



## City of Abilene City Council Agenda

Brian Yates, Mayor Pro-tem  
Blaise Regan, Deputy Mayor Pro-tem  
Shane Price, Council Member  
Lynn Beard, Council Member  
Emily Crawford, City Manager

Weldon Hurt, Mayor

Miguel Espinoza, Council Member  
Travis Craver, Council Member  
Stanley Smith, City Attorney  
Shawna Atkinson, City Secretary

### **SPECIAL CALLED MEETING**

Notice is hereby given of a Special Emergency meeting of the City Council of City of Abilene to be held on April 1, 2026, at 1:00 p.m., at City Hall, 555 Walnut Street, Council Chambers, Abilene, Texas, for the purpose of considering the following agenda items. All agenda items are subject to action. The City Council reserves the right to meet in a closed session on any agenda item should the need arise and if applicable pursuant to authorization by Title 5, Chapter 551, of the Texas Government Code.

#### **CALL TO ORDER**

#### **INVOCATION**

1. Mayor Weldon Hurt

#### **PLEDGE TO THE UNITED STATES FLAG AND THE TEXAS FLAG**

#### **EXECUTIVE SESSION**

2. **The City Council of the City of Abilene reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed below, as authorized by the noted Texas Government Code Sections:**
  - A. **551.071 (Consultation with Attorney)**
    1. Texas Local Government Code Section 143

#### **RECONVENE**

#### **AGENDA ITEMS**

3. **Ordinance:** Receive a Report, Hold a Discussion and Public Hearing, and Take Action on an Ordinance Establishing Base Salary and Step Pay Qualifications, Specialized Functions, Certifications, Assignments, and Additional Pay for Abilene Fire Fighters Employed by the City of Abilene (***Emily Crawford***)

#### **ADJOURNMENT**

*In compliance with the Americans with Disabilities Act, the City of Abilene will provide for reasonable accommodations for persons attending City Council meetings. To better serve you, requests should be received 48 hours prior to the meetings. Please call 325-676-6208.*

**CERTIFICATION**

*I hereby certify the above meeting notice was posted on the bulletin board at the City Hall of the City of Abilene, Texas, on the 26th day of March, 2026, at 4:00 p.m.*

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*Shawna Atkinson, TRMC, CMC*  
City Secretary



**CITY COUNCIL  
MEMORANDUM  
4/1/2026**

**TO: Honorable Mayor and City Council Members**  
**FROM: Emily Crawford, City Manager**

**ITEM: 3. Ordinance: Receive a Report, Hold a Discussion and Public Hearing, and Take Action on an Ordinance Establishing Base Salary and Step Pay Qualifications, Specialized Functions, Certifications, Assignments, and Additional Pay for Abilene Fire Fighters Employed by the City of Abilene (*Emily Crawford*)**

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**GENERAL INFORMATION**

The 2023 - 2025 Meet and Confer Agreement between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044, expires on April 1, 2026, and the City of Abilene and the Abilene Fire Fighters will be subject to Chapter 143, Texas Local Government Code.

Pursuant to Texas Local Government Code Chapter 143, Subchapter C, "Compensation," the City Council may establish salary, specialized functions, certifications, assignments, and additional pay for the eligible firefighters employed by the City of Abilene.

It is the desire of the City Council to continue current base pay and specialized pay for the Abilene Fire Fighters through the end of this fiscal year despite the expiration of the current Meet and Confer Agreement.

It is also the desire of the City Council to retain the ability of the Fire Chief to appoint the Deputy Fire Chiefs.

**Pursuant to Section 18, Charter, City of Abilene, Texas, by the affirmative vote of at least five council members, the requirement for reading of ordinances upon two separate days may be waived if an ordinance relates to the immediate preservation of the public peace, health, safety or welfare, and a statement of the nature of the emergency is contained in the ordinance.**

**FUNDING/FISCAL IMPACT**

**STAFF AND/OR BOARD RECOMMENDATION**

**ATTACHMENTS:**

1. Ordinance - Fire Pay 2026 Council Draft v. 3

BACKUP DOCUMENTATION UPDATED? Yes

UPDATED ON: 03/31/2026

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, ESTABLISHING BASE SALARY AND STEP PAY QUALIFICATIONS, SPECIALIZED FUNCTIONS, CERTIFICATIONS, ASSIGNMENTS, AND ADDITIONAL PAY FOR ABILENE FIRE FIGHTERS EMPLOYED BY THE CITY OF ABILENE**

