AGreement
Between
The City of Austin
And
The Austin-Travis County
EMS Employees Association

Effective October 1, 2013
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ARTICLE 1
PREAMBLE

Section 1. Date of Agreement

This Agreement made, entered into, and first effective this 1st day of October 2013 (unless specific provisions or Exhibit terms set forth a later effective date) by and between the City of Austin, Texas, hereinafter referred to as the "CITY," and the Austin-Travis County EMS Employees' Association, hereinafter referred to as the "ASSOCIATION," and its terms shall be effective only until the expiration date of the Agreement, or as stipulated in this Agreement.

Section 2. Purpose of Agreement

WHEREAS, the CITY has voluntarily endorsed the practices and procedures of the statutory meet and confer process as an orderly way of conducting its relations with its EMS Medics, insofar as such practices and procedures are appropriate to the functions and obligations of the CITY to retain the rights to operate the CITY government effectively in a responsible and efficient manner; and

WHEREAS, the ASSOCIATION has pledged to support the service and mission of the Austin-Travis County EMS Department and to abide by the statutorily imposed no strike or work slowdown obligations placed upon it; and

WHEREAS, it is the intent and purpose of the parties to set forth herein their entire Agreement;

NOW, THEREFORE, IN CONSIDERATION of the mutual covenants and agreements herein contained, the parties mutually agree as follows:

ARTICLE 2
DEFINITIONS

The following definitions apply to terms used in this Agreement, unless a different definition is required by the context in which the term is used.

1. "Agreement" means this Meet and Confer Agreement between the City of Austin and the Austin-Travis County EMS Employees Association.

2. "ASSOCIATION" means the Austin-Travis County EMS Employees Association, and its medics and agents authorized to act on its behalf.

4. “Chief” means the Director of Austin-Travis County Emergency Medical Services Department, any Acting Director of the Department and any designee of the Director or Acting Director.

5. “Days” means calendar days unless a provision specifies otherwise.

6. “Medic” means an employee of the Department who was appointed in substantial compliance with Chapter 143 or who is entitled to civil service status under Chapter 143.005, excluding the Head of the Department and persons appointed to the position in the classification immediately below that of the Head of the Department. The term also excludes civilian employees, retirees, and any other employees specifically exempted by the terms of this Agreement. Probationary employees are excluded from the coverage of Article 16 and cannot file grievances pursuant to Article 19 regarding disciplinary actions.

The term applies only to employees:

   a) Employed in the Department as “Emergency Medical Services Personnel” as defined by Texas Health and Safety Code, Chapter 773; and

   b) Whose position requires substantial knowledge of “Emergency Prehospital Care” as defined by Texas Health and Safety Code, Chapter 773.

7. “Department” means the Austin-Travis County EMS Department and its medics, agents, managers, and others authorized to act on the CITY’S behalf. Nothing in this Agreement shall preclude the City from changing the name of the Department during the life of this Agreement. Such name change will not change the terms of this Agreement.

8. “CITY” means the City of Austin, Texas and its agents, managers, and others authorized to act on the CITY’S behalf.

9. “HRD” means the City of Austin’s Human Resources Department.


12. “Authorized ASSOCIATION Representative” means a representative of the ASSOCIATION authorized by the ASSOCIATION’s executive board to conduct business on behalf of the ASSOCIATION.

13. “Civil Service Commission” means the three (3) member Civil Service Commission appointed by the City Manager, pursuant to Section 143.006 of the Texas Local Government Code.
14. "Business day" means a day on which the CITY conducts normal business. In addition, the day of the act, event or default after which a period of time begins to run is not included. The last day of the period is included unless it is a weekend or City observed holiday.

ARTICLE 3
RECOGNITION

The CITY recognizes the ASSOCIATION as the sole and exclusive bargaining agent for all covered Medics, excluding the Head of the Department and Assistant Department Heads in the rank or classification immediately below that of the Department Head in accordance with Chapter 143.304 and 143.311, and all civilian employees in the Department.

ARTICLE 4
NON-DISCRIMINATION

Section 1. Discrimination Prohibited

Neither the CITY nor the ASSOCIATION shall discriminate with regard to the implementation of any term or condition of this Agreement, against any Medic covered by this Agreement in a manner that would violate any applicable federal or state law or any CITY ordinances prohibiting discrimination on the basis of race, creed, color, national origin, religion, age, sex, sexual orientation, or disability.

Section 2. Association Membership or Activity

a) Neither the CITY nor the ASSOCIATION shall interfere with the right of Medics covered by this Agreement to become or not become members of the ASSOCIATION, and there shall be no discrimination or retaliation against such Medics because of lawful ASSOCIATION membership or non-membership activity or status.

b) The CITY will not retaliate against Medics for seeking ASSOCIATION assistance with regard to employment matters, nor will it take actions to discourage them from doing so. The parties agree that this subsection does not provide the basis for a dispute, claim or complaint under Article 19 of this Agreement unless there is a pattern of retaliation that has not been appropriately addressed by management.

Section 3. Association Fair Representation

The ASSOCIATION recognizes its responsibility as the exclusive representative under the meet and confer statute and agrees to fairly represent all Medics in the Department covered by this Agreement.
ARTICLE 5
UNION DUES CHECK OFF

Section 1. Payroll Deductions and Union Dues

Upon receipt of a signed authorization from a Medic on a form supplied by the CITY, the City will deduct the dues and assessments that existed on the date of this Agreement, including but not necessarily limited to: ATCEMSEA dues, ATCEMSEA PAC, Austin Paramedics Relief and Community Outreach Fund, Combined Law Enforcement Associations of Texas dues, and at the request of the ASSOCIATION, two (2) additional payroll slots so long as such slots do not conflict with a CITY program or objective as determined by the CITY (e.g. health or disability insurance). Medics who are already having dues deducted as of the execution date of this Agreement are not required to submit a new dues deduction form. The dues deductions shall be remitted promptly to the treasurer of the ASSOCIATION. The ASSOCIATION agrees to defray the actual cost of making such deductions not to exceed the per deduction amount paid by other employee associations. The CITY agrees to provide a list of those members for whom deductions are made each month. The ASSOCIATION may change the amount of the deduction for those employees who have authorized payroll deductions by providing the CITY with a letter, at least thirty (30) calendar days in advance of the change, from the ASSOCIATION President advising the CITY that the amount has changed pursuant to the requirements of the ASSOCIATION's Constitution and Bylaws. The ASSOCIATION will promptly refund to the CITY any amount paid to the ASSOCIATION in error on account of this dues deduction provision. Additional assessments may be deducted by mutual agreement of the parties.

Section 2. Other Payroll Deductions

The CITY agrees that it will not authorize payroll deduction of dues or fees for any organization that purports to represent Austin Medics in employment matters, legal matters, or political matters that is not currently authorized to have payroll deduction of dues. This requirement shall not apply to organizations specifically listed in this Article or organizations that enjoyed dues check off as of the date the Austin City Council recognized the ATCEMSEA as the sole and exclusive bargaining representative of Medics in the Department, including the Austin-Travis County EMS Employee Association and the Combined Law Enforcement Associations of Texas.

ARTICLE 6
WAGES AND BENEFITS

Section 1. Base Wages

a) For Fiscal Year 2013-2014

Effective October 1, 2013, the pay scale attached as Appendix A-1, and all other fiscal benefits, shall apply to all Medics covered by this Agreement. Due to the changes to pay and benefits implemented by this Agreement, the first pay period after the effective date of this Agreement shall reflect pre Agreement pay and benefit amounts. The second pay period after the
effective date of this Agreement shall reflect the amounts in this Agreement for that pay period
plus the amounts accrued during the first pay period. Thereafter, each pay period shall reflect the
proper pay and benefit amounts.

b) For Fiscal Year 2014-2015

Effective with the first pay period of Fiscal Year 2014-2015, the pay scale attached hereto
as Appendix A-2 shall apply to all Medics covered by this Agreement. The pay scale reflects a
1.0% increase to base wages.

c) For Fiscal Year 2015-2016

Effective with the first pay period of Fiscal Year 2015-2016, the pay scale attached hereto
as Appendix A-3 shall apply to all Medics covered by this Agreement. The pay scale reflects a
1.0% increase to base wages.

d) For Fiscal Year 2016-2017

Effective with the first pay period of Fiscal Year 2016-2017, the pay scale attached hereto
as Appendix A-4 shall apply to all Medics covered by this Agreement. The pay scale reflects a
2.0% increase to base wages.

e) Step Placement

Medics shall be placed in the step plan based on the most recent date of hire with the
Department subject to any subsequent break in service.

For Medics who left the Department to work with the STARFlight program in Travis
County and subsequently returned to work for the Department as of August 30, 2013, the
following shall apply:

(1) Beginning with the effective date of this Agreement, their tenure for purposes of
step placement and longevity will be their most recent hire date with the
Department.

(2) Beginning Fiscal Year 2016-2017, their tenure for purposes of step placement and
longevity will be their initial hire date with the Department.

f) When Base Wages Exceed Step Placement

It is understood that during each fiscal year, the base wages for some Medics will be in
excess of the step in which they are placed and they will not receive an increase under the step
plan. Medics whose base wages are in excess of their step at the beginning of each fiscal year
will not receive a step increase, but will receive the base wage increases outlined below:

(1) Fiscal Year 2013-2014, a 1.5% increase to base wages;
(2) Fiscal year 2014-2015, a 1% increase to base wages;

(3) Fiscal Year 2015-2016, a 1% increase to base wages; and

(4) Fiscal Year 2016-2017, a 2% increase to base wages.

If a Medic, whose base wages are in excess of the step in which they are placed and does not receive an increase under the step plan, is selected for promotion, the Medic will move to the appropriate step for the promoted rank. If the base wages for that step is below the Medic’s current base wage at the time of the promotion, the Medic shall be entitled to a 5% increase, after which the base wages shall not increase until the Medic’s base wages no longer exceed the step in which the Medic is placed upon promotion.

**g) Step Placement Adjustment**

If the parties agree that a Medic has been placed into the wrong step, the placement will be adjusted by the CITY. Such adjustment shall not be subject to a grievance, arbitration or district court adjudication.

**Section 2. Education Incentive Pay:**

a) A medic shall be entitled to Education pay, at only the highest qualifying rate, as follows:

- Bachelor’s Degree: $150 per month
- Master’s Degree: $200 per month

b) Education pay shall only be payable for degrees from a school or institution that is approved by the Texas Education Agency or other nationally recognized board of accreditation.

**Section 3. Special Operations Qualified Pay**

A Special Operations Qualified Medic who is assigned to the Special Operations Program, based on criteria established by the Chief, shall be paid at the effective rate of $175 per month. A Special Operations Qualified Medic may only receive one Special Operations pay.

**Section 4. Communications ACS Pay**

An Aeromedical Communications Specialist (ACS) Qualified Medic who is assigned to the ACS Program, based on criteria established by the Chief, shall be paid at the effective rate of $150 per month.

**Section 5. Bilingual Pay**

Bilingual pay will be paid at the rate of one hundred and fifty ($150) per month for Medics certified under standards established by the Chief.

**Section 6. Service Incentive Pay**
Medics will be entitled to Service Incentive Pay, calculated in the same manner as for all non-public safety employees. Medics shall be entitled to Service Incentive Pay as provided in this Article and as provided for and defined by City of Austin policy as of the effective date of this Agreement.

Section 7. Shift Incentive Pay

Shift Incentive Pay may be available for Medics covered by this Agreement who qualify for the pay on the same terms and conditions applicable for non-public safety employees of the CITY.

Section 8. Field Training Officer Pay

Field training officer (FTO) pay shall be paid at the effective rate of one hundred and seventy five ($175.00) per month to each Medic assigned in the FTO program, based on criteria established by the Chief. This payment shall not be made to Medics assigned to the Training Division, or to the FTO Program Coordinator.

Section 9. Monthly Paid Compensation

It is expressly understood and agreed that the CITY reserves the right to pro-rate and pay all monthly payments in bi-weekly equivalents.

Section 10. Assistant Chiefs

The Chief has the right to set wages and benefits for the Assistant Chiefs, subject to the approval of the City Council as a part of the budget. The Chief may designate one Assistant Chief as the Executive Assistant or Chief of Staff, who may receive an additional stipend for Chief of Staff pay. Additional performance pay may be awarded in the Chief’s discretion.

Section 11. Preemption

Pay provisions in this Article shall not be changed during the term of this Agreement, and shall totally supplant any provisions in Chapters 141, 142, and 143 of the Local Government Code.

ARTICLE 7
OVERTIME, ON-CALL, AND CALL BACK

Section 1. Overtime Pay

For purposes of computing overtime, all approved paid leave time, other than sick, vacation, and military leave, shall be calculated as hours worked.

Section 2. On-Call Pay
a) A Medic is considered “on-call” when he or she is required by the Department to be available to work all or part of a shift outside of his or her regular work schedule, regardless of whether the Medic actually reports to duty.

b) The CITY shall pay $2.00 per hour for a Medic who is on the “on call” list.

Section 3. Call-Back Pay

If a Medic is required to report to duty during a regularly scheduled on-call shift the Medic shall receive compensation that is equal to time and one half of the Medic’s regular rate of pay. A Medic shall be paid for a minimum of two (2) hours of call-back pay regardless of actual hours worked.

ARTICLE 8
SPECIAL LEAVE

Section 1. Emergency Leave

Each Medic may utilize up to three days of paid emergency leave for a death in the immediate family as defined in the City of Austin Personnel Policies. For purposes of this Article, for a 40 hour a week employee, a day means 8 hours. For employees who work either a 42 or 48 work week, a day means 12 hours.

Section 2. Sick Leave Donation

If an employee is in danger of having used all accrued time (vacation, sick, etc.) due to a serious illness or injury, as defined by the FMLA, other employees may voluntarily donate up to forty eight (48) hours of vacation or sick leave to the ill or injured employee to avoid loss of pay. No Medic shall be permitted to bank more than four hundred and eighty (480) hours of such donated leave within any twelve (12) month period of time. Donated leave may only be used for the Medic to whom the leave was donated. In the event that all of the donated leave time is not used, the CITY shall not be obligated to make any redistribution of banked hours to the donors. The remaining unused donated amount shall not be paid on separation.

