

March 5th 2018 Public Safety Commission Austin EMS Contract Status



EMS systems comparable to Austin

Regional Base Salaries:

ATCEMS starting salary - \$39,861

Montgomery County starting salary - \$48,500

Williamson County starting salary - \$59,000

National Base Salaries:

Boston EMS- \$69,865

New Orleans- \$55,963

Wake County- \$50,398



Comparable EMS Departments		Base Pay
Austin, TX		\$39,861
Baton Rouge, LA		\$49,744
Boston, MA		\$69,865
Montgomery County, TX		\$48,500
New Orleans, LA		\$55,963
Wake County, NC		\$50,398
Williamson County, TX		\$59,000
Austin Rank		7 of 7

Austin EMS
Proposal based on
Montgomery County EMS

PARAMEDIC PAY COMPARISON

	Base	Year 1	Year 3	Year 5	Year 7
ATCEMS	\$46,450	\$48,972	\$51,418	\$55,012	\$58,881
Montgomery	\$48,500	\$49,955	\$63,378	\$67,238	\$71,333
Difference	+ \$2,050	+ \$983	+ \$11,960	+ \$12,226	+ \$12,452

	Year 8	Year 11	Year 14	Year 17	Year 20
ATCEMS	\$62,999	\$67,417	\$72,134	\$77,176	\$82,568
Montgomery	\$72,540	\$72,540	\$72,540	\$72,540	\$72,540
Difference	+ \$9,541	+ \$5,123	+ \$406	- \$4,636	- \$10,028

CUMULATIVE MONETARY LOSS

of

ATCEMS Paramedic over 20 year Career



Year 1	\$2,050
Year 2	\$3,033
Year 3	\$4,016
Year 4	\$15,976
Year 5	\$27,936
Year 6	\$40,162
Year 7	\$52,388
Year 8	\$64,840
Year 9	\$74,381
Year 10	\$83,922

Year 11	\$93,463
Year 12	\$98,568
Year 13	\$103,709
Year 14	\$108,832
Year 15	\$109,238
Year 16	\$109,644
Year 17	\$110.050
Year 18	\$105,414
Year 19	\$100,778
Year 20	\$96,142

ATCEMS – Years of Service

• <u>Yrs.</u>	<u>No.</u>	<u>Pct.</u>	<u>Cum. Pct.</u>
• <1	60	12.1%	12.1%
• 1-2	87	17.5%	29.6%
• 3-4	67	13.5%	43.1%
• 5-6	27	5.5%	48.6%
• 7	8	1.6%	50.2%
• 8-10	62	12.5%	62.7%
• 11+	185	37.3%	100%

Wage Comparison with Non-Public Safety Employees

•<u>FY</u>	<u>ATCEMS</u>	<u>Non-Pub Safety</u>
•2013-14	1.5% Increase	1.5% Increase
•2014-15	1.0% Increase	3.5% Increase
•2015-16	1.0% Increase	3.0% Increase
•2016-17	2.0% Increase	2.0% Increase
•2017-18	TBD	2.5% Increase
• TOTALS	5.5% Increase	12.5% Increase

Costs considerations for the City include overtime due to slowed promotion and increased separation

- In 2017 it cost \$110,000 to hire and train one medic. ATCEMS spent \$26 million between 2012 and 2017 hiring, training and losing over 250 medics.
- The current vacancies are in the Medic 2 position. Without a contract people are not eligible to promote into the medic 2 rank until 2 years with the department. The current vacancies are being covered with overtime employees which adds significantly more cost to the city.

- Based on the City's Transparent Budget Web Application it shows that the EMS Department has already spent 43.48% of the yearly budgeted civil service overtime , only 1 month past the 1st quarter. Link below: see under Overtime : Civil Service

<https://www.austintexas.gov/financeonline/finance/budget/object.cfm?dept=9300&fund=1000&div=3PST&grp=3FLD>

Goals moving forward

Support a base wage increase for FY2018: Financial investment in the EMS system is the most immediate solution to hiring and retention, and will lead to greater cost savings in the future by a reduction in overtime, decreasing back pay issues, as well as diminishing the cost associated with perpetual training academies.

Cost of 2% calculation: According to the LRO for a whole year, a 1% raise for 2018 costs is \$579,022 so a 2% is \$1,158,044. Prorated for seven months (March-September) and the 75 position vacancies comes out to \$570,000.

Reference

PMF analysis:

http://austinparamedics.org/wp-content/uploads/2018/01/annotated_Austin_EMS_7.6.2017_Final.pdf

Austin Annual Base Wage Comparison

http://austinparamedics.org/wp-content/uploads/2017/11/Annual_Base_Wage_Increase_Comparison_2008-2016.pdf

Longitudinal Study of the Cost of Turnover in EMS

<http://austinparamedics.org/wp-content/uploads/2018/02/The-Longitudinal-Study-of-Turnover-and-the-Cost-of-Turnover-in-Emergency-Medical-Services.pdf>

Austin Public safety Wage Comparison

<http://austinparamedics.org/wp-content/uploads/2017/10/AUSTIN-PUBLIC-SAFETY-SALARY-COMPARISON-2016-2017v2.pdf>

2017 Association Comprehensive Presentation with References

<http://austinparamedics.org/wp-content/uploads/2017/08/Association-Presentation.pdf>