

A G E N D A



Recommendation for Council Action

Austin City Council	Item ID	27180	Agenda Number	23.
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Meeting Date:	9/26/2013	Department:	Emergency Medical Services
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Subject

Approve a resolution ratifying the Meet and Confer Agreement between the City and the Austin/Travis County Emergency Medical Services Employees' Association relating to wages, hours, and terms and conditions of employment for covered employees. Related to Item # 24.

Amount and Source of Funding

Funding is included in the Fiscal Year 2013-2014 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.

Purchasing Language:	
Prior Council Action:	September 25, 2008 - Approval of EMS Meet & Confer Contract.
For More Information:	James Shamard 512-300-1306
Boards and Commission Action:	
MBE / WBE:	
Related Items:	

Additional Backup Information

In 2007, the Texas Legislature enacted legislation permitting the City of Austin to negotiate and enter into written agreements with Emergency Medical Services personnel regarding wages, salaries, rates of pay, hours of employment, other terms and conditions of employment, or other personnel issues. In 2012, the voters of Austin approved adoption of the Emergency Medical Services Personnel Civil Service Law, which also permits the City of Austin to negotiate and enter into written agreements with Emergency Medical Services personnel regarding wages, salaries, rates of pay, hours of employment, other terms and conditions of employment, or other personnel issues. An agreement reached through the "Meet and Confer" process supersedes any contrary statute, local ordinance, policy, or rule adopted by the State, City, or Civil Service Commission.

The Austin-Travis County EMS Employees Association (ATCEMSEA) is the bargaining agent for the EMS employees who are included in the bargaining unit. ATCEMSEA anticipates that its membership will vote on the proposed contract by September 23, 2013. In anticipation that the membership will approve the proposed contract, the EMS Department is submitting the Meet and Confer Agreement for ratification by Council, as required by the Texas Local Government Code. The contract achieves key City goals and provides pay enhancements while staying

within the City's current financial constraints.

Key Provisions

Hiring Process:

- Provides near absolute management flexibility. Eligibility list is created per Department policy or procedure.

Promotional Process:

- Provides management flexibility. Promotions determined by written test and other evaluations determined by Chief.
- EMS Chief will have ability to appoint Division Chiefs.

Medic Rights:

- Provides right to representation in disciplinary cases.
- Provides right to notice prior to providing statement in disciplinary cases.
- Provides for review of un-redacted investigation file, including Investigative Summary, for 5 hours prior to the discipline being imposed.
- Provides that Medics may receive un-redacted copy of investigation file if suspended, subject to confidentiality provisions.

Discipline and Appeals Procedures:

- EMS Chief may impose alternative discipline in certain cases.
- Provides no right to appeal by Medics for certain minor discipline.
- The Civil Service Commission or Hearing Examiner may affirm, or may reduce an indefinite suspension to "time served." Currently, may only affirm the Chief's decision to terminate, or reduce the suspension imposed to not more than 15 days.

Significant Schedule Changes:

- Preserves Chief's right to change schedules as needed.
- However, If City does not give 28 day notice of schedule change for the five special events identified, affected Medics are entitled to 20 hours of administrative leave (must be used that calendar year).

Sick Leave Payout:

- Provides that Medics must have at least 12 years in good standing to receive any payout.
- Allows employee to use sick leave from both pre and post- civil service leave banks, based on tenure with City

Association Business Leave:

- Association has 3427 hours in a pool to use on ATCEMSEA business.
- Business Leave hours funded by agreed reduction to Medic's sick leave accrual.

Term of Agreement:

- Four-year Agreement.

Economic Provisions:

Base Pay Increases:	Year 1	1.50%
	Year 2	1.00%

Year 3	1.00%
Year 4	2.00%

Annual Cost vs. Base:

- Year 1: \$ 2,160,895*
 - Year 2: \$ 3,104,779*
 - Year 3: \$ 4,447,150*
 - Year 4: \$ 5,778,662*
- \$15,491,486*

*Includes base wage increases and the costs associated with creation of a step pay system.