

## **EMS Civil Service Update**

### **Item 3-b-1**

**In 2011, the Texas Legislature added Subchapter K to the Local Government Code Chapter 143 (Municipal Civil Service for Firefighters and Police Officers)**

**Subchapter K:**

A covered municipality may hold an election voting for or against: “Adoption of the emergency medical services personnel civil service law.”

If a majority of the votes favor adoption, each provision of Chapter 143 applies to covered emergency medical services personnel “to the extent [Chapter 143] can be made applicable...”

**December 2011**, the Austin-Travis County EMS Employees' Association started collecting signatures to place Proposition 11 on the November 6, 2012 ballot: The adoption of Chapter 143 civil service for EMS personnel

### 143.005

Each fire fighter or police officer serving in a municipality that adopts this chapter and who has been in the service of the municipality for more than six months at the time this chapter is adopted and who is entitled to civil service classification has the status of a civil service employee and is not required to take a competitive examination to remain in the position the person occupies at the time of the adoption

**May 5, 2012**, Austin-Travis County implemented a hiring process that is substantially compliant to 143, included a competitive examination.

**June 28, 2012**, City Council passed an Ordinance to place Proposition 11 on the November 6, 2012 ballot.

**November 6, 2012**, Austin voters favored adoption of Chapter 143 civil service for EMS personnel (Prop. 11).

**November 19, 2012**, in a special called meeting, the Austin City Council approved a resolution canvassing the results of the November 6, 2012 Election favoring adoption of Chapter 143 civil service for EMS personnel (Prop. 11).

**November 20, 2012**, the Firefighters' and Police Officers' Civil Service Commission met and approved the addition of rules specific to Emergency Medical Services Personnel.

- The Commission is now: The City of Austin Firefighters', Police Officers and Emergency Medical Services Personnel Civil Service Commission

# What changes in EMS

- Hiring process for civil service positions (May 5, 2012)
- Promotion processes for civil service positions (May 5, 2012)
- Investigation and disciplinary processes involving civil service employees (November 20, 2012)
- Pay provisions for civil service positions (Superseded by current Meet and Confer Contract through September 30, 2013)
- Formal rank structure