

City Council Briefing

Purpose: provide an update on the mediation and the events that lead to expiration of the labor agreement with the EMS Association

City Council
November 2, 2017



Background for Labor Negotiations

- Austin voters approved a Charter amendment in 2012 providing civil service and labor contract bargaining for EMS employees
- City and EMS Association negotiated a 4-year labor agreement starting October 1, 2013
- In Spring of 2017, the City set out its **Bargaining Model** to the public



Background for Labor Negotiations

- Bargaining Model
 - Begin with current public safety contracts
 - Changes negotiated at bargaining table
 - Management priorities
 - Public input
 - Association interests
 - Budgetary constraints
 - Past pay practice



EMS Negotiations – Current Status

- Negotiations for a successor agreement began in May 2017, meeting a total of 15 full day sessions
- City and EMS Association's agreed to a 30-day contract extension at the end of September for the purpose of mediation
- During October the parties participated in 3 days of mediation with federal mediator, with no resolution



EMS Negotiations – Current Status

- The Agreement expired September 30, 2017
- The extension expired at midnight October 30th with no successor agreement
- The parties were unable to reach an agreement due to impasse on pay increases (\$7.65 million apart)



EMS Negotiations – Current Status

MARKET - DIFFICULTY WITH COMPARABLES

- No other large City in Texas has an EMS Department separate from Fire which has the right to negotiate
- City began Market Analysis with outside Study – PFM
- City agreed with Association to seek other comparables
- City continued to verify parts of study – Montgomery County
- Looked at large Fire Department's with EMS at Council's request
- Looked to increases being bargained with other Public Safety Units



EMS Negotiations – Comparables

City of Austin vs. Montgomery County

	Minimum Salary	Maximum Salary	Annual Hours
Medic I / EMT Basic			
Montgomery County	\$37,000	\$56,200	2912
City of Austin	\$39,861	\$70,587	2184
Variance	+7.7%	+25.6%	
Medic II / Incharge			
Montgomery County	\$46,500	\$75,000	2912
City of Austin	\$46,650	\$82,568	2184
Variance	+0.3%	+10.1%	



EMS Negotiations – Comparables

EMS/Paramedic vs. Texas Fire/EMS Departments

	*Yr 1	Yr 3	Yr 6	Yr 9	Yr 12	Yr 18	Yr 20
Arlington Fire	56,316	62,094	71,908	71,908	71,908	73,700	75,543
Corpus Fire	50,124	55,812	55,812	57,084	57,084	57,084	57,084
Dallas Fire	49,207	54,263	62,812	72,718	74,172	74,172	74,172
El Paso Fire	42,286	46,623	53,968	62,474	62,474	62,474	62,474
Houston Fire	43,528	48,190	51,194	52,644	55,437	61,221	61,221
San Antonio Fire	52,164	57,900	59,004	59,004	60,180	61,392	61,392
Average	48,938	54,147	59,116	62,639	63,543	65,007	65,314
Austin (Contract-Proposed Yr.1)	49,107	51,563	55,172	63,166	67,588	77,381	82,798
% Above/Below Average	+0.3%	-4.8%	-6.7%	+0.8%	+6.4%	+19%	+27%

+10%

Data retrieved from PFM Survey



*Yr = years of service

EMS Negotiations – Internal Comparables

Austin EMS/Fire Comparison of Additional Compensation

		5-Year Cumulative	# of Employees	Average per Employee 5-Year Cumulative
EMS	Last offer by City	\$20.9M	556	\$ 37,667
Fire	Final	\$23.8M	1,188	\$ 20,040



Final Position

- **Monetary offers on the table**

- CITY - \$20.9M (includes \$9M current STEP program and additional \$11.9 million over 5 years)
- UNION - \$28.6M (includes \$9M current STEP program and additional \$19.6 million over 5 years)



EMS Negotiations – Final Offers

5 year cumulative projection

City Final Proposal

Association Last Proposal

New Pay Increases:

Base wages	\$5.2 M	\$10.7 M
Shift Differential	\$0.5 M	\$1.3 M
Step (additional increases)	\$5.1 M	\$5.9 M
On call (additional increases)	\$0.2 M	\$0.2 M
Education (additional increases)	\$0.9 M	\$0.9 M
Longevity (additional increases)	\$ 0	\$0.5 M

Subtotal	\$11.9 M	\$19.6 M
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Maintain existing step structure	\$9.0 M	\$9.0 M
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Total	\$20.9 M	\$28.6 M
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<i>DIFFERENCE</i>	<i>\$7.65 M</i>
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EMS Mediation

CITY POSITION

- FINAL OFFER of \$20.9M over 5 years
 - willingness to work with Association on desired distribution of funding
 - offered additional proposals to address concerns of retention of employees in early years
 - Direct hiring of Paramedics to Medic II position
 - (NEW) Certification Pay for Paramedics in Medic I position
- Association did not offer a response, City offered to stay until midnight (contract expiration) to:
 - Come to agreement; or
 - Determine if further extension would be warranted.



Mediation – as of October 30

EMS ASSOCIATION'S POSITION

- Initially requested further extension of labor agreement; repeated through the day
- Did not make any additional proposals
- Did not respond to City's hiring offers relating to Paramedics
- Declined City's offer to continue discussions to assist City in determining whether an extension would be beneficial
- Stated that even if they stayed until midnight, they would likely only reduce their pay request by \$1 million over 5 years



EMS Mediation

Circumstances in which City negotiating team would have recommended a second contract extension:

- Mediation resulted in \$1 million or less difference in positions on pay increases; or
- City Council had authorized an additional funding
- City Manager had directed negotiating team to spend an additional \$5.5 – \$7 million to secure agreement



Current Status / Next Steps

EMS Management Contingency Plan

- Hiring, promotion, pay, and discipline procedures revert to state civil service law
- EMS Management working with the City Manager's office, Law Department, and the Human Resources Department to implement transition to state civil service procedures
 - Pay – maintain status quo (as permitted by state law)
 - Upcoming request for Council action to keep current step program and special pays in place
 - Hiring and promotions – current lists remain in place / new processes will follow state law
 - Employee communication strategy re changes



QUESTIONS?