Section 3. Separation Pay for Sick Leave Hours

a) Separation pay for accrued sick leave will be paid only to Medics with at least twelve (12) years of actual service who separate in good standing. Subject to Subsections (b) and (c) only hours accrued after October 1, 2013 are eligible for payment on separation.

b) Sick leave hours accrued prior to October 1, 2013 will also be eligible for payment, as set forth below, to Medics who retire in good standing with the following years of service with the Department as of October 01, 2013:
(1) 17-18 Years of Service – 1/4 of pre October 1, 2013 accrued sick leave hours;

(2) 19-20 Years of Service – 1/2 of pre October 1, 2013 accrued sick leave hours; or

(3) 21 Years of Service and above – 3/4 of pre October 1, 2013 accrued sick leave hours.

c) A Medic hired by the CITY prior to October 1, 1986, and continuously employed since,
shall be entitled to the sick leave buy back dictated by the City Personnel Policies. However, the
accrued sick leave payable on separation will be a maximum of 90 days regardless of when
accrued.

d) The maximum accrued sick leave payable on separation will be 90 days regardless of any
other provision in this Article.

e) Employees who utilize sick leave will utilize hours in the following basis:

(1) Hours earned prior to October 1, 2013 shall be used to account for 3/4 of the hours
used and hours accrued after October 1, 2013 shall be used for the remaining 1/4.

(2) Increments of less than 1 hour shall be taken from the bank comprising of the hours
earned prior to October 1, 2013.

(3) Once all hours accrued prior to October 1, 2013 are utilized then hours accrued after
October 1, 2013 will be utilized.

ARTICLE 9
HOLIDAYS, VACATION AND SICK LEAVE

Section 1. Holiday Pay

All Medics shall receive exception vacation time and December 25 Holiday pay as provided
by CITY policy on the effective date of this Agreement.

Section 2. Vacation Accrual Rate

All Medics shall accrue regular vacation leave at the following rates per each of the twenty-
four (24) annual pay periods:

a) 48 and 42 hour Medics: 7.50 hours
b) 40 hour Medics: 5.00 hours

Section 3. Accrual Caps and Separation Pay for Vacation and Exception Vacation

a) Vacation Accrual Caps
(1) All Medics assigned to a forty-eight (48) hour work week may accrue up to five
hundred and fifteen (515) hours of vacation.

(2) All Medics assigned to a forty-two (42) hour work week may accrue up to four
hundred and forty-five (445) hours of vacation;

(3) And all Medics assigned to a forty (40) hour work week may accrue up to four
hundred (400) hours of vacation.

b) Exception Vacation Accrual Caps

(1) All Medics may accrue up to two hundred and six (206) hours of exception
vacation.

c) Vacation Separation Pay

(1) The maximum hours of vacation payable upon separation for a 48 hour a week
employee shall be three hundred and nine (309) hours of vacation. Beginning the last pay period
of fiscal year 2016 – 2017, the maximum hours of vacation payable upon separation shall be two
hundred and forty (240).

(2) The maximum hours of vacation payable upon separation for a 42 hour a week
employee shall be two hundred and seventy (270). Beginning the last pay period of fiscal year
2016 – 2017, the maximum hours of vacation payable upon separation shall be two hundred and
forty (240).

(3) The maximum hours of vacation payable upon separation for a 40 hour a week
employee shall be two hundred and forty (240).

d) Exception Vacation Separation Pay

(1) Prior to the last pay period of fiscal year 2016 – 2017, the maximum number of
hours of exception vacation payable upon separation shall be equal to the maximum number of
hours accruable.

(2) Beginning the last pay period of fiscal year 2016 – 2017, the maximum payable
hours shall be 240 hours for vacation and 160 for exception vacation.

e) Throughout the life of this Agreement, there shall be no payment of money for any hours
of vacation or exception vacation above the cap.

Section 4. Utilization of Additional Hours of Regular Vacation Benefit Time

Medics who take 12 hours or more of regular vacation during any week in which there is
built in overtime, may utilize additional hours of regular vacation benefit time, up to 4 hours, to
offset loss of premium wages that are part of their normal work week as outlined in Department Policy.

Section 5. Sick Leave Accrual Rate

a) Medics on either a 42 or a 48 hour work week shall accrue sick leave at the rate of 7.16 hours for each pay period in which benefits accrue.

b) Medics on a 40-hour work week shall accrue sick leave at the rate of 4.66 hours for each pay period in which benefits accrue.

ARTICLE 10
ASSOCIATION BUSINESS LEAVE

Section 1. Use of Association Business Leave

a) The ASSOCIATION President may use up to 2352 hours of Association Business Leave (ABL) per year. The ASSOCIATION President shall complete the field work and continuing education required to maintain an active licensed and credentialed status. The Chief may permit other ASSOCIATION members to use ABL to conduct ASSOCIATION business under the conditions specified in this Article.

b) The use of ABL is productive time.

c) The ASSOCIATION President will not be placed on the On Call List or Overtime List, nor be required to work unscheduled overtime, unless there is an emergency as determined by the Chief.

Section 2. Requests for Leave

Additional requests for ABL must be made in writing by the ASSOCIATION President and submitted to the Chief, or designee, at least fourteen (14) calendar days in advance of the date of the requested leave. Leave shall not be unreasonably withheld. The Chief, or designee, at his discretion, may approve a late request for leave if he determines that circumstances warrant approval. All requests are subject to approval of the Chief, or designee, who will designate the amount of leave granted. To be considered timely, the request must be received in person or by email by noon of the day notice is due.

Section 3. Permitted Use of ABL

ABL may be used for activities that directly support the mission of the Department or the ASSOCIATION, and do not otherwise violate the specific terms of this Article. ASSOCIATION business is defined as time spent in Meet and Confer negotiations, adjusting grievances or in dispute resolution process, attending the annual CLEAT conference, ASSOCIATION Board meetings, ASSOCIATION business meetings, Austin City Council and Travis County Commissioner’s Court meetings, representation of membership during
disciplinary interviews, and attending disciplinary proceedings. It is specifically understood and agreed that ABL shall not be utilized for legislative and/or political activities at the State or National level, unless they relate to wages, rates of pay, hours of employment, conditions of work, or safety issues affecting the members of the bargaining unit. At the local level, use of ABL for legislative and/or political activities shall be limited to raising concerns regarding employee safety. ABL shall not be utilized for legislative and/or political activities related to any election of public officials or City Charter amendments. ABL shall not be utilized for legislative and/or political activities that are sponsored or supported by the ASSOCIATION’S Political Action Committee(s). ABL shall not be utilized for legislative and/or political activities at the local, state, or national level that are contrary to the CITY’S adopted legislative program.

Section 4. Funding of the Association Business Leave Pool

a) Manner of Funding. On or before October 1, 2013, the CITY will contribute 3427 hours to the pool and will contribute the same amount each calendar year during the term of this Agreement. This amount is for the use of the ASSOCIATION President and all ASSOCIATION members. The CITY and the ASSOCIATION will track deductions from the pool as Association Business Leave is granted.

b) Administration of Pool. Unused hours will remain in the pool. Hours of leave in the pool shall never have any cash or surrender value. All hours in the pool must be used in accordance with this Article. Administrative procedures and details regarding the implementation of this Article shall be specified in Department policy.

ARTICLE 11

SHARED COMMUNICATIONS BETWEEN THE CITY & ASSOCIATION

Section 1. Need for Shared Communications

The parties have agreed that there may be times when shared communications will be necessary and desirable. When those occasions occur, the parties have agreed to certain principles, as detailed in this Article.

Section 2. Principles and Goals of Shared Communications

a) Avoidance of Personal Attacks. Whenever Austin-Travis County EMS management or the ASSOCIATION finds it desirable to communicate with members of the Department or the public, it is specifically agreed that each will avoid personal attacks or inflammatory statements.

b) Co-sponsored events. It is a goal of shared communications that Austin-Travis County EMS management and the ASSOCIATION will identify and participate in co-sponsored events.

Section 3. Shared Communications Systems

a) Association Bulletin Boards. The ASSOCIATION shall be permitted to use Association bulletin boards located at Department work sites, after approval of placement and number by the
Chief. The ASSOCIATION's bulletin boards will be monitored by the ASSOCIATION for content. The following Guidelines shall apply to materials posted on the bulletin boards:

1. There shall be no personal attacks or inflammatory statements;

2. All materials shall be directed toward dissemination of general ASSOCIATION information and advising members of events, meetings, and functions;

3. Department property is for public business only and is not dedicated or made available for expressing or debating views or issues, or for any type of political campaign or election information or endorsements (this limitation does not apply to elections for ASSOCIATION officers, provided that only brief notices naming the individual rank, years of service and ASSOCIATION office sought shall be permitted);

4. Any concerns about the content of posted material shall be brought to the attention of the ASSOCIATION President or designee for review and adjustment as soon as the concerns are noticed. The objectionable material shall be removed from the bulletin board until final determination. An ASSOCIATION notice may include a simple reference to another source for further information such as "See ATCEMSEA Web Page, etc."; and

5. The Chief retains the final decision as to whether ASSOCIATION materials may be posted on bulletin boards. At no time shall the bulletin boards contain political endorsement, whether at the local, state or federal level.

b) Association Use of Department Computers and Printers

With approval of the Chief, or designee, the ASSOCIATION may be granted approval to use Department computers and email for rapid dissemination of information. Use of the Department's computers to disseminate information without prior approval shall be limited to the President, Vice President and Secretary of the ASSOCIATION, on the following categories:

1. Items approved by the Executive Board and certified by the Board as in compliance with the provisions of this Article;

2. Dissemination of ASSOCIATION meeting agendas;

3. Special notices of ASSOCIATION events, activities, member opportunities, public service announcements or reminders to vote in ASSOCIATION elections;

4. Notices of committee meetings; and

5. Notices of family member deaths.

Materials distributed by use of the Department’s email, or computers shall meet the same Guidelines as contained in Section 3(a) above regarding bulletin boards. Other communications
between Department Management and ASSOCIATION Representatives may be included with
advance approval.

c) Other ASSOCIATION Distributions. Except for the categories specifically permitted
without advance approval, the Chief retains the final decision as to whether ASSOCIATION
materials may be distributed on or by using Department property.

Section 4. Joint Communications

If both parties agree, members of Department management and the ASSOCIATION may
make joint appearances at Departmental meetings in order to address critical communications.

Section 5. Association Communication with Trainees

The CITY shall allow the ASSOCIATION, and its affiliates as determined by the
ASSOCIATION Board of Directors, access to meet with newly hired Medics at the ATCEMS
training academy during regular academy hours for the duration of at least one (1) hour per
academy class. The ASSOCIATION shall be permitted to provide each academy class with
lunch at the discretion of the ASSOCIATION.

Section 6. Authorized Association Activity

The flexibility for ASSOCIATION activity authorized in this Article is dependent upon work
downtime when personal activities would otherwise be appropriate and permissible under
Department and CITY standards.

Section 7. Association Participation in Workforce Collaboration Groups

a) Definitions – as used in this Article:

(1) Committee – ASSOCIATION group appointed by the ASSOCIATION President
governed by the Association Bylaws

(2) Workgroup – Departmental group appointed solely by the Chief or his designee

(3) Taskforce – Joint group consisting of personnel appointed in equal numbers by the
Chief and the ASSOCIATION President

b) Workforce Collaboration Group – The ASSOCIATION recognizes the managerial
prerogative to establish groups of employees to develop solutions for various issues unimpeded.
The ASSOCIATION and the CITY have a vested interest in collaborating to improve the service
delivery to the citizens we serve and to improve the working conditions for employees. Only
items that result from the Taskforce collaboration may be reported by the CITY or the
ASSOCIATION as having the joint support of both the ASSOCIATION and the Department.
ARTICLE 12
PROMOTIONS

FIELD DIVISION:

Section 1. Medic II - Field

a) Promotional Procedure for Medic II - Field

(1) Positions in the classification of Medic II - Field shall be filled from an eligibility list created by a promotional procedure consisting of a written examination and, at the discretion of the Chief, may include a Technical Skills Evaluation conducted in accordance with this Article.

(2) For each promotional cycle for Medic II - Field, the Chief will determine whether the process will include a Technical Skills Evaluation. The notice for the written examination shall indicate whether the process will include a Technical Skills Evaluation.

b) Eligibility

(1) Except as provided by Section 8 of this Article, each promotional examination for the classification of Medic II - Field shall be only open to:

(i) Each Medic I - Field who has continuously held that classification for at least three years immediately before the examination, and

(ii) At the time of the promotional examination has a current Texas Department of State Health Services certification as an Emergency Medical Technician-Paramedic or Licensed Paramedic.

(2) A Medic I is not eligible for out of class assignment into the Medic II rank.

c) Written Examination

The Medic II - Field written promotional exam will be conducted in accordance with this Article. Candidates who pass the written promotional examination with a minimum score determined and validated by the third party consultant, before the addition of seniority and/or education points, if any, and shall be determined to have passed the examination, will proceed to the next step of the examination process, which may include an optional Technical Skills Evaluation.

d) Optional Technical Skills Evaluation

(1) If included, the Technical Skills Evaluation will be developed by a third party consultant chosen by the Chief from a list generated by the Director of Civil Service. The Technical Skills Evaluation exercises shall be based on job content and responsibility. The
Technical Skills Evaluation may include a scenario based assessment. The Consultant shall make all final decisions concerning the design and implementation of the Technical Skills Evaluation.

(2) To remain in the process, all candidates must complete the Technical Skills Evaluation, which may be administered on the same day or consecutive days depending on the number of qualified applicants. There is no minimum passing score on the Technical Skills Evaluation.

(3) Nothing in the Technical Skills Evaluation process may be appealed either to the Civil Service Commission, a Hearing Examiner, or to District Court.

e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be added to the written exam score, equivalent to one (1) point per year of continuous service prior to date of the examination, which shall be prorated for partial years.

f) Education

(1) The following education points shall be added to each candidates score. These points shall only be added to the Written Examination, and shall only apply to college degrees or college credit from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges. No cumulative points shall be allowed for more than one degree or college credits.

(i) Add 0.5 point for 60 college credits
(ii) Add 1.0 point for Bachelor Degree
(iii) Add 2.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the Human Resource Section of the Department has the necessary supporting documentation for education points. The documentation must be received by the HR Section no later than 5:00 p.m. on the seventh (7th) business day before the written examination is administered. No education points will be counted unless proper documentation is timely received.

g) Scoring

(1) If a Technical Skills Evaluation is included in the promotional process cycle for the rank of Medic II - Field, the eligibility list shall be calculated as follows:

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<thead>
<tr>
<th>Written Examination Points:</th>
<th>Technical Skills Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>(See Section 9)</td>
<td></td>
</tr>
</tbody>
</table>
Maximum Exam Points 100
Maximum Education Points 2
Maximum Seniority Points + 10
Total Maximum Points: 112

PROMOTION ELIGIBILITY LIST FORMULA
MEDIC II - FIELD

(Written Exam Points + Education Points + Seniority Points) / 112 x 100 x .70 (Adjustment Factor)
+ (Technical Skills) x .30 (Adjustment Factor)

Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service tie-breaking rules will be applied if necessary.