WHEREAS, the Meet and Confer Agreement between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044, expires on April 1, 2026; and

WHEREAS, the City of Abilene and the Abilene Fire Fighters will be subject to Chapter 143, Texas Local Government Code; and

WHEREAS, pursuant to Texas Local Government Code Chapter 143, Subchapter C, "Compensation," the City Council may establish salary, specialized functions, certifications, assignments, and additional pay for the eligible firefighters employed by the City of Abilene; and

WHEREAS, it is the desire of the City Council, City of Abilene, to continue the salary pay and specialized pay for the Abilene Fire Fighters despite the expiration of the current Meet and Confer Agreement.

**NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS, THAT:**

PART 1. In accordance with Chapter 143 of the Texas Local Government Code, the City Council establishes base salary, step pay, specialized functions, certifications, assignments, and additional pay for eligible employees in the Abilene Fire Department as set forth in this Ordinance; and

PART 2. BASE SALARY AND STEP PAY QUALIFICATIONS– in the same amounts as currently budgeted through September 30, 2026; and

PART 3. LONGEVITY PAY - in the same amounts and to be administered under the same eligibility criteria and terms and conditions established in Article 8, Section 2 of the meet and

confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044; and

PART 4. TEXAS COMMISSION ON FIRE PROTECTION CERTIFICATION PAY - in the same amounts and to be administered under the same eligibility criteria and terms and conditions established in Article 8, Section 3 of the meet and confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044; and

PART 5: OTHER CERTIFICATION PAY - in the same amounts and to be administered under the same eligibility criteria and terms and conditions established in Article 8, Section 4 of the meet and confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044; and

PART 6: TEMPORARY DUTIES IN HIGHER CLASSIFICATION PAY - in the same amounts and to be administered under the same eligibility criteria and terms and conditions established in Article 8, Section 6 of the meet and confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044; and

PART 7: EXEMPTION FOR DEPUTY FIRE CHIEF CLASSIFICATION - The pay outlined in this Ordinance does not apply to the classification of Deputy Fire Chief. Base salary and step pay for the classification of Deputy Fire Chief will be determined by the City and will apply across the board to the rank of Deputy Fire Chief. This pay determine remains the same as previously established in Article 8, Section 5 of the meet and confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044; and

PART 8. The department head may appoint each person occupying an authorized position in the classification immediately below that of department head, as provided in section 143.014, Texas Local Government Code. All fire fighters appointed to their positions as previously established in Article 6 of the meet and confer agreement effective October 1, 2023, between the City of Abilene and the Abilene Professional Fire Fighters Association, IAFF Local 1044, shall remain employed in their position, and may be removed from their position pursuant to Chapter 143, Texas Local Government Code; and

PART 9: Parts 1 through 6 of this ordinance will automatically expire without further action required by the Council upon the effective date of a new Meet and Confer Agreement between the City and the Abilene Professional Fire Fighters Association, IAFF Local 1044, or on September 30, 2026, whichever event occurs first.

PART 10: Pursuant to Section 18, Charter, City of Abilene, Texas, by the affirmative vote of at least five council members, the requirement for reading of ordinances upon two separate days is hereby waived because this ordinance relates to the immediate preservation of the public peace, health, safety or welfare, in order to pay Abilene's firefighters; and

PART 11: The City Council retains the sole authority to change, amend or modify the City's comparative, or peer, cities by Resolution, Ordinance, Order or otherwise.

PART 12: If any provision of this Ordinance shall be held or made invalid by a court decision, statute or rule, or shall be otherwise rendered invalid, the remainder of this Ordinance shall not be affected thereby.

A notice of the time and place, where and when said ordinance would be given a public hearing and considered for final passage was published in the Abilene Reporter-News, a daily

newspaper of general circulation in the City of Abilene, said publication being on the \_\_\_\_\_ day of March, 2026, the same being at least 24 hours before the public hearing being held in the Council Chamber of City Hall in Abilene, Texas, on the 1<sup>st</sup> day of April, 2026, to permit the public to be heard.

**PASSED AND ADOPTED ON ONE READING ON THE 1<sup>st</sup> DAY OF APRIL, 2026.**

ATTEST:

\_\_\_\_\_  
City Secretary

\_\_\_\_\_  
Mayor

APPROVED:

\_\_\_\_\_  
City Attorney