

AGENDA



Thursday, September 25, 2008

**Emergency Medical Services
RECOMMENDATION FOR COUNCIL ACTION****Item No. 25**

Subject: Approve a resolution ratifying the Meet and Confer Agreement between the City and the Austin-Travis County EMS Employees Association relating to wages and terms and conditions of employment for Austin Travis County EMS uniformed employees.

Amount and Source of Funding: Funding is included in the Fiscal Year 2008-2009 Operating Budget of the General Fund. Funding for subsequent years is subject to appropriation by City Council.

Fiscal Note: There is no unanticipated fiscal impact. A fiscal note is not required.

For More Information: Ernesto Rodriguez, Executive Director, EMS Department, 972-7048.

In 2007, the Texas Legislature enacted legislation permitting the City of Austin to negotiate and enter into written agreements with EMS uniformed employees regarding wages and other terms and conditions of employment. An Agreement reached through this Meet and Confer process supersedes any contrary statute, local ordinance, policy, or rule adopted by the State or City.

As non-Civil Service employees, the uniformed EMS employees are covered by the City's Personnel Policies. The proposed Meet and Confer Agreement retains that structure while providing clarity on City and Departmental process that affect EMS employees.

The Austin-Travis County EMS Employees Association (ATCEMSEA) is the bargaining agent for the uniformed EMS employees who are included in the bargaining unit. ATCEMSEA anticipates that its membership will vote on the proposed contract by September 19, 2008. In anticipation that the membership will approve the contract, the EMS Department is submitting the Meet and Confer Agreement for ratification by Council, as required by the Texas Local Government Code. The agreement applies to all uniformed members of the Austin-Travis County EMS Department through the rank of Operations Supervisor except where provided otherwise.

This is the first Meet and Confer Agreement with ATCEMSEA. It achieves key City goals and provides pay enhancements while staying within the City's current financial constraints.

Key Provisions**Departmental Policy Issues**

- Creates a Joint Committee comprised of both Department management and Association representatives to provide employees an opportunity to have input on any changes to the Department's promotional and transfer policies.

Drug Testing

- Provides for a drug testing program that includes both random and post-accident testing for illegal drugs and controlled substances. The Agreement preserves the City's authority to order drug testing on a reasonable suspicion basis.

Contract Grievances

- Creates an Association Grievance Committee to address possible contract violations.

Term of Agreement

- Three-year Agreement with City option to extend for one additional year.

Economic Provisions

Base Pay increases:

Year One	2.50%
Year Two	3.00%, reduced to 2.75% if the majority of non-Civil Service employees receive base wage increase of less than 2.50%
Year Three	3.00%
Option Year*	3.00%, but if majority of non-Civil Service employees receive base wage increase more than 3.00%, EMS uniformed employees would receive same.

*If City exercises option to extend for fourth year.

Other Provisions:

- Creates new education incentive pay and increases Specialty Pay.
- Continues employee participation in Pay for Performance, Service Incentive Pay, and Bilingual Pay on same basis as regular non-Civil Service employees.
- Continues Shift Differential Pay for Communications employees.

Budgeted Cost

- Year 1: \$1.0 million
- Year 2: \$1.8 million
- Year 3: \$2.8 million
- Total Contract Cost: \$5.6 million

If City exercises option to extend for fourth year:

- Option Year 4: \$3.8 million
- Total Contract Cost with Option Year: \$9.4 million