

## A G E N D A



## Recommendation for Council Action

Austin City Council	Item ID	59544	Agenda Number	25.
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Meeting Date:	6/23/2016	Department:	Emergency Medical Services
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## Subject

Approve a resolution ratifying an amendment to the Meet & Confer Agreement with the Austin-Travis County EMS Employees Association that was ratified by the Austin City Council on September 26, 2013 and became effective on October 1, 2013.

## Amount and Source of Funding

Upon approval by City Council, staff will include the cost of this contract amendment in the amount of \$97,300 as part of the FY 2016-17 Proposed Budget. Any fiscal impact increases beyond FY 2016-17 are contingent upon future negotiations and contract agreements.

## Fiscal Note

A fiscal note is not required as any fiscal impact will be included as part of the FY 2016-17 Budget.

Purchasing Language:	
Prior Council Action:	September 26, 2013 - Ratification of Meet and Confer Agreement
For More Information:	Ernesto Rodriguez, Chief, Austin-Travis County EMS (512) 972-7148
Council Committee, Boards and Commission Action:	
MBE / WBE:	
Related Items:	

## Additional Backup Information

**Background**

In 2007, the Texas Legislature enacted Local Government Code Chapter 142, Subchapter D, 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 2011, the Legislature amended Texas Local Government Code Chapter 143 to allow the City of Austin to enter into a written agreement with Emergency Medical Services 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 the adoption of Chapter 143 for Emergency Medical Services Personnel. The Austin-Travis County EMS Employees Association (ATCEMSEA) is the bargaining agent for the EMS employees who are included in the bargaining unit.

**Key Amendment Provisions**

In previous years, the Austin EMS Department has experienced vacancies in its Medic I and Medic II ranks. The current Meet & Confer Agreement inadvertently has complicated the filling of those vacancies. As a result, the EMS Association and the City agreed to negotiate amendments to the current Meet & Confer Agreement to enhance hiring and retention of EMS personnel at both the EMT-Basic and EMT-Paramedic levels. As a result of those

negotiations, the Parties agreed to certain changes to the Meet & Confer Agreement, as outlined below. The Association anticipates that its membership vote on the amendments will be completed prior to June 23, 2016. In anticipation that the membership will approve the amendments to the Meet & Confer 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 Meet & Confer Agreement achieve key City goals in various areas of administration.

**Key Amendment Provisions:**

Modified Hiring Process:

Starting Base Pay for new hires that are state certified as an EMT – Paramedic or higher will to be at a Medic I, Step 2.

Modified Promotional Process:

Shorten the eligibility period for promotion from Medic I to Medic II from current 3 years of service with ATCEMS to 1 year of service.

Crossover Transfers:

A Medic II in either the Field or Communications Division may request a transfer to a Medic II position within the alternate division.

Out of Class Assignment:

Remove the restriction that a Medic I is not eligible for temporary out of class assignment into the Medic II rank.

EMT-Paramedic Credentialing Program:

Create an inter-department program to provide courses and clinical skills necessary to become state certificated as an EMT–Paramedic.

**Fiscal Impact:**

FY 2016-17 Budget: EMS General Fund Expenditure - \$97,300

- Modified Hiring Process - \$26,000
- EMT-Paramedic Credentialing Program - \$71,300

**Term of Agreement:**

The Meet and Confer Agreement ratified on September 26, 2013, and the Amendments ratified by this Resolution, expire on September 30, 2017.