(2) If a Technical Skills Evaluation is not included in the promotional process cycle, the eligibility list shall be calculated as follows:

Written Examination Points:
(See Section 9)

Max Exam Points 100
Max Education Points 2
Max Seniority Points + 10
Total Maximum Points: 112

Section 2. Captain - Field

a) Promotional Procedure for Captain - Field

Positions in the classification of Captain - Field shall be filled from an eligibility list created by a promotional procedure consisting of a written examination and an Assessment Center conducted in accordance with this Article.

b) Eligibility

Except as provided by Section 8 of this Article, each promotional examination for the classification of Captain - Field shall be only open to each Medic II - Field who has continuously held that classification for at least two years immediately before the examination.
c) Written Examination

The Captain - Field written promotional exam will be conducted in accordance with this Article. Candidates who pass the written promotional examination with a minimum score determined and validated by the third party consultant, before the addition seniority points, will proceed to the next step of the examination process, which is an Assessment Center.

d) Assessment Center

The Captain - Field Assessment Center will be conducted in accordance with this Article.

e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be added to the written exam score, equivalent to one (1) point per year of continuous service prior to date of the examination, which shall be prorated for partial years.

f) Education

(1) The following education points shall be added to each candidate’s score. These points shall only be added to the Assessment Center score, and shall only apply to college degrees or college credit from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges. No cumulative points shall be allowed for more than one degree or college credits.

   (i) Add 0.5 point for 60 college credits
   (ii) Add 1.0 point for Bachelor Degree
   (iii) Add 2.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the Human Resource Section of the Department has the necessary supporting documentation for education points. The documentation must be received by the HR Section no later than 5:00 p.m. on the seventh (7th) business day before the written examination is administered. No education points will be counted unless proper documentation is timely received.

g) Scoring

After the Assessment Center scoring has been completed for the rank of Captain - Field the eligibility list shall be calculated as follows:

Written Examination Points:  
(See Section 9)  

Assessment Center:
Maximum Exam Points 100
Maximum Points 100
Maximum Seniority Points + 10
Maximum Education Points + 2
Total Maximum Points: 110
Total Maximum Points 102

PROMOTION ELIGIBILITY LIST FORMULA
CAPTAIN - FIELD

\[(\text{Written Exam Points} + \text{Seniority Points}) \div 110 \times 100 \times .60 \text{ (Adjustment Factor)}\]
\[+\]
\[(\text{Assessment Center Points} + \text{Education Points}) \div 102 \times 100 \times .40 \text{ (Adjustment Factor)}\]

= Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service tiebreaking rules will be applied if necessary.

Section 3. Commander - Field

a) Promotional Procedure for Commander - Field

Positions in the classification of Commander - Field shall be filled from an eligibility list created by a promotional procedure consisting of a written examination and an Assessment Center conducted in accordance with this Article.

b) Eligibility

Except as provided by Section 8 of this Article, each promotional examination for the classification of Commander - Field shall be only open to each Captain - Field who has continuously held that classification for at least two years immediately before the examination.

c) Written Examination

The Commander - Field written promotional exam will be conducted in accordance with this Article. Candidates who pass the written promotional examination with a minimum score determined and validated by the third party consultant, before the addition of seniority points, will proceed to the next step of the examination process, which is an Assessment Center.

d) Assessment Center

The Commander - Field Assessment Center will be conducted in accordance with this Article.
e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be added to the written exam score, equivalent to one (1) point per year of continuous service prior to date of the examination, which shall be prorated for partial years.

f) Education

(1) The following education points shall be added to each candidate’s score. These points shall only be added to the Assessment Center score, and shall only apply to college degrees from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges. No cumulative points shall be allowed for more than one degree.

   (i) Add 2.0 point for Bachelor Degree
   (ii) Add 4.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the Human Resource Section of the Department has the necessary supporting documentation for education points. The documentation must be received by the HR Section no later than 5:00 p.m. on the seventh (7th) business day before the written examination is administered. No education points will be counted unless proper documentation is timely received.

g) Scoring

After the Assessment Center scoring has been completed for the rank of Commander - Field, the eligibility list shall be calculated as follows:

| Written Examination Points: (See Section 9) | Assessment Center:
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Exam Points</td>
<td>Maximum Points 100</td>
</tr>
<tr>
<td>Maximum Seniority Points</td>
<td>Maximum Education Points +4</td>
</tr>
<tr>
<td>Total Maximum Points:</td>
<td>Total Maximum Points: 104</td>
</tr>
</tbody>
</table>

PROMOTION ELIGIBILITY LIST FORMULA
COMMANDER - FIELD

\[
\frac{(\text{Written Exam Points} + \text{Seniority Points}) \times 100}{110} \times 0.50 \text{ (Adjustment Factor)} + \\
\frac{(\text{Assessment Center Points} + \text{Education Points}) \times 104}{100} \times 0.50 \text{ (Adjustment Factor)}
\]
Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service
tiebreaking rules will be applied if necessary.

COMMUNICATIONS DIVISION:

Section 4. Medic II - Communications

a) Promotional Procedure for Medic II - Communications

Positions in the classification of Medic II – Communications shall be filled from an
eligibility list created by a promotional procedure consisting of a written examination and, at the
discretion of the Chief, may include a Technical Skills Evaluation conducted in accordance with
this Article.

b) Eligibility

Except as provided by Section 8 of this Article, each promotional examination for the
classification of Medic II – Communications shall be only open to each Medic I –
Communications who has continuously held that classification for at least three years
immediately before the examination.

c) Written Examination

The Medic II - Communications written promotional exam will be conducted in
accordance with this Article. Candidates who receive a minimum score determined and
validated by the third party consultant, before the addition of seniority and/or education points, if
any, shall be determined to have passed the examination, and will proceed to the next step of the
examination process, which may include an optional Technical Skills Evaluation.

d) Optional Technical Skills Evaluation

(1) If included, the Technical Skills Evaluation will be developed by a third party
consultant chosen by the Chief from a list generated by the Director of Civil Service. The
Technical Skills Evaluation exercises shall be based on job content and responsibility. The
Technical Skills Evaluation may include a scenario based assessment. The Consultant shall
make all final decisions concerning the design and implementation of the Technical Skills
Evaluation.

(2) To remain in the process, all candidates must complete the Technical Skills
Evaluation, which may be administered on the same day or consecutive days depending on the
number of qualified applicants. There is no minimum passing score on the Technical Skills Evaluation.

(3) Nothing in the Technical Skills Evaluation process may be appealed either to the Civil Service Commission, a Hearing Examiner, or to District Court.

e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be added to the written exam score, equivalent to one (1) point per year of continuous service prior to date of the examination, which shall be prorated for partial years.

f) Education

(1) The following education points shall be added to each candidate's exam score. These points shall only be added to the Written Examination, and shall only apply to college degrees from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges. No cumulative points shall be allowed for more than one degree or college credits.

   (i) Add 0.5 point for 60 college credits
   (ii) Add 1.0 point for Bachelor Degree
   (iii) Add 2.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the Human Resource Section of the Department has the necessary supporting documentation for education points. The documentation must be received by the HR Section no later than 5:00 p.m. on the seventh (7th) business day before the written examination is administered. No education points will be counted unless proper documentation is timely received.

g) Scoring

(1) If a Technical Skills Evaluation is included in the promotional process cycle for the rank of Medic II - Communications, the eligibility list shall be calculated as follows:

<table>
<thead>
<tr>
<th>Written Examination Points:</th>
<th>Technical Skills Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>(See Section 9)</td>
<td></td>
</tr>
<tr>
<td>Maximum Exam Points</td>
<td>Maximum Points</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Maximum Education Points</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Maximum Seniority Points</td>
<td>Total Maximum Points:</td>
</tr>
<tr>
<td>+ 10</td>
<td>112</td>
</tr>
<tr>
<td>Total Maximum Points:</td>
<td>Total Maximum Points:</td>
</tr>
<tr>
<td>112</td>
<td>100</td>
</tr>
</tbody>
</table>
PROMOTION ELIGIBILITY LIST FORMULA
MEDIC II - COMMUNICATIONS

(Written Exam Points + Education Points + Seniority Points) ÷ 112 x 100 x .70 (Adjustment Factor) + (Technical Skills) x .30 (Adjustment Factor)

= Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service tie-breaking rules will be applied if necessary.

(2) If a Technical Skills Evaluation is not included in the promotional process cycle, the eligibility list shall be calculated as follows:

Written Examination Points:
(See Section 9)

Maximum Exam Points 100
Maximum Education Points 2
Maximum Seniority Points ±10
Total Maximum Points: 112

Section 5. Captain - Communications

a) Promotional Procedure for Captain – Communications

Positions in the classification of Captain – Communications shall be filled from an eligibility list created by a promotional procedure consisting of a written examination and an Assessment Center conducted in accordance with this Article.

b) Eligibility

Except as provided by Section 8 of this Article, each promotional examination for the classification of Captain – Communications shall be only open to each Medic II – Communications who has continuously held that classification for at least two years immediately before the examination.

c) Written Examination

The Captain - Communications written promotional exam will be conducted in accordance with this Article. Candidates who pass the written promotional examination with a
minimum score determined and validated by the third party consultant, before the addition of
seniority points, will proceed to the next step of the examination process, which is an
Assessment Center.
d) Assessment Center

The Captain – Communications Assessment Center will be conducted in accordance with
this Article.
e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be
added to the written exam score, equivalent to one (1) point per year of continuous service prior
to the date of the examination, which shall be prorated for partial years.
f) Education

(1) The following education points shall be added to each candidate’s score. These
points shall only be added to the Assessment Center score, and shall only apply to college
degrees from an accredited college or university. An accredited college or university is an
institution of higher education that is accredited or authorized by the Southern Association of
Colleges and Schools, the Middle States Association of Colleges and Schools, the New England
Association of Schools and Colleges, the North Central Association of Colleges and Schools, the
Northwest Association of Schools and Colleges, or the Western Association of Schools and
Colleges. No cumulative points shall be allowed for more than one degree or Certification
college credits.

   (i) Add 0.5 point for 60 college credits
   (ii) Add 1.0 point for Bachelor Degree
   (iii) Add 2.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the
Human Resource Section of the Department has the necessary supporting documentation for
education points. The documentation must be received by the HR Section no later than 5:00
p.m. on the seventh (7th) business day before the written examination is administered. No
education points will be counted unless proper documentation is timely received.
g) Scoring

After the Assessment Center scoring has been completed for the rank of Captain –
Communications, the eligibility list shall be calculated as follows:

<table>
<thead>
<tr>
<th>Written Examination Points: (See Section 9)</th>
<th>Assessment Center:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Exam Points</td>
<td>100</td>
</tr>
<tr>
<td>Maximum Points</td>
<td>100</td>
</tr>
</tbody>
</table>
Maximum Seniority Points  +10  Maximum Education Points  + 2
Total Maximum Points:  110  Total Maximum Points  102

PROMOTION ELIGIBILITY LIST FORMULA
CAPTAIN - COMMUNICATIONS

(Written Exam Points + Seniority Points) ÷ 110 x 100 x .60 (Adjustment Factor)

+ (Assessment Center Points + Education Points) ÷ 102 x 100 x .40 (Adjustment Factor)

= Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service tiebreaking rules will be applied if necessary.

Section 6. Commander - Communications

a) Promotional Procedure for Commander – Communications

Positions in the classification of Commander – Communications shall be filled from an eligibility list created by a promotional procedure consisting of a written examination and an Assessment Center conducted in accordance with this Article.

b) Eligibility

Except as provided by Section 8 of this Article, each promotional examination for the classification of Commander – Communications shall be only open to each Captain – Communications who has continuously held that classification for at least two years immediately before the examination.

c) Written Examination

The Commander - Communications written promotional exam will be conducted in accordance with this Article. Candidates who pass the written promotional examination with a minimum score determined and validated by the third party consultant, before the addition of seniority points, will proceed to the next step of the examination process, which is an Assessment Center.

d) Assessment Center

The Commander – Communications Assessment Center will be conducted in accordance with this Article.
e) Seniority

Each candidate shall be entitled to up to a maximum of ten (10) seniority points to be added to the written exam score, equivalent to one (1) point per year of continuous service prior to date of the examination, which shall be prorated for partial years.

f) Education

(1) The following education points shall be added to each candidate’s written exam score. These points shall only be added to the Assessment Center score, and only apply to college degrees from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges. No cumulative points shall be allowed for more than one degree.

   (i) Add 2.0 point for Bachelor Degree
   (ii) Add 4.0 points for Masters Degree

(2) It is the responsibility of the candidate seeking education points to ensure that the Human Resource Section of the Department has the necessary supporting documentation for education points. The documentation must be received by the HR Section no later than 5:00 p.m. on the seventh (7th) business day before the written examination is administered. No education points will be counted unless proper documentation is timely received.

g) Scoring

After the Assessment Center scoring has been completed for the rank of Commander - Communications, the eligibility list shall be calculated as follows:

<table>
<thead>
<tr>
<th>Written Examination Points: (See Section 9)</th>
<th>Assessment Center:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maximum Exam Points</td>
<td>Assessment Center Points</td>
</tr>
<tr>
<td>Maximum Seniority Points</td>
<td>Maximum Education Points</td>
</tr>
<tr>
<td>Total Maximum Points:</td>
<td>Total Maximum Points:</td>
</tr>
</tbody>
</table>

PROMOTION ELIGIBILITY LIST FORMULA

COMMANDER - COMMUNICATIONS

(Written Exam Points + Seniority) ÷ 110 x 100 x .50 (Adjustment Factor) +

(Assessment Center Points + Education) ÷ 104 x 100 x .50 (Adjustment Factor)

=
Total Points for Promotion List**

**Formula shall be carried to 3 decimal points and rounded up from .0005. Civil Service
tiebreaking rules will be applied if necessary.

Section 7. Division Chief and Assistant Chief

a) Promotion by Appointment for Division Chief and Assistant Chief

(1) Upon vacancy, positions in the classification of Division Chief shall be filled by the
use of an appointment process. The Chief may appoint a person to the rank of Division Chief
from the rank of Commander. The Chief may remove without cause a person appointed to
Division Chief from the Division Chief position, subject to the person’s rights and remedies
under LGC Section 143.014. If, at the end of this Agreement, there is no successor Agreement,
LGC Section 143.014 shall continue to apply to individuals appointed to the rank of Division
Chief during the life of this Agreement.

