

AFA Proposal - 8.27.25 - Adjustments

Adjustment	2026	2027	2028	2029
Assignment Pay				
Baseline	\$100.00	\$100.00	\$100.00	\$100.00
AFA Proposal - 8.27.25	\$100.00	\$100.00	\$100.00	\$100.00
Base Wage Increase - per hour				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	6%	5%	5%	4%
Bilingual - per year				
Baseline	\$2,100.00	\$2,100.00	\$2,100.00	\$2,100.00
AFA Proposal - 8.27.25	\$2,100.00	\$2,100.00	\$2,100.00	\$2,100.00
Education Pay - Advanced - per month				
Baseline	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
AFA Proposal - 8.27.25	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
Education Pay - Associate Degree - per month				
Baseline	\$600.00	\$600.00	\$600.00	\$600.00
AFA Proposal - 8.27.25	\$600.00	\$600.00	\$600.00	\$600.00
Education Pay - Bachelor Degree - per month				
Baseline	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
AFA Proposal - 8.27.25	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Education Pay - Master's Degree - per month				
Baseline	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
AFA Proposal - 8.27.25	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
Fire Pension				
Baseline	12.7%	12.7%	12.7%	12.7%
AFA Proposal - 8.27.25	12.7%	12.7%	12.7%	12.7%
Fire Pension Employee Contrib.				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	0%	0%	0%	0%
Hourly Rate Increase for Reduced Work Week - per hour	0%	0%	0%	0%

Adjustment	2026	2027	2028	2029
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25				
Insurance - per year				
Baseline	\$16,396.00	\$16,396.00	\$16,396.00	\$16,396.00
AFA Proposal - 8.27.25	\$16,396.00	\$16,396.00	\$16,396.00	\$16,396.00
Kelly Day				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	0%	4.7%	4.7%	4.7%
Kelly Days - Additional - per year				
Baseline	\$0.00	\$0.00	\$0.00	\$0.00
AFA Proposal - 8.27.25	\$0.00	\$0.00	\$0.00	\$0.00
Longevity 1 - per year				
Baseline	\$100.00	\$100.00	\$100.00	\$100.00
AFA Proposal - 8.27.25	\$100.00	\$100.00	\$100.00	\$100.00
Longevity 10 - per year				
Baseline	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
AFA Proposal - 8.27.25	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Longevity 11 - per year				
Baseline	\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00
AFA Proposal - 8.27.25	\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00
Longevity 12 - per year				
Baseline	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
AFA Proposal - 8.27.25	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Longevity 13 - per year				
Baseline	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00
AFA Proposal - 8.27.25	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00
Longevity 14 - per year				
Baseline	\$1,400.00	\$1,400.00	\$1,400.00	\$1,400.00
AFA Proposal - 8.27.25	\$1,400.00	\$1,400.00	\$1,400.00	\$1,400.00
Longevity 15 - per year				
Baseline	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
AFA Proposal - 8.27.25	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00

Adjustment	2026	2027	2028	2029
Longevity 16 - per year				
Baseline	\$1,600.00	\$1,600.00	\$1,600.00	\$1,600.00
AFA Proposal - 8.27.25	\$1,600.00	\$1,600.00	\$1,600.00	\$1,600.00
Longevity 17 - per year				
Baseline	\$1,700.00	\$1,700.00	\$1,700.00	\$1,700.00
AFA Proposal - 8.27.25	\$1,700.00	\$1,700.00	\$1,700.00	\$1,700.00
Longevity 18 - per year				
Baseline	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
AFA Proposal - 8.27.25	\$1,800.00	\$1,800.00	\$1,800.00	\$1,800.00
Longevity 19 - per year				
Baseline	\$1,900.00	\$1,900.00	\$1,900.00	\$1,900.00
AFA Proposal - 8.27.25	\$1,900.00	\$1,900.00	\$1,900.00	\$1,900.00
Longevity 2 - per year				
Baseline	\$200.00	\$200.00	\$200.00	\$200.00
AFA Proposal - 8.27.25	\$200.00	\$200.00	\$200.00	\$200.00
Longevity 20 - per year				
Baseline	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
AFA Proposal - 8.27.25	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
Longevity 21 - per year				
Baseline	\$2,100.00	\$2,100.00	\$2,100.00	\$2,100.00
AFA Proposal - 8.27.25	\$2,100.00	\$2,100.00	\$2,100.00	\$2,100.00
Longevity 22 - per year				
Baseline	\$2,200.00	\$2,200.00	\$2,200.00	\$2,200.00
AFA Proposal - 8.27.25	\$2,200.00	\$2,200.00	\$2,200.00	\$2,200.00
Longevity 23 - per year				
Baseline	\$2,300.00	\$2,300.00	\$2,300.00	\$2,300.00
AFA Proposal - 8.27.25	\$2,300.00	\$2,300.00	\$2,300.00	\$2,300.00
Longevity 24 - per year				
Baseline	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00
AFA Proposal - 8.27.25	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00
Longevity 25 - per year				
Baseline	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
AFA Proposal - 8.27.25	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00

Adjustment	2026	2027	2028	2029
Longevity 3 - per year				
Baseline	\$300.00	\$300.00	\$300.00	\$300.00
AFA Proposal - 8.27.25	\$300.00	\$300.00	\$300.00	\$300.00
Longevity 4 - per year				
Baseline	\$400.00	\$400.00	\$400.00	\$400.00
AFA Proposal - 8.27.25	\$400.00	\$400.00	\$400.00	\$400.00
Longevity 5 - per year				
Baseline	\$500.00	\$500.00	\$500.00	\$500.00
AFA Proposal - 8.27.25	\$500.00	\$500.00	\$500.00	\$500.00
Longevity 6 - per year				
Baseline	\$600.00	\$600.00	\$600.00	\$600.00
AFA Proposal - 8.27.25	\$600.00	\$600.00	\$600.00	\$600.00
Longevity 7 - per year				
Baseline	\$700.00	\$700.00	\$700.00	\$700.00
AFA Proposal - 8.27.25	\$700.00	\$700.00	\$700.00	\$700.00
Longevity 8 - per year				
Baseline	\$800.00	\$800.00	\$800.00	\$800.00
AFA Proposal - 8.27.25	\$800.00	\$800.00	\$800.00	\$800.00
Longevity 9 - per year				
Baseline	\$900.00	\$900.00	\$900.00	\$900.00
AFA Proposal - 8.27.25	\$900.00	\$900.00	\$900.00	\$900.00
Medicare				
Baseline	1.5%	1.5%	1.5%	1.5%
AFA Proposal - 8.27.25	1.5%	1.5%	1.5%	1.5%
Pay Grade Max Increase				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	0%	0%	0%	0%
Pay Grade Min Increase				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	0%	0%	0%	0%
Scheduled OT				
Baseline	0%	0%	0%	0%
AFA Proposal - 8.27.25	0%	0.4%	0.4%	0.4%

Adjustment	2026	2027	2028	2029
Scheduled OT Util.				
Baseline	100%	100%	100%	100%
AFA Proposal - 8.27.25	100%	100%	100%	100%

Costs that use table input or aggregate cost tables are not shown. Additional pay grade increases are also not shown.

Proposal: AFA Proposal - 8.27.25
Time 12:03 pm Aug 27, 2025
Census: atx-Fire-2704+2080-adj Hrly Rates
Pay Grades: Austin, TX - Fire Pay Grades