

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING SPECIALIZED FUNCTIONS, CERTIFICATIONS, ASSIGNMENTS, AND ADDITIONAL PAYS, AND AUTHORIZING VACATION ACCUMULATION LEAVE FOR EMERGENCY MEDICAL SERVICES PERSONNEL EMPLOYED BY THE AUSTIN-TRAVIS COUNTY EMERGENCY MEDICAL SERVICES DEPARTMENT.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

PART 1. SPECIALIZED FUNCTIONS, CERTIFICATIONS AND ASSIGNMENTS

In accordance with Texas Local Government Code Chapter 143, and in addition to base pay for Emergency Medical Services Personnel (hereafter collectively referred to as “medic”) employed by the Austin-Travis County Emergency Medical Services Department (ATCEMS) as set forth in Exhibit “A” of this ordinance, the City Council establishes the following specialized functions, certifications, and assignments:

(A) Education Incentive Pay;

(1) Bachelor’s Degree

(2) Master’s Degree

(B) Special Operations Qualified Pay;

(C) Communications ACS Pay (Aeromedical Communications Specialist);

(D) Bilingual Pay;

(E) Shift Incentive Pay (discretionary);

(F) Field Training Officer Pay;

(G) Service Incentive Pay;

(H) Seniority Pay;

(I) On-Call Pay

(J) Call- Back Pay

(K) Chief of Staff Pay.

PART 2. REQUIREMENTS AND CRITERIA FOR ADDITIONAL PAY

A medic who meets the criteria and complies with the requirements established by this part shall receive additional pay.

(A) To receive Education Incentive Pay a medic must:

- (1) Obtain a Bachelor's Degree or Master's Degree from a school or institution that is approved by the Texas Education Agency or other nationally recognized board of accreditation; and
- (2) Provide proof of the applicable accomplishment to ATCEMS Human Resources.

A medic is not entitled to receive additional pay for both a Bachelor's Degree and a Master's Degree.

(B) To be eligible to receive Special Operations Qualified Pay a medic must:

- (1) Meet the criteria established by the Chief of ATCEMS;
- (2) Be assigned to and actively performing Special Operations duties for ATCEMS.

A Special Operations Qualified medic may only receive one Special Operations Pay.

(C) To be eligible to receive Communications Specialist Pay (ACS) a medic must:

- (1) Meet the criteria established by the Chief of ATCEMS;
- (2) Be assigned to the ACS program.

(D) To be eligible to receive Bilingual Pay a medic must satisfy the criteria established by ATCEMS that demonstrates linguistic ability in Spanish as follows:

- (1) Be certified under standards established by the Chief of ATCEMS, which at a minimum will include:
 - (a) Professional terminology related to the duties of an ATCEMS medic;
 - (b) Simple and complex linguistic patterns;

1 (c) General vocabulary; and

2 (d) Production of sounds relevant to the Spanish language.

3 (E) ATCEMS is authorized but not required to make available to medics Shift
4 Incentive Pay under the same terms and conditions applicable to non-public
5 safety employees of the City.

6 (F) To be eligible to receive Field Training Officer Pay a medic must:

7 (1) Be qualified by the Office of the Medical Director as an unrestricted
8 Systems Credentialing Preceptor;

9 (2) Be assigned by the Department to the Field Training Officer program
10 based on criteria established by the Chief of ATCEMS;

11 Medics in the civil service classification of Captain or above are not eligible to receive
12 Field Training Officer Pay.

13 (G) A medic is entitled to Service Incentive Pay under the same terms and
14 conditions applicable to non-public safety employees of the City.

15 (H) A medic is entitled to Seniority Pay in the form of Step Placement within
16 their civil service classification as set forth in Exhibit "A" based upon their
17 most recent date of hire as a medic with ATCEMS.

18 (I) A medic shall receive On-Call Pay in the amount of \$2.00 per hour when the
19 medic is on the "on-call" list and is required by the Department to be
20 available to work all or part of a shift outside his or her regular work
21 schedule, regardless of whether the medic actually reports to duty.

22 (J) A medic shall receive Call-Back Pay equal to time and one half the medic's
23 regular rate of pay with a minimum of two (2) hours if a medic is required to
24 report to duty during a regularly scheduled on-call shift. A medic shall be
25 paid for a minimum of two (2) hours call-back pay regardless of actual hours
26 worked.

27 (K) The Chief of ATCEMS may designate one Assistant Chief as the Executive
28 Assistant or Chief of Staff, who may receive additional Chief of Staff Pay as
29 determined by the Chief.

PART 3. ADDITIONAL PAY

Additional pay is authorized in the following monthly amounts:

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

PART 4. ADMINISTRATION

- (A) The Chief of ATCEMS shall establish procedures for the administration of the additional pay authorized by this ordinance.
- (B) At least once annually, the Chief of ATCEMS shall administer a bilingual assessment by an assessor contracted by ATCEMS to perform bilingual proficiency assessments.

PART 5. In accordance with Texas Local Government Code Chapter 143.046(c), the City Council authorizes ATCEMS medics to accumulate vacation and exception vacation leave from year to year as follows:

1 (A) Medics assigned to a forty-eight (48) hour work week may accumulate from
2 year to year vacation leave not to exceed a maximum of five hundred and
3 fifteen (515) hours.

4 (B) Medics assigned to a forty-two (42) hour work week may accumulate from
5 year to year vacation leave not to exceed a maximum of four hundred and
6 forty-five (445) hours.

7 (C) Medics assigned to a forty (40) hour work week may accumulate from year to
8 year vacation leave not to exceed a maximum of four hundred (400) hours.

9 (D) All medics may accumulate from year to year exception vacation not to exceed
10 two hundred and six (206) hours.

11 **PART 6.** This ordinance takes effect on December 25, 2017.

12 **PART 7.** This ordinance will automatically expire without further action required by
13 Council upon the effective date of a new Meet and Confer Agreement between the City
14 and the Austin-Travis County EMS Employees Association, or on September 30, 2018,
15 whichever event occurs first.

16
17 **PASSED AND APPROVED**

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19 §
20 §
21 _____, 2017 § _____
22 Steve Adler
23 Mayor

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26 **APPROVED:** _____
27 Anne L. Morgan
28 City Attorney

26 **ATTEST:** _____
27 Jannette S. Goodall
28 City Clerk