(2) Upon vacancy, positions in the classifications of Assistant Chief shall be filled by
use of the appointment process specified in LGC Sections 143.014 and 143.311. A person
appointed to such positions shall have all rights and remedies afforded under LGC Section
143.014(g)-(h). The Chief may remove without cause a person appointed to Assistant Chief
from the Assistant Chief position, subject to the person’s rights and remedies under LGC Section
143.014(g).

(3) The employees currently occupying the positions of Division Chief and Assistant
Chief, and the employees appointed to those positions in accordance with this Article, will have
full civil service protection.

b) Eligibility

In addition to the EMS equivalent of qualifications listed in LGC Section 143.014(e), the
Chief shall establish, in writing, any additional required qualifying criteria for persons to be
appointed under this Section.

Section 8. Crossover Transfers and Promotions

a) Crossover Transfer

(1) A Medic I with a minimum of one (1) year of service within either the Field or
Communications Division, may request a transfer to a Medic I position within the alternate
division. A Medic I wishing to transfer divisions must meet the minimum qualifications for the
alternate division prior to being transferred.

(2) Authorization to transfer pursuant to this Section is within the sole discretion of the
Chief. The Department shall adopt a written policy outlining the process for Crossover
Transfers.
(3) A Medic I who transfers divisions shall not be eligible to promote until the person has continuously held the classification of Medic I in their new division for at least two (2) years immediately before the written examination. For all other purposes, a Medic I who transfers divisions retains their seniority within the Department.

b) Voluntary Crossover Demotion and Transfer

(1) A Medic within either the Field or Communications Division may voluntarily accept a demotion and transfer to a Medic I position within the alternate division. A Medic wishing to demote and transfer divisions pursuant to this Section must meet the minimum qualifications for the position in the alternate division prior to being transferred.

(2) Authorization for a voluntary demotion and transfer pursuant to this Section may be delayed or denied if the Chief determines that such demotion and transfer is not in the best interest of the Department. Reasons for delay or denial include, but are not limited to:

(a) Balance of the workforce;
(b) The number of vacancies within the affected classifications; or
(c) Disciplinary reasons.

(3) A Medic who voluntarily demotes and transfers divisions shall not be eligible to promote to the next highest classification until the person has continuously held the classification in the division to which the person was transferred for at least one (1) years immediately before the written examination. For all other purposes, a person who voluntarily demotes and transfers divisions retains their seniority within the Department.

c) Crossover Promotion

A Medic I who has continuously held the classification of Medic I in either Field or Communications Division for at least three (3) years immediately before the written examination, may compete in a promotional process for the classification of Medic II within the alternate division. A Medic I wishing to promote to the alternate division must meet all other minimum qualifications for Medic II in the alternate division prior to taking the written examination.

d) Step Placement Following Voluntary Crossover Demotion and Transfer

A Medic who elects to voluntarily demote and transfer to an alternate division shall remain at the same step placement that the medic held at the time of the voluntary demotion.

e) No Grievance or Appeal

It is expressly understood and agreed that nothing in this Section is subject to the grievance process set forth in this Agreement, nor may be appealed either to the Civil Service Commission, a Hearing Examiner, or to District Court.
Section 9. Written Examination for Promotion

a) Except appointments to the classifications of Division Chief and Assistant Chief, all candidates for promotion shall first take a written examination. The maximum score for the written examination shall be one hundred (100) points. Each candidate who receives a minimum score determined and validated by the third party consultant, before the addition of seniority or education points, if any, shall be determined to have passed the examination. The written examination shall consist of questions relating to the duties of the rank to be filled, as contained in reading material selected by the Chief. The CITY must engage an independent consultant to professionally develop the written examination questions after consultations with the Chief, or designees, and the Director of Civil Service. The CITY will make a reasonable effort to ensure that the examination will be validated either before or after the examination is given. Prior to being administered, the finalized examination shall be kept in a safe and secure manner.

b) The CITY shall make reasonable efforts to provide a six (6) month study time window prior to promotional examinations, but it is recognized that expiration or exhaustion of a list may necessitate an earlier examination.

Section 10. Assessment Center Process

a) The Assessment Center process shall only apply to candidates for the following classifications, who pass the written promotional examination, with a minimum score determined and validated by the third party consultant, before the addition of seniority or education points, if any:

(1) Captain - Field
(2) Commander - Field
(3) Captain - Communications
(4) Commander - Communications

b) Prior to the written examination being administered, the Chief shall establish assessment criteria based on job content and responsibility. The Director of Civil Service will generate a list of consultants, and will review that list with the Chief. The Chief shall also appoint three (3) members to serve on an Assessment Center Review Committee, ("ACRC"), plus one (1) alternate. The ASSOCIATION shall also select three (3) individuals to serve on the ACRC and one (1) alternate. All ACRC members shall be selected from the tested rank or above. No ACRC member shall be eligible for a promotional process in which they served as a member. The ACRC shall meet and consider the list of consultants and recommend the Assessment Center Consultant from the list, subject to Council approval pursuant to CITY purchasing policies and procedures.

c) After the Assessment Center Consultant has been selected, the Consultant will orient the ACRC. The Consultant will confer with both the Chief and the ACRC on the needs or issues affecting the design of the Assessment Center. Any input from the ASSOCIATION will be summarized by the ACRC and made available to anyone who requests it. The Consultant shall make all final decisions concerning the design and implementation of the Assessment Center.
d) The consultant will design the Assessment Center from among the following exercises:

- In Basket
- Problem Solving/Analysis
- Written and Oral Resumes/Structured Interviews
- Role Playing
- Memo/Report Writing
- Oral Presentation/Plan Preparation
- Staff Meeting
- Special Event/Operations

The consultant is not required to utilize all of the exercises, but may select the exercises or combine the listed exercises into one or more exercises that are best suited for the particular rank.

e) The Consultant also selects the assessors, who shall meet the following criteria:

1. Shall not be related to any candidates for promotion;
2. Shall not be known to, beyond mere acquaintance, any candidates for promotion;
3. Shall have two (2) years of experience in the promoted or equivalent rank, and
4. Shall not be a current or former employee of the City of Austin.

f) The Consultant shall conduct an orientation for candidates prior to administering the Assessment Center. The Consultant may deem the orientation mandatory, and all candidates must attend in order to participate, if it is declared mandatory. If the consultant deems an orientation to be mandatory, at least two (2) orientations shall be scheduled. If a mandatory orientation is scheduled during a candidate’s work time, he/she will be permitted to attend.

g) The assessors selected by the Consultant will assess the candidates for the rank. The assessors shall award up to one hundred (100) points to each candidate participating in the Assessment Center. The assessment sessions will be videotaped, and candidates may review their own session pursuant to procedures established by the Director of Civil Service, provided that candidates are given up to four (4) hours, which may be provided in smaller increments of time, to review their assessment session. The Director of Civil Service shall make available blocks of time for candidates to review examination results from 8:00 a.m. to 5:00 p.m., and at least two (2) evening options until 10:00 p.m. shall be provided. However, these time periods need not be kept available or staffed unless the times are reserved in advance. Examination reviews will be conducted on the candidate’s off-duty time. Copies of the videotapes will not be given to the candidate. Nothing in the Assessment Center process may be appealed either to the Civil Service Commission, a Hearing Examiner, or to District Court.
h) To remain in the process, all candidates must complete the Assessment Center, which
may be administered on the same day or consecutive days depending on the number of qualified
applicants. There is no minimum passing score on the Assessment Center.

Section 11. Eligibility Lists

a) All promotional eligibility lists created under this Article shall be constructed, with the
highest total score being ranked number one and descending in numerical order.

b) All promotional eligibility lists shall be valid for twenty-four (24) months from the date
that the eligibility list is initially posted, even after termination of this Agreement.

c) If a written promotional examination for a rank has been given prior to the expiration of
this Agreement, the promotional process for that rank may continue to completion, the expiration
of this Agreement notwithstanding, and the resulting eligibility list shall have a life of twenty-
four (24) months from the eligibility list is initially posted. In the event of any occurrence which
results in a change to the eligibility list, the changed list shall be effective on the day the original
list was effective, even after termination of this Agreement. In the event of a clerical or
 electronic error in computing the test scores, the expiration date of any promotional examination
 eligibility list may be amended by written agreement between the President of the
 ASSOCIATION and the City Manager.

Section 12. Appeals Criteria Committee

a) An Appeals Criteria Committee (ACC) shall determine the criteria for what may be
 appealed to the Civil Service Commission following all written promotional examinations. The
 ACC shall establish appeal criteria which will be used for all written examinations held during
 the term of this Agreement. The ACC, composed of seven (7) individuals, shall be appointed as
 follows:

(1) Three (3) members appointed by ASSOCIATION, each having taken at least one
(1) promotional exam;

(2) Two (2) members appointed by the Chief, each having taken at least one (1)
 promotional exam;

(3) One (1) member appointed by the Director of Civil Service ; and

(4) One (1) member appointed by the Chair of the Civil Service Commission.

b) A simple majority of the ACC shall approve the criteria. The Chief may reconvene the
ACC if, after an eligibility list has been established, it appears that clarification or modification
of the criteria is warranted. The criteria approved by the ACC shall not be appealable to either
the Civil Service Commission, a Hearing Examiner, or to District Court.

Section 13. Appeal Process after Written Examination
Within 72 hours after a promotional examination is held, the Commission shall post the
individual raw scores. Any candidate who has taken a written promotional examination may,
within seven (7) City of Austin business days of the posting of the written promotional exam
results, review his/her examination results. The process shall be established by the Director of
Civil Service; provided, however, that each candidate who has taken a promotional examination
may have up to four (4) hours to review his/her examination, write, and submit the appeal, if any,
which must be based on the appeal criteria approved by the ACC. Once an appeal is filed, it
shall be assigned a number and processed anonymously. The candidate may obtain a copy of his
or her appeal. The Director of Civil Service shall make available blocks of time for candidates to
review examination results from 8:00 a.m. to 5:00 p.m., and evening options until 10:00 p.m.
shall be provided. However, these time periods need not be kept available or staffed unless the
times are reserved in advance. Examination reviews will be conducted on the candidate’s off-
duty time. There will be no appeal to the Civil Service Commission, a Hearing Examiner, or to
District Court of any facet of the examination review process.

Section 14. Review by Employee Review Committee

a) An Employee Review Committee (ERC) will be appointed to screen written examination
appeals to the Civil Service Commission, applying the criteria established by the ACC to
determine which appeals should be rejected because they do not meet the criteria. Assuring for
diversity as is practical and possible the ERC shall be comprised of five (5) members as follows:

(1) Four (4) members of the rank of the promotional exam or higher, two (2) each
appointed by the ASSOCIATION and the Chief; and

(2) One (1) member appointed by the Director of Civil Service.

b) Appeals may advance from the ERC to the Civil Service Commission by a vote of a
simple majority of the ERC. The ERC will not make any statement, assertion, or
recommendation regarding the validity of an appeal or subsequent Civil Service Commission
action. There will be no appeal to the Civil Service Commission, a Hearing Examiner, or to
District Court of the ERC’s examination appeal determinations or from the Civil Service
Commission’s written examination appeal decisions.

Section 15. Time Limit to Fill Vacant Positions

It is expressly understood and agreed that during the term of this Agreement, the provisions
in Chapter 143.036(d) and (e) and 143.014(f) of the Local Government Code prescribing time
limits for filling vacancies shall be expanded to one hundred and twenty (120) calendar days
after the date the vacancy occurs. This Section shall only apply to the filling of vacancies in the
following classifications:

(1) Captain - Field
(2) Commander - Field
(3) Captain - Communications
(4) Commander - Communications

Section 16. Committee on the Assessment Center Process

The CITY and the ASSOCIATION shall each appoint two (2) persons to a committee that shall schedule a meeting with the participants in each Assessment Center process to discuss the strengths and weaknesses perceived by the participants, after completion of the process. The Committee may recommend changes in the procedures set out in this Agreement.

Section 17. Military Promotions/Demotions

The following changes are made to Sections 143.036 and 143.072 of the Texas Local Government Code:

a) When a Medic is promoted as the result of a vacancy created by a military leave of absence, and the Medic on military leave returns to active duty in the Department, the person who filled the most recent vacancy at that rank shall be the one who is demoted to the next lowest classification and placed on a reinstatement list, with such rights as prescribed in this Article.

b) The same result applies to all other promotions in lower ranks which resulted from the first promotion and subsequent demotion.

c) All other provisions of Sections 143.036 and 143.072 not specifically changed by this Agreement shall remain in effect.

Section 18. Vacancy Created by Indefinite Suspension

a) Notwithstanding any provision in this Article or any provision in Local Government Code Chapter 143, an indefinite suspension of a Medic (despite any pending appeal) shall create a vacancy, but shall not expand the size of the classified service. In the event that an indefinite suspension is overturned on appeal and the Medic is reinstated to active duty in the Department, the person who filled the most recent vacancy at that rank shall be the one who is demoted to the next lowest classification and placed on a reinstatement list, with such rights as prescribed in this Article.

b) The same result applies to all other promotions in lower ranks which resulted from the first promotion and subsequent demotion.

Section 19. Failure to Timely Credential after Promotion or Crossover Transfer

a) If a person fails to credential to unrestricted status by the Medical Director within the established time period following a crossover promotion or crossover transfer, the person shall be demoted to the position held at the time of the promotion or transfer. A demotion under this Section shall not expand the size of the classified service.
b) If a vacancy exists in the classification to which a person is demoted under this Section, the person shall fill the vacancy. If no vacancy exists, the person who filled the most recent vacancy at that classification shall be the one who is demoted to the next lowest classification and placed on a reinstatement list, with such rights as prescribed in this Article.

c) The same result applies to all other promotions in lower ranks that resulted from the first promotion and subsequent demotion.

d) A demotion under this Section shall not be appealable either to the Civil Service Commission, a Hearing Examiner, or to District Court.

Section 20. Reinstatement List

a) There shall be only one reinstatement list for each classification for persons demoted by virtue of Sections 17, 18 and 19 of this Article.

b) Any person placed on a reinstatement list pursuant to Section 17, 18 and 19 of this Article shall remain on the list indefinitely.

c) Persons on the list shall be entitled to reinstatement to the classification from which they were demoted in the same order as the demotion occurred, which results in the last demoted at that rank being the first reinstated. Reinstatements must occur off of the reinstatement list for that classification before any promotions from a promotional eligibility list. Until such reinstatements occur and the reinstatement list is exhausted, there shall be no "vacancy" created at that classification for the purpose of any promotional eligibility list.

d) Except for persons eligible for reinstatement at an entry classification, time spent on a reinstatement list shall not be considered a break in service for civil service purposes, including, but not limited to eligibility for future promotional examinations. Reinstatement is subject to successful completion of the OMD re-credentialing process.

