

AGENDA



Thursday, July 23, 2009

**Emergency Medical Services
RECOMMENDATION FOR COUNCIL ACTION**
Item No. 34

Subject: Approve a Resolution ratifying Amendments to the Meet and Confer Agreement between the City of Austin and the Austin-Travis County EMS Employees Association relating to wages, hours, and terms and conditions of employment for EMS uniformed employees, that was ratified by the Austin City Council on September 25, 2008 and became effective on October 1, 2008. Related to Item #114.

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

For More Information: Ernesto Rodriguez, Director, EMS Department, 972-7148.

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.

On September 25, 2008, the Austin City Council ratified the Meet and Confer Agreement that had been previously ratified by a majority of the membership of the Austin-Travis County EMS Employees Association (ATCEMSEA). In light of the current economic conditions faced by the City and its citizens, the Association and the City agreed to negotiate for amendments to the current Agreement. As a result of those negotiations, the Association's bargaining team agreed to certain changes to the Agreement, as outlined below. The Association anticipates that its membership vote on the amendments will be completed on July 18, 2009. In anticipation that the membership will approve the amendments to the Agreement, the EMS Department is submitting the amendments to the Agreement for ratification by Council, as required by the Texas Local Government Code. The amendments to the Agreement achieve key City goals and provide pay enhancements while staying within the City's current financial constraints. The agreement applies to all uniformed members of the Austin-Travis County EMS Department through the rank of Operations Supervisor except where provided otherwise.

The attached backup represents the amended portions of the Agreement. All other portions of the Agreement remain unchanged and in effect. Key Amendments

- Term of Agreement

The amendments to the Meet and Confer Agreement are effective on the date the Council ratifies the amendments.

The City is exercising its option for a fourth year (2011-2012) and extending the contract for an additional year (2012-2013).

The Meet and Confer Agreement ratified on September 25, 2008, and the Amendments ratified by this Resolution, expire on September 30, 2013. • Economic Provisions:

Base Pay increases:

No base wage increase for 2009-2010.

2010-2011 base wage increase of 3.00%.

The City is exercising the option Year of 2011-2012 with a base wage increase of 3.00% but if majority of non-public safety, fire civil service, or police civil service employees receive a base wage increase more than 3.00%, the EMS uniformed employees would receive the same.

The City is extending the contract for an additional year (2012-2013) with a base wage increase of 3.00% but if majority of non-public safety, fire civil service, or police civil service employees receive a base wage increase more than 3.00%, the EMS uniformed employees would receive the same. Supplemental Pay:

National Certification Pay: Effective the first pay period of Fiscal Year 2012-2013, qualified employees covered by this agreement shall receive National Curriculum Certification Pay as follows:

- A. Advanced Cardiac Life Support Certification and either Prehospital Trauma Life Support Certification or Basic Trauma Certification: \$50 per month; or
- B. Medical Priority Dispatch Certification: \$50 per month

Projected Budgeted Cost:

- 2009-2010 - projected budgeted cost: \$0
- 2010-2011 - projected budgeted cost: \$700k
- 2011-2012 - projected budgeted cost: \$1.3M
- 2012-2013 - projected budgeted cost: \$2.3M

Total projected budgeted cost of amended agreement - \$4.3M

- Leave Provisions:

Specifically prohibits the City from furloughing the EMS uniformed employees for the purpose of reducing base wages by reducing employees' normal work hours.