

- Fire Fighter I & Police Officer
- Fire Fighter II & Senior Officer
- Fire Captain & Police Lieutenant
- Fire Battalion Chief & Police Captain

Deleted: A. - Commencing on the date this Agreement is ratified, the applicable monthly pay rates for the current classifications and steps within the Department will increase by 1.5% and thus will be as follows:¶

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<#>October 1, 2018 . 1.0%¶

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