Section 21. Effect on Current Eligibility Lists

It is expressly understood and agreed that the promotional process set out in this Article shall not apply to persons in a promotional process initiated prior to the effective date of this Agreement, and shall not extend the expiration date of an existing Eligibility List.

Section 22. Effect of Contract Expiration

The provisions of this Article shall remain in full force and effect after expiration of this Agreement as to:

a) All promotional eligibility lists created during this Agreement; and

b) All reinstatement lists created pursuant to this Article.
ARTICLE 13
HIRING PROCESSES

Part A. Application of Chapter 143 Processes

The ASSOCIATION, recognizing the CITY’S need for flexibility in the hiring process, hereby agrees to the deviations from Chapter 143 hiring procedures specifically authorized by this Article. Except as allowed by this Article, the CITY will comply with the hiring procedures specified in Chapter 143, and retains all prerogatives granted to it by the statutory procedures.

Part B. Initial Hiring Process

Section 1. Submission of Proper Application

a) In order to be considered for the position of Medic I each applicant must first submit a proper application as defined by the Department. A proper application shall include, but not be limited to, information on personal history, criminal history, driving record and age. The information submitted shall be used by the Department to determine whether the applicant meets the minimum qualifications to proceed to the testing phase of the process.

b) The Chief shall establish the eligibility requirements for applicants for the position of Medic I, consistent with Chapter 143 and this Agreement.

Section 2. Screening and Testing of Applicants

a) The Chief will develop and implement the screening and testing procedures used to determine whether an applicant will be offered a position as a Medic I in an EMS Academy. The screening and testing procedures will include, at a minimum, a structured Oral Interview Board and a background investigation. Nothing in this Agreement or in Chapter 143 will restrict the nature of the tests administered to applicants or the procedures used to administer those tests.

b) Applicants who successfully complete all of the screening and testing procedures will be placed on an eligibility list per Department policy. Applicants on the eligibility list may be offered a position as a Medic I in an EMS Academy.

c) Each eligibility list created as a result of the process described in this Section shall remain effective for twenty-four (24) months after certification by the Civil Service Commission.

Section 3. Internship Program

The Department may create and implement an Internship Program for individuals who are interested in becoming a Medic I. Anyone admitted into the Internship Program must pass the same screening and testing procedures as applicants for the position of Medic I, either at the beginning or at the end of their participation in the Program. The duration of the Internship Program will be at least the equivalent of a college semester. Any intern who successfully
completes the Internship Program shall be placed at the top of the current or next eligibility list for hire as a Medic I. Up to fifty percent (50%) of each Academy class may consist of interns who successfully completed the Internship Program.

Section 4. Effect on Present Medic I Classes

It is specifically understood and agreed that the hiring process set out in this Agreement shall not apply to persons hired before the effective date of this Agreement.

Section 5. Probationary Period

The “at will” probationary period of individuals filling beginning positions in the EMS Department shall begin, under this Agreement, on the date the Medic I is hired and shall end at the expiration of twelve (12) months. Any leave taken by a probationary Medic I, including but not limited to injury leave, FMLA leave, or sick leave, shall extend this probationary period by the length of the leave taken. (Approved vacation leave, other than FMLA, will not so extend the probationary period.)

Part C. Modified Hiring Process

Section 1. Applicability

The Modified Hiring Process applies only to the hiring of individuals with 911 EMS communications experience for the Communications Division or 911 EMS transport experience for the Field Division.

Section 2. Eligibility Requirements

a) The Chief shall establish the eligibility requirements for applicants for the Modified Hiring Process. The requirements need not be the same as those established by Chapter 143 or those applicable to applicants for the position of Medic I, except as noted within this article.

b) The Chief or the Chief’s designee may, at his or her sole discretion, deny the application of any applicant for the Modified Hiring Process and may determine whether a particular applicant meets the eligibility requirements in accordance with the provisions in this article.

Section 3. Selection and Placement

a) The Chief shall establish the selection criteria and procedures for the Modified Hiring Process. The criteria need not be the same as those established by Chapter 143 or those applicable to applicants for the position of Medic I in the Department’s regular Academy. Applicants who meet the selection criteria and procedures may be hired without being placed on an eligibility list.

b) Upon hire, the applicant will be placed in the position of Medic I regardless of any rank or position the individual previously held in another agency.
Section 4. Modified Hiring Training and Probation

a) The Chief shall establish the training requirements for individuals hired through the Modified Hiring Process. All individuals hired through the Modified Hiring Process must successfully complete the training established by the Chief.

b) Each individual hired through the Modified Hiring Process shall successfully complete a probationary period of at least twelve (12) months from date of hire.

Section 5. Civil Service Status

a) An individual who successfully completes the probationary period will become a full-fledged civil service employee with civil service protection. Until completion of probation, each Medic I hired through this Modified Hiring Process is an at-will employee who may be discharged by the Chief at any time, without right of appeal.

b) Until completion of probation, a Medic I hired through the Modified Hiring Process is excluded from the coverage of discipline or grievance Articles in this Agreement.

Section 6. Pay and Seniority

a) The Chief may determine the pay rate for each Medic I hired through the Modified Hiring Process. Any pay rate established by the Chief shall not exceed that of a Medic I with two years’ experience in the Department.

b) Regardless of the pay rate established for each Medic I hired through the Modified Hiring Process, seniority for purposes of longevity pay shall begin on the date of hire as a Medic I with the Department.

c) Movement through the pay schedule shall not take into account initial placement in the step plan, but shall only be based on time in service.

Section 7. Promotional Eligibility

A Medic I hired through the Modified Hiring Process must meet the same promotional eligibility requirements as a Medic I hired through the Department’s regular initial hiring process.

Section 8. Implementation

The Modified Hiring Process described by this Article may be used at any time, for any number of applicants, as authorized by the Chief.

Part D. Additional Provisions

Section 1. Benefit of the Bargain
The ASSOCIATION and the CITY share the goal of recruiting and hiring the most qualified applicants to become Medic I personnel. The parties agree that the degree of flexibility incorporated into this Article is of benefit to both parties.

Section 2. Effect of Contract Expiration

The provisions of this Article shall remain in full force and effect after expiration of this Agreement as to:

a) Any hiring process which has been commenced in substantial reliance upon the provisions of this Article;

b) The length of the "at will" probationary period for individuals in that status prior to the expirations of this Agreement;

c) Any eligibility list created under the terms of this Article will remain in effect for 24 months, notwithstanding the expiration of this Agreement;

d) Any interns who are participating in the Internship Program at the expiration of this Agreement may be placed at the top of the first eligibility list created after expiration of this Agreement.

Section 3. Preemption

Nothing in this Article shall prevent the CITY from complying with any provision of federal law in connection with the hiring process.

ARTICLE 14
DRUG TESTING

Section 1. Commitment to Eliminating Drug and Alcohol Abuse in the Workplace

The ASSOCIATION and the CITY share a mutual interest in having a healthy and drug free workforce. To further that mutual interest, both parties are committed to a drug testing policy that identifies employees who have violated CITY or Department rules, regulations, policies, or procedures.

Section 2. Types of Drug Testing

All Medics, including the Chief and Assistant Chiefs, will be subject to the following types of drug testing:

a) Post-Accident Drug Testing: Employees are subject to post-accident testing for alcohol, illegal drugs and controlled substances following any on the job injury or motor vehicle accident
which results in a human fatality, an injury which is treated away from the scene, or if a vehicle
involved in the accident is towed from the scene.

b) Random Drug Testing: Up to fifty percent (50%) of all Medics will be subject to
selection for mandatory testing for illegal drugs and controlled substances during each calendar
year on a fair and impartial statistical basis at the CITY'S expense. Selections for random
testing will be made for a defined period, no less frequently than monthly.

Section 3. Protocol for Random and Post-Accident Drug Testing

a) The terms “illegal drugs” and “controlled substances” refer to the substances listed in 49
CFR §40.87 at the time of the test, and medications that are approved for use in patient care by
the Clinical Operating Guidelines as adopted by the Department. The term “alcohol” has the
generally understood meaning.

b) As used in this Article, "drug testing" or "drug test" means the compulsory production
and submission of both urine and oral fluid samples by a Medic for chemical analysis to detect
the presence of prohibited drug usage in connection with the post-accident and random testing
processes set forth herein. Direct observation will not be a part of the urine collection process,
unless lab personnel have reason to believe that the initial specimen was adulterated. The Cutoff
values used in the oral specimen testing will be based on current Substance Abuse Mental Health
Services Administration (SAMHSA) Guidelines for Oral Fluid Testing. For Post-Accident Drug
Testing, the Department may continue to use breath sampling to detect the presence of alcohol.

The definition of “drug testing” or “drug test” may be expanded or modified to include
additional tests during the life of this Agreement with the approval of the CITY Manager and the
ASSOCIATION President.

c) Specimen testing shall be conducted using techniques, equipment, and laboratory
facilities in compliance with regulations and guidelines of the U.S. Department of Health and
Human Services (DHHS) by a laboratory certified by DHHS, except where provided otherwise
in this Agreement.

d) The test will be for the prohibited substances listed in 49 CFR §40.87 at the time of the
test, and medications that are approved for use in patient care by the Clinical Operating
Guidelines as adopted by the Department. A Post-Accident Test may include alcohol testing.

e) A positive drug test is defined as one where there is a quantifiable presence of one of the
above prohibited substances in an amount that meets or exceeds the thresholds under CFR
§40.87 for urine samples or SAMHSA current Guidelines for Oral Fluid Testing. If either the
urine or oral fluid test is positive, the employee's drug test shall be deemed positive. Evidence
that one of the tests was negative may not be used by a party in connection with an appeal of any
disciplinary action. A positive alcohol test is defined as one where the blood alcohol
concentration is .04 or greater. If confirmatory testing results are negative, records of the testing
shall not be placed or maintained in the employee’s personnel file.
f) No adverse employment action will be taken against an employee for use of medications for which they have a valid prescription, provided the employee is using the medication in compliance with the prescription and Department policy.

g) All drug tests will be conducted in accordance with standards established by the United States Department of Transportation, SAMHSA, ATCEMS Departmental policy, and will be implemented in accordance with procedures adopted by the Chief and the CITY'S Human Resources Department.

Section 4. Authority of Chief

Nothing in this Article shall be construed to prohibit the Chief from conducting an alcohol or drug test on a Medic if that test is based on reasonable suspicion as outlined in the Department policy in effect at the time of this Agreement.

Section 5. Confidentiality

All records pertaining to drug or alcohol tests conducted under this Article shall be maintained by the CITY, and shall remain confidential except when disclosure is mandated by law or when such records are used in any disciplinary or legal proceeding.

Section 6. Assurance of Accurate Results

a) Medics shall have the right to request that their urine and oral fluid sample be stored in case of legal disputes. The urine and oral fluid sample will be submitted to the designated testing facility, and if requested by the Medic, will be maintained for the period of one year. Drug testing shall consist of a two-step procedure:

(1) Initial screening test
(2) Confirmation test

b) A Medic who disputes the results of a drug test required under this Agreement may request that an additional test be conducted. This test must be conducted at a different DHHS-certified laboratory. The test must be conducted on a split sample that was provided by the Medic at the same time as the original sample. The Medic may witness the splitting of the specimen at the time of collection. The method of collecting, storing, and testing the split sample will be consistent with the procedures set out in 49 CFR Part 40, as amended. The Medic’s request for a split sample test must be made to the Medical Review Officer within seventy-two (72) hours after the Medic received notice of the original sample’s verified positive result. Requests received after expiration of the seventy-two (72) hour period can be accepted only if the delay is determined, in the sole discretion of the Chief, to be the result of documentable facts that were beyond the control of the medic. The cost of the second test will be paid by the employee. If the result of the second sample test is negative, the Department will reimburse the Medic for the cost of the test.
c) Each year the Drug Testing Program will be evaluated by a third party in accordance with the vendor agreement and 49 CFR §40.121.

Section 7. Education

At the discretion of the Chief, mandatory educational programs regarding alcohol and drug use may be implemented for all Medics, and educational materials may be available to Medics, including department policies and relevant federal regulations referred to in this Agreement.

Section 8. Self-Disclosure, Treatment, and Alternative Discipline

a) If a Medic self-discloses to the Chief that the Medic has used illegal drugs or controlled substances and seeks treatment for drug use, the Chief may use an alternative discipline procedure outlined in Article 16. For the Chief to use an alternative discipline procedure, any self-disclosure by a Medic must occur:

   (1) Before the employee is notified of selection for random drug testing under Section 2 above;

   (2) Before the employee is involved in an on the job injury or any motor vehicle accident that would require drug testing under Section 2 above; or

   (3) Before the occurrence of any event which forms the basis of the Department’s decision to require a drug test based on reasonable suspicion that the Medic has violated the Department’s rules, regulations, policies, or procedures.

b) Nothing in this Article restricts the authority of the Chief to impose appropriate disciplinary action for the violation of Department rules, regulations, policies, or procedures.

Section 9. Conflicts

The terms of this Agreement shall prevail in a conflict with Departmental policy regarding alcohol or drug testing.

ARTICLE 15
PROTECTED RIGHTS OF MEDICS

Section 1. Effect of Article

The following provisions shall apply to the administrative investigation of alleged misconduct by ATCEMS Medics and the process of administrative discipline. To the extent of any conflict between this Agreement and the provisions of Chapter 143 of the Texas Local Government Code, the provisions of this Agreement shall control. To the extent of any conflict between this Article and any other provision of this Agreement, this Article shall control.
Section 2. Definitions

In this Article:

a) "Complaint" means any affidavit, administrative referral, or other document setting forth allegations or facts that may form the basis of future allegations of misconduct against a Medic and which serves as the basis for initiating an investigation.

b) "Complainant" means either a person claiming to be a witness to or a victim of misconduct by a Medic; or the Department designee in the case of an anonymous complaint or administrative referral.

c) "Disciplinary Action" means suspension, indefinite suspension, demotion in rank, reprimand, or any combination of those actions.

d) "Investigation" means an inquiry into the alleged misconduct by a Medic that could result in disciplinary action.

e) "Investigator" means any agent or employee of the municipality who is assigned to conduct an administrative investigation.

f) "Statement" means any communication (oral or written) setting forth particulars or facts regarding the alleged misconduct under investigation.

g) "Evidence" means statements, reports, records, recordings, documents, computer data, text, graphics, videotape, photographs, or other tangible forms of information, including a "complaint".

