

Collective Bargaining Agreement

City of Corpus Christi and the Corpus Christi
Professional Firefighters Association



August 13, 2024

Collective Bargaining

- Current Fire Collective Bargaining Agreement
 - October 1, 2020 to September 30, 2024
- New Fire Collective Bargaining Agreement
 - October 1, 2024 to September 30, 2028
- **City of Corpus Christi Negotiating Team:**
 - ✓ Michael Rodriguez, City Manager's Office
 - ✓ Gabriel Rodriguez, City Attorney's Office
 - ✓ Eddie Houlihan, Budget
 - ✓ Rebecca Castillo, Human Resources
 - ✓ Deputy Chief Doug Matthijetz, CCFD
- **Corpus Christi Professional Firefighters Association Negotiating Team:**
 - ✓ Johnny R. Stobbs, President
 - ✓ Arturo Caceres
 - ✓ Ronald Crabtree
 - ✓ Anthony Keith
 - ✓ Jack Arnold
 - ✓ Chris Guilianelle
 - ✓ Randy Smart
 - ✓ Jason Cook

Timeline

- Initial meeting was held on March 6
- Final Tentative Agreement Reached on May 1
- Eight meetings before reaching a tentative agreement





Highlights of the Agreement

- 4-year contract with a total cost of \$28 Million
 - Salary increases:
 - Year 1 - 7% (One-time stipend of \$2,000 for FF I's on 10/1/24)
 - Year 2 - 3%
 - Year 3 - 4%
 - Year 4 - 4%
 - New Dog Handler Pay of 0.5 hour of Overtime on days off
 - New On Call Compensation of \$1/hour for all hours on-call
 - Specialty Station Assignment Pay increase from \$125 to \$150 per month starting in Year 3
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Agreement Highlights

- Step restructure of 3.25% between pay steps and 0.5% between ranks
- New Driver Operator Assignment Pay of \$60 per month
- Volunteer Wellness Program (Early Cancer Screening)
- Full Migration to City's High-Deductible Plan and One Time HSA contribution of \$2,000 for all firefighters
- Increase in Health & Benefits Trust contribution from \$165,000 to \$225,000 annually

Firefighter Salaries

- On average the increase for all ranks in Year 1 will be approximately 9%
- On average the increase over the four years will be:
 - 20% average increase over the four years





Association Ratification

- The Corpus Christi Professional Firefighters Association ratified the Agreement on July 10.

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