

AUSTIN CITY COUNCIL BRIEFING



Public Safety Civil Service & Contract Negotiations

Deven Desai-Labor Relations



History of Civil Service & Public Safety Contracts Austin Police Officers, Firefighters and EMS Personnel

Public Safety Civil Service and Bargaining is controlled by State law

1947 – Austin voters adopted ***State Civil Service*** for Police Officers and Firefighters

1995 – State law allowed Austin to ***Meet & Confer*** with Police and Firefighters

2007 – State law allowed Austin to ***Meet & Confer*** with EMS Personnel

2012 – Austin voters adopted ***State Civil Service*** for EMS Personnel



Contract History Between City of Austin & Austin Police Association

1998 – First Police Meet & Confer Agreement (02/1998 – 02/2001)

2001 – Second Police Meet & Confer Agreement (03/2001 – 02/2004)

2004 – Third Police Meet & Confer Agreement (03/2004 – 09/2008)

2008 – Fourth Police Meet & Confer Agreement (10/2008 – 09/2011 +1 year Option)

2009 – Amendment to the 2008 Police Agreement (08/2009 – 09/2013)

2013 – Fifth Police Meet & Confer Agreement (10/2013 – 09/2017)



Contract History - Wages Austin Police Association

1st Meet & Confer Agreement (02/1998 – 02/2001)

February 1998	3.0% Across the Board Wage Increase
September 1998	3.0% Across the Board Wage Increase
September 1999	3.0% Across the Board Wage Increase

2nd Meet & Confer Agreement (03/2001 – 02/2004)

October 2000	5.5% Across the Board Wage Increase
April 2001	1.0% Across the Board Wage Increase
October 2001	4.0% Across the Board Wage Increase
April 2002	4.0% Across the Board Wage Increase
October 2002	3.0% Across the Board Wage Increase
April 2003	3.0% to 5.0% Across the Board Wage Increase



Contract History - Wages Austin Police Association

3rd Meet & Confer Agreement (03/2004 – 09/2008)

October 2004	5.5% Across the Board Wage Increase ("Me Too" + 2.0% Public Safety Premium)
October 2005	5.5% Across the Board Wage Increase ("Me Too" + 2.0% Public Safety Premium)
October 2006	5.5% Across the Board Wage Increase ("Me Too" + 2.0% Public Safety Premium)
October 2007	5.5% Across the Board Wage Increase ("Me Too" + 2.0% Public Safety Premium)

4th Meet & Confer Agreement (10/2008 – 09/2011 + 1 year Option)

December 2008	2.5% Across the Board Wage Increase
October 2009	<i>Amendment Waived Scheduled 3% Wage Increase</i>
October 2010	3.0% Across the Board Wage Increase + "Me Too" Clause
October 2011	3.0% Across the Board Wage Increase + "Me Too" Clause
October 2012	3.0% Across the Board Wage Increase + "Me Too" Clause



Contract History - Wages Austin Police Association

2013 Market Pay Study

- Officers Highest Paid in Texas
- Second Nationally to San Jose, CA

Current Meet & Confer Agreement* (10/2013 – 09/2017)

October 2013	1.5% Across the Board Wage Increase
October 2014	1.0% Across the Board Wage Increase
October 2015	1.0% Across the Board Wage Increase
October 2016	2.0% Across the Board Wage Increase

*Negotiated Elimination of “Me Too” Clause



Contract History – Highlights of Current Agreement Austin Police Association

City Enhancements

- Promotions – Major Improvements from State Civil Service law
- Citizen Oversight – Allows access to Confidential material by Panel of Citizens
- Hiring – Total Management Flexibility in design of Hiring Process

Association Enhancements

- Association Business Leave
- Guaranteed Financial Benefits



**Contract History Between
City of Austin
&
Austin EMS Employee Association**

2008 – First EMS Meet & Confer Agreement (10/2008 – 09/2011 +1 year Option)

2009 – Amendment to the 2008 EMS Agreement (08/2009 – 09/2013)

2013 – Second EMS Meet & Confer Agreement (10/2013 – 09/2017)



Contract History - Wages Austin EMS Employee Association

1st Meet & Confer Agreement (10/2008 – 09/2011 +1 year Option)

December 2008	2.5% Across the Board Wage Increase
October 2009	<i>Amendment Waived Scheduled 3% Wage Increase</i>
October 2010	3.0% Across the Board Wage Increase + “Me Too” Clause
October 2011	3.0% Across the Board Wage Increase + “Me Too” Clause
October 2012	3.0% Across the Board Wage Increase + “Me Too” Clause

2013 Market Pay Study

- Paramedics are Highest Paid in Texas and Nationally

Current Meet & Confer Agreement* (10/2013 – 09/2017)

October 2013	1.5% Across the Board Wage Increase
October 2014	1.0% Across the Board Wage Increase
October 2015	1.0% Across the Board Wage Increase
October 2016	2.0% Across the Board Wage Increase

* Negotiated Elimination of “Me Too” Clause



Contract History – Highlights of Current Agreement Austin EMS Employee Association