Section 3. Access to Records by Medics

a) Not less than forty eight (48) hours before the Medic who is the subject of an investigation provides a statement to an investigator, the Medic shall be provided a copy of the complaint(s). The Department may omit the name and/or identity of the person making the complaint. In the event that the complaint(s) does not contain all allegations of misconduct under investigation, not less than forty eight (48) hours before the investigator begins the initial oral or written interview of the Medic, the investigator must inform the Medic in writing of the additional allegations being investigated. This subsection does not apply to an administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against a Medic for alleged misconduct.

b) Before the Medic who is the subject of an investigation provides a statement to an investigator, the Medic and his representative(s) shall be provided an opportunity to review any videotape, photograph, or other recording of the operative conduct or alleged injuries, if any, which is the subject of the allegations if such recording is within the possession or control of the CITY, unless the material is confidential by law, or evidence from a pending criminal investigation.
c) A Medic who is the subject of an investigation is entitled to a copy of his or her statement to the Office of Professional Conduct at the time the statement is finalized and signed by the Medic. The statement remains confidential in the hands of the Medic pursuant to 143.089(g), Department policy, and orders of non-communication about internal investigations, except for consultations with counsel and/or ASSOCIATION representatives who are not involved in the investigation.

d) Before the Medic who is the subject of an investigation provides a statement to an investigator, the Medic and his representative(s) shall be allowed to review the portions of any document(s) in which it is alleged or believed that the Medic provided false, inconsistent, or conflicting information, or in which it is alleged that the Medic omitted information in violation of any law or Department policy.

e) Before the Medic who is the subject of an investigation provides a statement to an investigator, the Medic and his representative(s) shall be allowed to review any report, supplemental report or other statement recorded or written by the Medic, setting forth particulars or facts regarding the operative conduct which is the subject of the allegation(s).

f) Not less than forty eight (48) hours before any administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against a Medic for alleged misconduct, the Medic and his representative shall be allowed up to five (5) hours to review any and all evidence gathered or obtained during the investigation, and not previously reviewed by the Medic. The evidence available for review shall include the Office of Professional Conduct summary, if any. Evidence does not include attorney client communications. Neither the Medic nor his representative will be permitted to make copies of any of the evidence reviewed.

g) Not less than forty eight (48) hours before any administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against a Medic for alleged misconduct, the Department shall provide written notice of the alleged policy violations and the specific range of discipline being considered. In making the final decision as to discipline, if any, the Chief shall not be restricted to the alleged policy violations and/or the range of discipline provided pursuant to this subsection.

Section 4. Confidentiality of Records and Misuse of Information

The access to records provided in this Article has been granted in exchange for the following agreements intended to insure confidentiality and to prevent retaliation or the threat of retaliation against any witness in an investigation:

a) Information provided or made available for review remains confidential in the hands of the Medic and the Medic’s representative pursuant to 143.089(g), Department policy, and orders of non-communication about internal investigations, except for consultations with counsel and/or ASSOCIATION representatives who are not involved in the investigation.
b) Retaliation or the threat of retaliation by a Medic, or by an individual at the direction of the Medic, against a complainant or a witness is strictly prohibited. A sustained violation of this subsection shall result in either a temporary or indefinite suspension.

c) If a Medic is suspended for an alleged violation of subsection b, the Medic shall have the right to appeal the suspension to the Civil Service Commission or to an Independent Third Party Hearing Examiner pursuant to the provisions of this Agreement and Chapter 143 of the Texas Local Government Code. The Commission or the Hearing Examiner shall decide whether the specific charge related to this Section is true. If the charge is found to be true, the Commission or Hearing Examiner must affirm the disciplinary action and cannot amend, modify, or reduce the period of disciplinary suspension. Sections 143.053(e) & (f) of the Texas Local Government Code are hereby superseded to the extent of any conflict with this Section.

Section 5. Right to Representation

A Medic who is the subject of an investigation or administrative inquiry shall have the right to be represented by either an attorney or an ASSOCIATION representative of the Medic’s choice during an interview, provided the attorney or representative complies with the Office of Professional Conduct interview protocol. A Medic shall have the right to be represented by either an attorney or an ASSOCIATION representative of the Medic’s choice during an administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action for alleged misconduct.

Section 6. Administrative Hearing to Determine Discipline

When an administrative hearing is conducted for the purpose of determining whether the Department shall take administrative action against a Medic for alleged misconduct, the following procedures shall apply:

a) The administrative hearing is not an evidentiary hearing, and the Medic does not have the right to present or cross-examine witnesses. It shall be optional for the Medic who is the subject of the investigation to attend and answer any questions at the hearing. For purposes of this Agreement and Chapter 143, it is expressly understood that no portion of the administrative hearing constitutes an “Investigation,” and involvement in the hearing does not constitute being an “Investigator” as those terms are defined in this Article. If the Medic chooses not to attend or has determined that he/she will not answer any questions at the hearing, the Medic must give 24 hours notice to the Department by filing the necessary waiver form.

b) If the Medic attends, the Medic may audio tape the portions of the hearing in which the Medic is present.

Section 7. Violation of Medic’s Rights

If the Department or any investigator violates any of the provisions of this Article or of Section 143.312 of the Texas Local Government Code while conducting an investigation, the violation may be considered by the Civil Service Commission or a Hearing Examiner in any
disciplinary appeal hearing if the violation substantially impaired the Medic’s ability to defend against the allegations of misconduct.

ARTICLE 16
DISCIPLINARY ACTIONS AND APPEALS

Section 1. Suspensions of Three (3) Days or Less

It is understood that most Medics will make some errors during their career involving rule violations, including those who are good, professional Medics. The parties agree that short disciplinary suspensions are for the purpose of reinforcing the need for compliance with Departmental standards and not necessarily as punishment.

a) Appealable and Non-Appealable Suspensions

The parties agree that when a Medic is suspended for 1, 2, or 3 days, the Medic may choose one of two methods of dealing with the suspensions as listed below.

1) Suspensions that may not be appealed. The Medic may choose to use vacation or holiday time to serve the suspension with no loss of paid salary and no break in service for purposes of seniority, retirement, promotion, or any other purpose. The Medic must agree that there is no right to appeal if this method of suspension is chosen.

2) Suspensions that may be appealed. The Medic may appeal the suspension to the Civil Service Commission or a third party Hearing Examiner. If the Medic chooses to appeal the suspension, the Civil Service Commission or Hearing Officer’s authority is limited to ruling on whether or not the charges against the Medic are true or not true. If the Civil Service Commission or Hearing Examiner finds the charges to be true, there is no authority to mitigate the punishment. If the Civil Service Commission or Hearing Examiner finds the charges to be not true, the Medic shall be fully reinstated with no loss of pay or benefit.

b) Costs on Appealable Suspensions

In the event that a Medic appeals a 1, 2 or 3 day suspension to a Hearing Examiner, it is agreed that the losing party shall be responsible for all costs of the appeal, including the Hearing Examiner’s fee, travel and lodging if necessary.

To facilitate such payment on the part of the Medic at the time of appeal the Medic shall submit a signed payroll deduction agreement that if the Hearing Examiner finds the charges to be true, the CITY is authorized to deduct up to one hundred dollars ($100.00) per month from the Medic regular pay, until such time as what would otherwise be the CITY’S portion of the costs have been satisfied.
c) Reductions of Suspensions of Three (3) Days or Less to a Written Reprimand

The parties agree that temporary suspensions of 1, 2, or 3 days that are imposed after the effective date of this Agreement, will be automatically reduced to a written reprimand under the following conditions:

(1) Suspensions of 1, 2, or 3 days, which are not appealed pursuant to Section 1(a)(1), shall be reduced to a written reprimand two (2) years after the date the suspension was served on the Medic if:

   i. The Medic does not have a sustained complaint for substantially similar conduct within two (2) years from the date the suspension was served on the Medic.

(2) Suspensions of 1, 2, or 3 days, which are not appealed pursuant to Section 1(a)(1), shall be reduced to a written reprimand three (3) years after the date the suspension was served on the Medic if:

   i. The Medic has been previously disciplined for substantially similar conduct, and;

   ii. The Medic does not have a sustained complaint for substantially similar conduct within the next three (3) years from the date the suspension was served on the Medic.

(3) Any controversy over whether or not the prior conduct was substantially similar may be presented to an arbitrator under the other provisions of this Article.

(4) Suspensions of 1, 2, or 3 days that are appealed to the Civil Service Commission or a Hearing Examiner are not eligible for reduction to written reprimand under this Agreement.

(5) Suspensions of 1, 2, or 3 days that are reduced to a written reprimand pursuant to this Agreement shall not be introduced, cited, or used in any manner in subsequent disciplinary suspensions or appeals as to that Medic, but the original disciplinary decision is not covered by this Section as to contentions of disparate discipline by other Medics.

(6) If the conditions set forth in subparts (a) or (b) are met, the Department shall notify the Civil Service Commission in writing that the temporary suspension has been reduced to a written reprimand. The parties agree that the Department and the Civil Service Commission will not alter, destroy, conceal, or remove, any documents related to the temporary suspension, including but not limited to the letter of temporary suspension that was filed with the Commission as required by LGC 143.052(c), or the Department’s investigative file itself.
Section 2. Use of Leave during Suspension Period

The Chief may, at his sole discretion in hardship cases, authorize use of the Medic’s accumulated vacation leave to cover all or part of a temporary suspension. If the Medic uses vacation leave as authorized by this Agreement, the Medic waives all rights to appeal the suspension to the Civil Service Commission, a District Court or to a Hearing Examiner. It is also understood and agreed that if the Chief permits the use of vacation days for suspension, such days off shall be considered as equal punishment to traditional unpaid days of suspension. Vacation time used for purposes of this Article is not productive time. In no case will sick leave be substituted for unpaid days of suspension.

Section 3. Agreed Temporary Suspensions of Sixteen (16) to Ninety (90) Days

Either the Chief or the Medic facing discipline may offer to impose or accept a suspension without pay for a period from sixteen (16) to ninety (90) days. If the Medic accepts the mutually agreed suspension, the Medic may not appeal the suspension to the Civil Service Commission, a District Court or to a Hearing Examiner.

Section 4. Scheduling of Indefinite Suspension Appeal

If a Medic appeals an indefinite suspension to an Independent Third Party Hearing Examiner, the parties will make a good faith effort to schedule the appeal of the indefinite suspension within 30-180 days of the date the Medic was indefinitely suspended.

Section 5. Payment for Accrued Leave upon Indefinite Suspension

a) A Medic who has been indefinitely suspended may, upon request, be paid in a lump sum all accrued vacation and accrued exception vacation that such Medic would have been entitled to had the Medic retired or resigned in good standing.

b) If the indefinite suspension is overturned as a result of the appeal, the Civil Service Commission or a Hearing Examiner may restore such leave, but a total award of leave and back pay, if any, shall be offset by the amount paid to the Medic under Subsection a) above.

Section 6. Alternative Discipline by the Chief

In considering appropriate disciplinary action the Chief may require that a Medic be evaluated by a qualified professional designated by the Chief. If that professional recommends a program of counseling and/or rehabilitation for the Medic, the Chief may, as an alternative to temporary or indefinite suspension, or in combination with a temporary suspension, require that the Medic successfully complete the recommended program. The program of counseling and/or rehabilitation will be completed on the Medic’s off-duty time, unless the Chief approves the use of accrued vacation leave or sick leave. The Medic shall be responsible for paying all costs of the program of counseling and/or rehabilitation which are not covered by the Medic’s health insurance plan. If the Medic’s misconduct involves alcohol-related behavior, the Chief may require that the Medic submit to mandatory alcohol testing, when ordered by the Chief, for a
specified period of time. If, after entering the program of counseling and/or rehabilitation, the
Medic fails or refuses to complete the program, the Medic may be indefinitely suspended. The
Medic has the right to appeal to the Civil Service Commission or to a third party Hearing Exam-
iner any discipline imposed under this section by filing an appeal notice in accordance with the
provisions of Chapter 143. On appeal, the Civil Service Commission or Hearing Examiner shall
have the same duties and powers set forth in Chapter 143, but shall not have the power to
substitute a program of counseling and/or rehabilitation different from the program imposed by
the Chief or to substitute any period of suspension for the required program of counseling and/or
rehabilitation.

Section 7. Alternative Discipline by Agreement

In considering appropriate disciplinary action, the Chief may require that a Medic be
evaluated by a qualified professional designated by the Chief. If that professional recommends a
program of counseling and/or rehabilitation for the Medic, the Chief may offer the Medic the
opportunity to enter into an alternative disciplinary agreement under which the Medic would
accept a temporary suspension of up to ninety (90) days and agree to successfully complete the
program of counseling and/or rehabilitation recommended by the qualified professional
designated by the Chief. The program of counseling and/or rehabilitation will be completed on
the Medic’s off duty time, unless the Chief approves the use of accrued vacation leave or sick
leave. The Medic shall be responsible for paying all costs of the program of counseling and/or
rehabilitation, which are not covered by the Medic’s health insurance plan. If the Medic’s
misconduct involved alcohol related behavior, the Chief may require that the Medic submit to
mandatory alcohol testing, when ordered by the Chief, for a specified period of time. If the
Medic accepts the opportunity for agreed alternative discipline, the Medic may not appeal the
suspension or any terms of the Agreement to the Civil Service Commission, a District Court or
to a Hearing Examiner. If the Medic fails to successfully complete the program of counseling
and/or rehabilitation, the Medic may be indefinitely suspended without right of appeal

Section 8. Extending Disciplinary Deadline by Agreement

a) A Medic and the Chief, or his/her designee, may agree to extend any statutory deadline
for imposing discipline for a period not to exceed thirty (30) days. Either the Medic or the Chief
may offer or request the extension. The agreement to extend the statutory deadlines shall be in
writing and shall be signed by both the Medic and the Chief, or his/her designee.

b) Any disciplinary action taken by the Chief before the extended deadline shall be
considered timely. An agreement to extend the deadline does not affect a Medic’s right of
appeal from the disciplinary action.


In order to be mutually accepted on the hearing examiners list, an individual must be
impartial to the ASSOCIATION and the CITY, shall be a member of the American Arbitration
Association (AAA), have formal training in presentation and evaluation of evidence, and have
experience in deciding municipal employment issues.
Section 10. Authority of the Commission or Hearing Examiner

If a Medic appeals a suspension to the Commission or to an Independent Third Party Hearing Examiner, the Commission or the Hearing Examiner shall decide whether the specific charges are true. If the charges against the Medic are found to be true, the Commission or Hearing Examiner may affirm, amend, modify, or reduce the period of disciplinary suspension. The Commission or Hearing Examiner may reduce an indefinite suspension to a temporary suspension up to and including the date of the Commission or Hearing Examiner’s decision.

