

AGENDA

**Recommendation for Council Action****AUSTIN CITY COUNCIL****Regular Meeting: December 14, 2017**Item Number: **020**

Management Services

Discuss and take appropriate action regarding the proposed 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 medics employed by Austin-Travis County Emergency Medical Services.

Lead Department	Labor Relations Office, Management Services
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Additional Backup Information:

On October 1, 2013, a Meet and Confer Agreement between The City and the Austin-Travis County EMS Employees Association went into effect. That Agreement was amended by the City and the Association in 2016. Both the original Agreement and the Amendments were set to expire on September 30, 2017. Beginning in May 2017, negotiating teams for the City and the Association met and conferred in good faith for a successor agreement but were not able to reach an agreement. As authorized by the Agreement, the City and the Association agreed to a thirty-day extension until October 30, 2017, thereby allowing additional time for negotiations, including three days of mediation with a federal mediator. Despite the extension and the efforts of the federal mediator, the City and the Association were unable to agree to a successor agreement. As of October 30, 2017, the City and the Association have been working without a labor agreement and as a result certain terms and conditions of employment must comply with the mandates of Texas Local Government Code Chapters, 141, 142, and 143. Council action in the form of an ordinance can be passed to address certain terms and conditions of employment, specifically pay in addition to base salary for performing specialized functions or assignments, obtaining certain certifications, and other additional pays such as Shift Differential.

On November 9, 2017, the City Council passed a Resolution directing the City Manager to immediately take all necessary steps to continue all provisions of the previous contract except where prohibited by

state law. In accordance with Chapter 143, this ordinance authorizes the City to make payments in addition to base salary for EMS employees for certain specialized functions, certifications, assignment, and additional pays, establishes the criteria for receiving those additional pays, and establishes the monthly amount of each additional pay. In addition, this ordinance, as authorized by Chapter 143.046, allows EMS employees to accumulate vacation leave from year to year not to exceed a maximum amount of hours.

This ordinance establishes the following specialized functions, certifications, assignments, and additional pay for EMS employees in the following monthly amounts:

(A)	Education Incentive Pay	
(1)	Bachelor's Degree	\$150
(2)	Master's Degree	\$200
(B)	Specials Operations Qualified Pay	\$175
(C)	Communications ACS Pay	\$150
(D)	Bilingual Pay	\$150
(E)	Service Incentive Pay	Pursuant to City Policy
(F)	Shift Incentive Pay	Pursuant to City Policy if implemented by ATCEMS
(G)	Field Training Officer Pay	\$175
(H)	Seniority Pay (Step Placement)	Pursuant to Exhibit "A"
(I)	On-Call Pay	\$2.00 per hour
(J)	Call-Back Pay	Min. two (2) hours at 1 ½ times
(K)	Chief of Staff Pay Chief	As established by the

This ordinance will automatically expire without further action required by Council upon the effective date of a new Meet and Confer Agreement between the City and the Austin-Travis County EMS Employees Association, or on September 30, 2018, whichever event occurs first.