

A G E N D A



Recommendation for Council Action

Austin City Council	Item ID	46354	Agenda Number	15.
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Meeting Date:	6/4/2015	Department:	Austin Fire Department
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Subject

Approve a resolution ratifying the collective bargaining agreement between the City and the Austin Fire Association relating to wages, hours, and terms and conditions of employment for Austin firefighters.

Amount and Source of Funding

Funding is available in the Fiscal Year 2014-2015 Operating Budget of the Austin Fire Department.

Fiscal Note

A fiscal note detailing the fiscal impact of this item is attached. There is no unanticipated fiscal impact for Fiscal Year 2014-2015.

Purchasing Language:	
Prior Council Action:	December 17, 2009 – the previous Collective Bargaining Agreement was adopted by Council. February 5, 2015 – Council Resolution No. 20150205-003 relating to the Fire Department's hiring process, diversity in the Department, collective bargaining process, and budget.
For More Information:	Tom Dodds, Fire Chief of Staff, 974-0147; Ronnelle Paulsen, Assistant Director, 974-5315.
Council Committee, Boards and Commission Action:	
MBE / WBE:	
Related Items:	

Additional Backup Information

In May 2004, Austin voters approved collective bargaining rights for firefighters under the provisions of Texas Local Government Code, Chapter 174. In December 2009, the previous Collective Bargaining Agreement (CBA) was adopted and was in effect through September 30, 2013. Since October 1, 2013, the Fire Department has operated without a CBA even though the City negotiated with the Austin Firefighters Association (AFA) Local 975 during the summer of 2014 and February through April of 2015. As a result of negotiations on May 11, 2015, the City's negotiating team and the Firefighters' negotiating team have reached consensus on a CBA which, if ratified, will be effective through September 30, 2017.

The AFA took a vote of the membership on May 13-14, 2015, and the membership approved the proposed CBA. At this time, the Fire Department is submitting the proposed CBA for ratification by Council, as required by the Texas Local Government Code. The contract achieves key City goals and provides pay enhancements while staying within current financial constraints and the City Council's directives outlined in Resolution No. 2015020-003.

The contract contains strategic changes that enhance operations, including these Key Provisions:

Hiring Process:

Comprehensive terms that address the Council Resolution and allow the City to comply with the Department of Justice (DOJ) consent decree.

Promotional Process:

Retains the authority of the Fire Chief to use an Assessment Center process for promotion to Battalion Chief and Captain. Retains the authority of the Fire Chief to appoint Assistant Chiefs and Division Chiefs with specified qualifying criteria. Provides for a standard schedule for promotional testing. Extends the life of the promotional eligibility lists to twenty-four (24) months.

Drug Testing:

Continues random drug testing (similar to Police & EMS).

Disciplinary Actions:

For certain disciplinary actions, the proposed CBA continues to provide an option for the use of accrued leave to cover all or part of the suspension with no right to appeal. Also grants Firefighters access to records otherwise confidential under State Civil Service Law (similar to Police).

Term of Agreement:

Agreement to be effective once litigation documents are signed by the district and appellate courts. Contract expires same time as the Police and EMS contracts – September 30, 2017.

ECONOMIC PROVISIONS

Base Pay Increases:

FY 2014-15: 1.0% increase, effective once litigation documents signed by judges.

FY 2015-16: 2.5% increase.

FY 2016-17: 2.0% increase.

Longevity Pay:

Beginning FY 2015-16, longevity pay increases from \$80 to \$100 per year of service up to 25 years.

Bilingual Pay:

Beginning FY 2015-16, bilingual pay increases from \$150 to \$175 per month.

Staff Schedule Pay:

- Creates a new stipend of \$150 per month for staff assignments that are 2 years or less.
- Increases staff schedule pay from \$300 to \$600 per month for staff assignments over 2 years.

Kelly Shift:

Add \$300 for working a Kelly Shift resulting in Firefighter only receiving straight time after his schedule is changed by the department.

Military Leave:

Provide 48 hours leave for a Firefighter assigned to a 53 hour work week in addition to the amounts prescribed in Texas Local Government Code Section 143.072.

BUDGET COST

Remainder of FY 2014-15:	\$332,030
FY 2015-16:	\$4,544,385
FY 2016-17:	\$6,773,920
Total Contract Cost:	\$11,650,335