Section 11. Procedures for Hearings before Civil Service Commission and Hearing Examiners

It is expressly agreed that Civil Service Commission hearings and hearings before Hearing Examiners under 143.057 are informal administrative hearings and are not subject to discovery or evidentiary processes. Specifically it is understood that neither the Texas Rules of Evidence (TRE) nor the Texas Rules of Civil Procedure (TRCP) apply to such hearings. If the Department calls a witness to testify during a hearing and that witness has given a statement to the Office of Professional Conduct regarding the pending case, then the Department will provide a copy of that statement to the Medic’s counsel at the time the witness is called to testify.

Section 12. Procedures before Hearing Examiners

In any proceeding before a Hearing Examiner, the following procedures shall be followed:

a) The Department may furnish the charge letter to the Hearing Examiner by delivering a copy to the AAA far enough in advance, so that the Hearing Examiner receives the copy at least five (5) days before the start of the hearing.

b) The Medic may furnish a position statement to the Hearing Examiner by delivering copies to the AAA and to the Department’s legal counsel far enough in advance, so that the Hearing Examiner and the Department’s legal counsel receives the copies at least five (5) days before the start of the hearing.

c) At the close of the presentation of evidence, the Hearing Examiner shall conduct a post-hearing conference with counsel for the Department and the Medic and advise counsel what issue(s) the Hearing Examiner wants covered in post-hearing briefs. This does not preclude either party from briefing anything not requested by the Hearing Examiner.

d) Failure of the AAA to meet its obligations as set out in this Subsection does not jeopardize the hearing rights of either the CITY or the Medic.

Section 13. Access to Office of Professional Conduct (OPC) File

If a Medic appeals a disciplinary action, and provides a written request, the CITY will provide to the Medic and his/her representative a copy of the unredacted OPC file within ten (10)
business days of receiving the request. The file remains confidential in the hands of the Medic and his/her representative to the extent the release of such information is still protected from public disclosure by Local Government Code Section 143.089(g) or other law. Additionally, all individuals who have access by virtue of this AGREEMENT to OPC files or investigative information, including the information contained within the 143.089(g) files of Medics, shall be bound to the same extent as the Department and the City of Austin to comply with the confidentiality provisions of this Agreement, Chapter 143 of the Texas Local Government Code, and the Texas Public Information Act. All such individuals shall further be bound to the same extent as the Department and the City of Austin to respect the rights of individual Medics under the Texas Constitution and the Fourth, Fifth, and Fourteenth Amendments to the U.S. Constitution, including not revealing information contained in a compelled statement protected by the doctrine set forth in Garrity v. New Jersey, 385 U.S. 493 (1967), and Spevack v. Klein, 385 U.S. 511 (1967). The Medic and his/her representative shall not be provided information contained within an OPC file that is made confidential by a law other than Chapter 143 of the Texas Local Government Code, such as records concerning juveniles, sexual assault victims, and individuals who have tested positive for HIV, or is evidence in a pending criminal investigation.

Section 14. Definition of Day

In this Article “day” means normally scheduled work day. For example, for a 40 hour employee a day means 8 hours. For a 42 or 48 hour employee, a day means 12 hours. Days of suspension need not be consecutive. Thus, for example, a suspension of three days or less for a 48 hour employee can be served non-consecutively over three 12 hour shifts. However, in no case can the Chief impose an involuntary disciplinary suspension that covers a total time period exceeding 15 calendar days. Agreed to temporary suspensions covering a period of 16-90 calendar days will be subject to the requirements of Section 3 of this Article.

Section 15. Effect of Contract Expiration

The provisions of this Agreement shall remain in full force and effect after expiration of this Agreement as to:

a) Any investigation assigned a Case Number by the Office of Professional Conduct prior to the expiration of this Agreement;

b) Any disciplinary decision by the Chief prior to the expiration of this Agreement; or

c) Any appeals of such disciplinary action.

ARTICLE 17
SAVINGS CLAUSE

Section 1. Effect of Illegal Provision
If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, and the parties shall meet as soon as possible to agree on a substitute provision. However, if the parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be postponed until meet and confer negotiations are resumed.

ARTICLE 18
SIGNIFICANT SCHEDULE CHANGES

Section 1. Definitions

In this Article:

a) The term “Special Event(s)” means the following listed events only:
   - Mardi Gras
   - South by Southwest
   - Texas Relays
   - Halloween
   - F-1 Race

b) The term “significant schedule change” means a change to a Medic’s regularly assigned duty-hours or days off initiated or approved by the Chief or his/her designee.

Section 2. Advance Notice of Significant Schedule Change

a) It is recognized that Command Staff, through the authority of the Chief, retains the right to adjust work schedules, days off, and other similar conditions of employment within the Department.

b) Except for normal shift rotations, for significant schedule changes that are determined far enough in advance, the Department will provide a twenty-eight (28) calendar-day notice to the affected employee. Advance notice of the assignment change may be waived by the Chief or his designee, if prior notice is not in the best interest of the Department or in any emergency situations. Advance notice of the assignment change may be waived by the employee. In the event of special hardship, an affected employee may appeal to the Chief for consideration of temporary scheduling or other adjustments to reduce or address personal hardships. The final decision to implement any schedule change, with or without notice, shall be retained by the Chief and is not subject to the grievance procedure set out in this Agreement.

Section 3. Advance Notice of Significant Schedule Changes for Special Events

a) A Medic subjected to a significant schedule change to perform duties at a Special Event
will be provided a twenty-eight (28) calendar-day notice of the schedule change. If such notice is not possible, the Medic will be granted 24 hours of Administrative Leave. Failure to utilize any part of these hours by December 31st of the year accrued will result in forfeiture of the accrued Administrative Leave hours.

b) When the ASSOCIATION President knows or should know of the Department's failure to provide advance notice as required by this Section, the ASSOCIATION President shall promptly notify the Chief or his / her designee and the Labor Relations Office.

c) This Section shall not apply to:

(1) A significant schedule change caused, less than twenty-eight (28) days prior to the Special Event, by the need to back-fill for a Medic who had previously received the advanced notice, or who was otherwise scheduled for that Special Event, but who is not available for the assignment.

(2) A significant schedule change caused, less than twenty-eight (28) days prior to the Special Event, by an unforeseen change in the schedule or scope of the Special Event.

Section 4. List of Special Events

By agreement of the ASSOCIATION President and the City Manager, the list of special events may be changed during the life of this Agreement.

ARTICLE 19
AGREEMENT GRIEVANCE PROCEDURE

Section 1. Goals and Objectives

The parties agree that they share the interest of resolving disputes with minimum confrontation. To this end, the parties will attempt to insure that disputes are identified and resolved through a process committed to mutual respect, open communication, and joint problem solving, and to informally resolve grievances where possible both prior to their filing and prior to arbitration.

Section 2. Nature of Grievances

As used in this Article, a "grievance" is defined as any dispute, claim, or complaint involving the interpretation, application, or alleged violation of any provision of this Agreement. A grievance may be filed under this procedure by the ASSOCIATION or by any individual Medic to whom this Agreement applies. A grievance which does not relate to the application and/or interpretation of any provision of this Agreement shall be processed in accordance with a procedure to be established in writing by the Chief. Grievances pending as of the effective date
of this Agreement shall be processed under procedures in effect prior to the Agreement. Pending
shall mean that the written grievance has been filed.

Section 3. Timelines

Any timeline or deadline provided in this Article may be extended by mutual written
agreement of the parties involved at the particular step of the process where the timeline applies.
If any timeline or deadline for a decision is missed by the CITY, the grievance automatically
proceeds to the next step in the process. If any timeline or deadline for a decision is missed by
the ASSOCIATION, the grievance is considered to be resolved and dismissed.

Section 4. Steps of Grievance Procedure

The steps of this grievance procedure are as follows:

Step 1

a) Filing of Grievance

As used in this Article, a “grievant” means the ASSOCIATION President or an aggrieved
Medic to whom this Agreement applies. A grievant who desires to file a grievance under this
procedure must file his/her grievance with the Association Grievance Committee. A copy of the
grievance shall be forwarded to the Chief, or designee, by the Association Grievance Committee
within three (3) business days after receipt of the grievance.

b) Response by Association Grievance Committee

The Association Grievance Committee shall determine, in its sole discretion, if a valid
grievance exists. If the Association Grievance Committee determines that the grievance is valid,
the grievance shall proceed to Step 2 of this procedure. If the Association Grievance Committee
determines that the grievance is not valid, the ASSOCIATION President will notify the Chief
that no further proceedings are necessary.

Step 2

Any grievance found to be valid by the Association Grievance Committee shall be submitted
to the Chief within forty-five (45) business days after the grievant knew of or should have known
of the facts or event(s) giving rise to the grievance. Each grievance shall be submitted on a form
agreed to by the parties and must include:

a) A brief statement of the grievance and the facts or events upon which it is based,
   including the date when the grievant discovered such facts or events;

b) The section(s) of the Agreement alleged to have been violated;

c) The steps taken, if any, by the grievant to resolve the issue; and

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d) A proposed resolution of the grievance.

A grievance submitted in substantial compliance with this section shall not be denied on the basis of form. Within fifteen (15) business days after receipt of the Step 2 grievance, the Chief shall submit a written response to the Association Grievance Committee.

**Step 3**

If a grievance is not resolved at Step 2, the ASSOCIATION may within fifteen (15) business days after receipt of the Chief's Step 2 response, submit the grievance to arbitration in accordance with the provisions of this Agreement. The grievance arbitration procedure shall be implemented by the ASSOCIATION notifying the Chief in writing of its intent to submit the grievance to arbitration.

**Step 4**

The arbitration hearing will be scheduled by agreement at the earliest date possible, preferably within thirty (30) business days after submitting the grievance to arbitration. The arbitrator will be selected as agreed or under the AAA process.

The hearing shall be held at a location which is convenient for all parties and the arbitrator and shall be conducted informally, without strict evidentiary or procedural rules. Unless otherwise mutually agreed, the submission to the arbitrator shall be based on the written grievance statement submitted by the Association Grievance Committee at Step 2. The arbitrator shall consider and decide only the issue(s) in the grievance statement or submitted in writing by agreement of the parties. The hearing shall be concluded as expeditiously as possible and the arbitrator's written decision shall be provided to both parties within thirty (30) calendar days after close of the hearing, unless the parties mutually agree otherwise.

The parties specifically agree that the arbitrator's authority shall be strictly limited to interpreting and applying the explicit provisions of this Agreement. The arbitrator shall not have authority to modify the agreement or create additional provisions not included in the Agreement. The parties agree that neither the CITY nor the ASSOCIATION shall have ex parte communications with the arbitrator concerning any matter involved in the grievance submitted to the arbitrator.

Each party shall be responsible for its own expenses in preparing for and representing itself at arbitration. The fees of the arbitrator shall be borne by the losing party. In the event of a composite decision, the arbitrator shall determine the portion of such cost to be borne by each party. The written decision of the arbitrator may be appealed only on the grounds that the arbitrator was without jurisdiction or exceeded his jurisdiction; that the decision was procured by fraud, collusion, or other unlawful means; or that the arbitrator's decision is based upon a clear and manifest error of law.

**Section 5. Election of Remedies**
It is specifically and expressly understood that filing a grievance under this Article, which has as its last step final and binding arbitration, constitutes an election of remedies.

Section 6. Statutory Appeals and Hearings

Except as specifically provided in this Agreement, all statutory rights of appeal to the Civil Service Commission or Hearing Examiner, including disciplinary matters, promotional bypasses, and demotions will be governed by Chapter 143 and are not subject to this contract grievance procedure.

ARTICLE 20
MANAGEMENT RIGHTS

Subject to the terms and conditions of this Agreement, the CITY retains all inherent rights to manage the Department and its work force which it presently enjoys, subject to applicable federal and state statutes and local ordinances, resolutions, and rules, except as specifically provided in this Agreement. These rights include, but are not limited to: direction of the work force, including but not limited to, the right to hire; the right to discipline or discharge; the right to decide job qualifications for hiring; the right to lay-off or abolish positions; the right to make rules and regulations governing conduct and safety; the right to determine schedules of work together with the right to determine the methods, processes and manner of performing work; the determination of the size of the work force, and the assignment of work to employees within the Department, including the right to transfer employees; the determination of policy affecting the selection of new employees; the right to establish the services and programs provided by the Department, including the nature and level of such services and programs, as well as the type and quantity of resources allocated; the right to establish work performance measurement and standards; and the right to implement programs to increase the cost effectiveness of departmental operations.

ARTICLE 21
WORK FURLoughS

It is expressly agreed and understood that during the term of this Agreement, Medics covered by this Agreement shall be exempt from any mandatory employee work furlough or other unpaid leave plan implemented by the CITY for the purpose of reducing base wages paid to employees by reducing an employee's normal work hours. This Article does not apply to disciplinary actions.

This Article may be altered by agreement between the City Manager and the President of the ASSOCIATION.
ARTICLE 22
CONSOLIDATION OR MERGER WITH OTHER ENTITIES

If the CITY proposes to merge the Austin Fire Department with the Austin-Travis County Emergency Medical Services Department during the life of this Agreement, the parties agree that the ASSOCIATION will be provided advance notice of such merger. Prior to the merger, the parties shall meet and confer on issues applicable to and directly resulting from the proposed merger.

ARTICLE 23
TERM OF AGREEMENT

Section 1. Term of Agreement

a) This Agreement shall be effective as of the date it is ratified by the City Council, except as to any provisions herein specifically made effective on any other date. It shall remain in full force and effect, subject to the provisions of this Agreement, until September 30, 2017.

b) The provisions of this Agreement do not apply to any Medic who separates from CITY employment before the effective date of this Agreement or before the effective date of any specific provisions hereof.

Section 2. Continuation during Negotiations

If the parties are engaged in negotiations for a successor Agreement at the time this Agreement expires, the ASSOCIATION'S and the CITY'S negotiating teams shall have the authority to extend this Agreement in thirty (30) calendar day increments by mutual written agreement, during any period of good faith negotiations after such termination date, not to exceed a total of six (6) months.