City Enhancements

- Promotions – Major Improvements from State Civil Service law
- Hiring – Total Management Flexibility in Design of Hiring Process

Association Enhancements

- Association Business Leave
- Guaranteed financial benefits



Contract History Between City of Austin & Austin Firefighters Association

- 1997** – First Firefighters Meet & Confer Agreement (03/1997 – 11/1999)
- 1999** – Second Firefighters Meet & Confer Agreement (12/1999 – 09/2002)
- 2002** – Negotiations Jointly Suspended – Impasse
- 2003** – Continued Impasse
- 2004** – Continued Impasse until December 2004
- 2004** – First Firefighters Collective Bargaining Agreement (12/2004 – 11/2005)
- 2005** – Second Firefighters Collective Bargaining Agreement (12/2005 – 09/2008)
- 2008** – Firefighters Reject Proposed Agreement
- 2009** – Third Firefighters Collective Bargaining Agreement (12/2009 – 09/2013)
- 2013** – City and Firefighters Reach Impasse
- 2014** – Firefighters Reject Proposed Contract



Contract History - Wages Austin Firefighters Association

1st Meet & Confer Agreement (03/1997 – 11/1999)

October 1997	3.5% Across the Board Wage Increase
October 1998	3.5% Across the Board Wage Increase

2nd Meet & Confer Agreement (12/1999 – 11/2002)

Fiscal Year 2000	More than 12% Across the Board Wage Increase
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November 1999	3.0% Across the Board Wage Increase
January 2000	3.0% Across the Board Wage Increase
March 2000	3.0% Across the Board Wage Increase
September 2000	3.0% Across the Board Wage Increase

March 2001	3.0% Across the Board Wage Increase
September 2001	3.0% Across the Board Wage Increase
March 2002	3.0% Across the Board Wage Increase



Contract History - Wages Austin Firefighters Association

2002 Negotiations

September 2002	Prior Contract Expired – Negotiations Continue
October 2002	2.0% Across the Board Wage Increase
December 2002	Negotiations Jointly Suspended - Impasse
2003 – 2004	No Across the Board Wage Increase
2004	Austin voters adopt Collective Bargaining

1st Collective Bargaining Agreement (12/2004 – 11/2005)

October 2004	5.5% Across the Board Wage Increase ("Me Too" + 2.0% Public Safety Premium)
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2nd Collective Bargaining Agreement (12/2005 – 09/2008)

January 2006	7.0% Average Across the Board Wage Increase
January 2007	5.5% Across the Board Wage Increase
October 2007	5.5% Across the Board Wage Increase



Contract History - Wages Austin Firefighters Association

Proposed 3rd Collective Bargaining Agreement

November 2008
2008

Firefighters Reject Proposed Agreement
No Across the Board Wage Increase

3rd Collective Bargaining Agreement (12/2009 – 09/2013)

October 2009	No Across the Board Wage Increase (Same as Police)
October 2010	3.0% Across the Board Wage Increase + “Me Too” Clause
October 2011	3.0% Across the Board Wage Increase + “Me Too” Clause
October 2012	3.0% Across the Board Wage Increase + “Me Too” Clause

2013 & 2014 Market Pay Studies

- 2013 - Firefighters Highest in Texas and Second nationally to San Jose, CA
- 2014 – Dallas and San Antonio Studies

2013 – 2014 Negotiations

July 2013	City and Association Reach Impasse
September 2013	Prior Contract Expired
September 2014	Firefighters Reject Proposed Agreement



Contract History - Wages Austin Firefighters Association

Since Contract Expiration in 2013

Firefighters continue to receive the following “Step” wage increases:

- 8.67% increase at Year 2

- 8.50% increase at Year 3

- 9.15% increase at Year 4

- 5.00% at Years 6, 10, 13, 16, 19 & 22



Contract History – Highlights of Prior Agreement Austin Firefighters Association

City Enhancements

- Promotions – Major Improvements from State Civil Service law
- Hiring – Did not give the full flexibility afforded to the City by Police and EMS agreements, but previous Fire contract did allow some flexibility from State Civil Service

Association Enhancements

- Association Business Leave
- Guaranteed financial benefits
- Contractual control over training standards
- Guaranteed hours of work
- Guaranteed overtime opportunities
- Guaranteed shift trades
- Control over some assignments



Hiring History – Previous Federal Consent Decree Austin Firefighters Association

City of Austin Fire Hiring Consent Decree: 1977 – 1982

- 1977
 - Federal Government filed suit against the City of Austin alleging discrimination in the Fire Department hiring practices
 - Federal Consent Decree entered
- 1982
 - Five year Consent Decree diversity objectives were achieved by the Austin Fire Department, and the Consent Decree ended
- 2015
 - Firefighters hired under the 1977 Consent Decree have either retired or are eligible for retirement



Operational Issues within Austin Fire Department

City of Austin Fire Department Vacancies

- 94 vacancies at time of Federal Court Hearing in November 2014
- 105 vacancies today
- 4 new vacancies averaged per month (mainly retirements)

Going Forward



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