

ORDINANCE NO.

AN ORDINANCE ESTABLISHING SPECIALIZED FUNCTIONS, CERTIFICATIONS AND ASSIGNMENTS FOR FIREFIGHTERS; AUTHORIZING ADDITIONAL PAY; AND REPEALING ORDINANCE NO. 020926-13.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

PART 1. SPECIALIZED FUNCTIONS, CERTIFICATIONS AND ASSIGNMENTS

In accordance with Texas Local Government Code Chapter 143, and in addition to base pay for firefighters approved by Council under separate ordinance, the City Council establishes the following specialized functions, certifications, and assignments:

(A) Firefighter Certification;

(1) Intermediate Firefighter Certification

(2) Advanced Firefighter Certification

(3) Master Firefighter Certification

(B) Education Incentive;

(C) Airport Fire and Rescue;

(D) Bilingual Translation;

(E) Staff Schedule;

(F) Special Operations;

PART 2. REQUIREMENTS AND CRITERIA FOR ADDITIONAL PAY

A firefighter who meets the criteria and complies with the requirements established by this part shall receive additional pay.

(A) To receive Firefighter Certification Pay a firefighter must:

(1) obtain the applicable certification from the Texas Commission on Fire Protection; and

(2) provide proof of certification to the Fire Department.

1 (B) To receive Education Incentive Pay a firefighter must:

- 2 (1) obtain a passing grade on at least 60 hours of college credit at a
3 nationally accredited college or university; or
- 4 (2) obtain a Bachelors Degree from a nationally accredited college or
5 university; and
- 6 (3) provide proof of the applicable accomplishment to the Fire Department.

7 A firefighter shall not be entitled to receive both Firefighter Certification Pay and
8 Education Incentive Pay.

9 (C) To receive Airport Fire and Rescue Pay a firefighter must:

- 10 (1) complete a training curriculum that includes initial and recurrent
11 instruction that meets the requirements of 14 CFR Section 139.319(j);
- 12 (2) complete the basic level training in Crash Fire Rescue provided by the
13 Texas Commission on Fire Protection; and
- 14 (3) be assigned to and actively performing the duties of the Airport Fire and
15 Rescue assignment.

16 (D) To receive Bilingual Translation Pay a firefighter must satisfy the criteria
17 established by the Fire Department that demonstrates linguistic ability in
18 Spanish as follows:

- 19 (1) professional terminology related to the duties of an Austin Fire
20 Department firefighter;
- 21 (2) simple and complex linguistic patterns;
- 22 (3) general vocabulary; and
- 23 (4) production of sounds relevant to the Spanish language.

24 (E) To receive Staff Schedule Pay a firefighter must be assigned to and actively
25 performing duties on an eight-hour or ten-hour shift, except that a firefighter
26 assigned to the Operations Division or on a temporary assignment is not
27 eligible for Staff Schedule Pay.

28 (F) To be eligible for Special Operations Pay a firefighter must satisfy the
29 applicable criteria established in this subpart.

- 1 (1) be assigned to and actively training/performing the duties of a Special
2 Operations position as established by the Fire Chief;
- 3 (2) be a firefighter at or below the rank of Battalion Chief.

4 **PART 3. ADDITIONAL PAY**

5 Additional pay is authorized in the following monthly amounts:

6 (A) Firefighter Certification Pay

- 7 (1) Intermediate Firefighter Certification \$50
8 (2) Advanced Firefighter Certification \$100
9 (3) Master Firefighter Certification \$150

10 (B) Education Incentive Pay

- 11 (1) 60 Hours College Credit \$50
12 (2) Bachelors Degree \$100

13 (C) Airport Fire and Rescue Pay \$150

14 (D) Bilingual Translation Pay \$150

15 (E) Staff Schedule Pay \$300

16 (F) Special Operations Pay \$150

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18 **PART 4. ADMINISTRATION**

19 (A) The Fire Chief shall establish procedures for the administration of the
20 additional pay authorized by this ordinance.

21 (B) At least once annually, the Fire Chief shall administer a bilingual assessment
22 by an assessor contracted by the Fire Department to perform bilingual
23 proficiency assessments.

24 **PART 5.** Ordinance No. 020926-13 is repealed.

25 **PART 6.** This ordinance takes effect on _____, 2014.

PASSED AND APPROVED

_____, 2014

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Lee Leffingwell
Mayor

APPROVED: _____
Karen M. Kennard
City Attorney

ATTEST: _____
Jannette S. Goodall
City Clerk

DRAFT