Section 3. Effect of Termination

In the event that a successor Agreement has not been ratified before the expiration date of this Agreement (the expiration date of September 30, 2017), all provisions of this Agreement, both economic and non-economic, shall expire and no longer be in full force and effect, except as to specific Articles or Sections hereof which provide that some or all of their terms will continue beyond expiration of this Agreement.

Section 4. Funding Obligations

The CITY presently intends to continue this Agreement each fiscal year through its term, to pay all payments due, and to fully and promptly perform all of the obligations of the CITY under this Agreement. All obligations of the CITY shall be paid only out of current revenues or any other funds lawfully available therefore and appropriated for such purpose by the City Council, in compliance with the Texas Constitution, Article XI, Sections 5 and 7. In the event that the
City of Austin cannot meet its funding obligations, as provided in the State Constitution, this entire Agreement becomes null and void.

ARTICLE 24
NOTICES

Section 1. Association Notices

Notices the ASSOCIATION is required to provide to the CITY under this Agreement or Chapter 143, unless specifically noted otherwise, will be provided in writing to the office of the Chief, the Labor Relations Office and the designated representative of the City Attorney’s Office.

Section 2. City Notices

Notices the CITY is required to provide to the ASSOCIATION under this Agreement or Chapter 143, unless specifically noted otherwise, will be provided in writing to the ASSOCIATION President’s office and the ASSOCIATION’S designated attorney.

Section 3. Designation of Notice Recipients

Within 10 calendar days after the effective date of this Agreement, both parties will provide the other written notice of the correct mailing and e-mail addresses of its designated recipients.

Section 4. Timeliness of Mail Notice

A notice provided by mail will be deemed timely if addressed to the correct mailing addresses for the CITY or the ASSOCIATION and postmarked no later than the date such notice is due.

Section 5. Adequacy of Email Notice

Use of email communications under this paragraph shall be preceded by confirmed exchanges at the outset of the Agreement, from the sending to receiving servers, prior to using the email option for notices under this section. Each party agrees to provide notice of any change in email addresses of any designated recipient following the initial exchange of emails. In recognition of the fact that email systems are dependent on a number of technical factors, the parties agree to confirm the receipt of email notices by sending a “read receipt” to the other party or sending a brief acknowledgment of receipt. A notice sent by e-mail will be deemed timely if addressed to the correct e-mail addresses for the CITY or the ASSOCIATION and sent by 4:59 p.m. on the due date.

Section 6. Notice of Address Changes
Notice of any changes of address or e-mail address must be provided in writing to the other party within 7 calendar days of the change.
IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS AGREEMENT TO BE SIGNED BY THEIR DULLY AUTHORIZED REPRESENTATIVES ON THIS 26th DAY OF September, 2013.

City of Austin
Marc A. Ott, City Manager

Austin-Travis County Employee Association
Tony Marquardt, President
# Emergency Medical Services - Civil Service Pay Scale APPENDIX A-1 FY 2013 - 2014

## 40 Hour Week

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### Rank Differentials: Medic I to Medic II 17%; Remaining Ranks 12%

### Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

### Note: All rates statistically rounded.

Effective: FY 2013-2014
## Emergency Medical Services - Civil Service Pay Scale APPENDIX A-1 FY 2013 - 2014

### 42 Hour Week

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### Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%

### Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

Note: All rates statistically rounded.
### Emergency Medical Services - Civil Service Pay Scale APPENDIX A-1 FY 2013 - 2014

#### 48 Hour Week

| GRADE | PAYSTEP | A | B | C | D | E | F | G | H | I | J | K | L | M |
|-------|---------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EMS MEDIC I - FIELD | YR | 38,313.60 | 40,235.52 | 42,233.52 | 42,233.52 | 45,202.56 | 45,202.56 | 48,372.48 | 51,742.08 | 51,742.08 | 51,742.08 | 55,361.28 | 55,361.28 |
| YD4 | YR | 44,829.16 | 47,074.56 | 47,074.56 | 49,420.80 | 49,420.80 | 52,890.24 | 52,890.24 | 56,584.32 | 60,552.96 | 60,552.96 | 60,552.96 | 64,771.20 | 64,771.20 |
| EMS MEDIC II - FIELD | YR | 50,194.56 | 52,715.52 | 52,715.52 | 55,361.28 | 55,361.28 | 59,230.08 | 59,230.08 | 63,373.44 | 67,816.32 | 67,816.32 | 67,816.32 | 72,558.72 | 72,558.72 |
| 13395 | HR | 20.11 | 21.12 | 21.12 | 22.18 | 22.18 | 23.73 | 23.73 | 25.39 | 27.17 | 27.17 | 27.17 | 29.07 | 29.07 |
| MO | 21.12 | 21.12 | 21.12 | 22.18 | 22.18 | 23.73 | 23.73 | 25.39 | 27.17 | 27.17 | 27.17 | 29.07 | 29.07 |
| YD5 | YR | 56,234.88 | 59,030.40 | 59,030.40 | 62,030.04 | 62,030.04 | 66,343.68 | 66,343.68 | 70,985.24 | 75,953.28 | 75,953.28 | 75,953.28 | 81,269.76 | 81,269.76 |
| EMS COMMANDER - FIELD | YR | 64,771.20 | 69,313.92 | 69,313.92 | 74,156.16 | 74,156.16 | 79,372.80 | 79,372.80 | 84,882.56 | 88,882.56 | 88,882.56 | 88,882.56 | 99,540.48 | 99,540.48 |
| 13350 | HR | 140.00 | 150.00 | 150.00 | 160.00 | 160.00 | 170.00 | 170.00 | 190.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |
| MO | 150.00 | 150.00 | 150.00 | 160.00 | 160.00 | 170.00 | 170.00 | 190.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |
| YD6 | YR | 81,269.76 | 86,960.54 | 86,960.54 | 86,960.54 | 86,960.54 | 93,025.92 | 93,025.92 | 93,025.92 | 99,540.48 | 99,540.48 | 99,540.48 | 99,540.48 | 99,540.48 |
| 13355 | HR | 22.18 | 23.74 | 23.74 | 23.74 | 25.40 | 25.40 | 25.40 | 27.18 | 27.18 | 27.18 | 27.18 | 27.18 | 27.18 |
| MO | 23.74 | 23.74 | 23.74 | 25.40 | 25.40 | 25.40 | 27.18 | 27.18 | 27.18 | 27.18 | 27.18 | 27.18 | 27.18 |
| YD4 | YR | 5,397.60 | 6,376.16 | 6,376.16 | 7,179.68 | 7,179.68 | 7,179.68 | 7,179.68 | 8,614.40 | 8,614.40 | 8,614.40 | 8,614.40 | 8,614.40 | 8,614.40 |
| EMS MEDIC II - FIELD | YR | 64,771.20 | 69,313.92 | 69,313.92 | 74,156.16 | 74,156.16 | 79,372.80 | 79,372.80 | 84,882.56 | 88,882.56 | 88,882.56 | 88,882.56 | 99,540.48 | 99,540.48 |
| 13375 | HR | 29.07 | 31.10 | 31.10 | 31.10 | 33.28 | 33.28 | 33.28 | 36.61 | 36.61 | 36.61 | 36.61 | 36.61 | 36.61 |
| MO | 31.10 | 31.10 | 31.10 | 33.28 | 33.28 | 33.28 | 36.61 | 36.61 | 36.61 | 36.61 | 36.61 | 36.61 | 36.61 |
| YD6 | YR | 81,269.76 | 86,960.54 | 86,960.54 | 86,960.54 | 93,025.92 | 93,025.92 | 93,025.92 | 99,540.48 | 99,540.48 | 99,540.48 | 99,540.48 | 99,540.48 | 99,540.48 |

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**Rank Differentials:** Medic I to Medic II 17%, Remaining Ranks 12%

**Step Structure:** 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

**Note:** All rates statistically rounded.

Effective FY 2013-2014
### Emergency Medical Services - Civil Service Pay Scale APPENDIX A-2 FY 2014 - 2015

#### 40 Hour Week

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**Rank Differentials:** Medic I to Medic II 17%, Remaining Ranks 12%

**Note:** All rates statistically rounded.

**Step Structure:** 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

**Effective:** FY2014-2015
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Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%
Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20
Note: All rates statistically rounded.

Effective: FY2014-2015
## Emergency Medical Services - Civil Service Pay Scale APPENDIX A-2 FY 2014 - 2015

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Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%
Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20
Note: All rates statistically rounded.
## Emergency Medical Services - Civil Service Pay Scale APPENDIX A-3 FY 2015 - 2016

### 40 Hour Week

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### Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%

### Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

### Note: All rates statistically rounded.
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Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%

Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20

Note: All rates statistically rounded.
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Rank Differentials: Medic I to Medic II 17%. Remaining Ranks 12%
Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20
Note: All rates statistically rounded.

Effective: FY 2015-2016

3 of 3
## Emergency Medical Services Civil Service Pay Scale - APPENDIX A-4 FY 2016 - 2017

### 40 Hour Week

| GRDE | PAYSTEP | A | B | C | D | E | F | G | H | I | J | K | L | M |
|------|---------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| EMS MEDIC I - FIELD |         |    |    |    |    |    |    |    |    |    |    |    |    |    |
| YR   |         | 39.87360 | 41.94640 | 41.94640 | 43.95540 | 43.95540 | 47.02880 | 47.02880 | 50.31520 | 53.85120 | 53.85120 | 53.85120 | 57.61600 | 57.61600 |
| EMS MEDIC II - FIELD |         |    |    |    |    |    |    |    |    |    |    |    |    |    |
| HR   |         | 22.42 | 23.55 | 23.55 | 24.72 | 24.72 | 26.45 | 26.45 | 28.31 | 30.29 | 30.29 | 30.29 | 32.41 | 32.41 |
| YR   |         | 46.63360 | 48.98400 | 48.98400 | 51.41760 | 51.41760 | 55.01600 | 55.01600 | 58.88400 | 63.00320 | 63.00320 | 63.00320 | 67.41280 | 67.41280 |
| EMS CAPTAIN - FIELD |         |    |    |    |    |    |    |    |    |    |    |    |    |    |
| HR   |         | 25.12 | 26.37 | 26.37 | 27.66 | 27.66 | 29.63 | 29.63 | 31.70 | 33.92 | 33.92 | 33.92 | 36.30 | 36.30 |
| MO   |         | 4.35413 | 4.57080 | 4.57080 | 4.79960 | 4.79960 | 5.13587 | 5.13587 | 5.49467 | 5.87947 | 5.87947 | 5.87947 | 6.29200 | 6.29200 |
| YR   |         | 52.24960 | 54.84960 | 54.84960 | 57.59520 | 57.59520 | 61.63400 | 61.63400 | 65.63600 | 70.55360 | 70.55360 | 70.55360 | 75.00400 | 75.00400 |
| EMS COMMANDER - FIELD |         |    |    |    |    |    |    |    |    |    |    |    |    |    |
| HR   |         | 28.13 | 29.54 | 29.54 | 31.01 | 31.01 | 33.18 | 33.18 | 35.51 | 37.99 | 37.99 | 37.99 | 40.65 | 40.65 |
| YR   |         | 58.51040 | 61.44320 | 61.44320 | 64.50800 | 64.50800 | 69.01440 | 69.01440 | 73.86080 | 79.01920 | 79.01920 | 79.01920 | 84.55280 | 84.55280 |
| EMS DIVISION CHIEF |         |    |    |    |    |    |    |    |    |    |    |    |    |    |
| HR   |         | 31.50 | 33.08 | 33.08 | 34.73 | 34.73 | 37.17 | 37.17 | 39.77 | 42.55 | 42.55 | 42.55 | 45.53 | 45.53 |
| YR   |         | 65.32000 | 68.06080 | 68.06080 | 72.23680 | 72.23680 | 77.31360 | 77.31360 | 82.72160 | 88.50400 | 88.50400 | 88.50400 | 94.70240 | 94.70240 |

**Note:** All rates statistically rounded.
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*Rank Differentials: Medic I to Medic II 17%, Remaining Ranks 12%*

*Step Structure: 5% Steps 1 and 3, 7% Steps 5, 7, 8, 11, 14, 17, and 20*

*Note: All rates statistically rounded*
| GRADE | PAYSTEP | YEAR | BASE | C | D | E | F | G | H | I | J | K | L | M |
|-------|---------|------|------|---|---|---|---|---|---|---|---|---|---|---|---|
| EMS MEDIC I - FIELD | Y04 | HR | 1355 | 3,398.12 | 4,880.28 | 6,365.60 | 7,878.98 | 9,410.05 | 11,063.38 | 12,861.07 | 14,807.60 | 16,899.19 | 20,000.00 | 23,115.79 | 26,369.60 |
| EMS MEDIC II - FIELD | Y04 | MO | 4,650.24 | 6,971.52 | 9,330.84 | 11,773.68 | 14,296.00 | 16,900.00 | 19,575.93 | 22,320.45 | 25,131.98 | 28,000.00 | 31,000.00 | 34,100.00 | 37,315.79 |
| EMS COMMANDER - FIELD | Y04 | YR | 23,44 | 24,61 | 25,84 | 27,05 | 28,24 | 29,43 | 30,60 | 31,74 | 32,86 | 34,00 | 35,17 | 36,33 | 37,50 |
| EMS CAPTAIN - FIELD | Y04 | HR | 23,08 | 24,20 | 25,32 | 26,42 | 27,50 | 28,50 | 29,48 | 30,43 | 31,34 | 32,22 | 33,06 | 33,86 | 34,60 | 35,30 |
| EMS MEDIC I - FIELD | Y06 | HR | 1355 | 3,398.12 | 4,880.28 | 6,365.60 | 7,878.98 | 9,410.05 | 11,063.38 | 12,861.07 | 14,807.60 | 16,899.19 | 20,000.00 | 23,115.79 | 26,369.60 |
| EMS MEDIC II - FIELD | Y06 | MO | 4,650.24 | 6,971.52 | 9,330.84 | 11,773.68 | 14,296.00 | 16,900.00 | 19,575.93 | 22,320.45 | 25,131.98 | 28,000.00 | 31,000.00 | 34,100.00 | 37,315.79 |
| EMS COMMANDER - FIELD | Y06 | YR | 23,44 | 24,61 | 25,84 | 27,05 | 28,24 | 29,43 | 30,60 | 31,74 | 32,86 | 34,00 | 35,17 | 36,33 | 37,50 | 38,70 |
| EMS CAPTAIN - FIELD | Y06 | HR | 23,08 | 24,20 | 25,32 | 26,42 | 27,50 | 28,50 | 29,48 | 30,43 | 31,34 | 32,22 | 33,06 | 33,86 | 34,60 | 35,30 |

EFTIVE FY2016-2017

Note: All rates statistically rounded.