



CITY COUNCIL BRIEFING
2017 PUBLIC SAFETY CONTRACT
NEGOTIATIONS



Labor Relations Office

April 20, 2017

PURPOSE OF BRIEFING

1. Facilitate discussion regarding Council *budget policy goals* for Public Safety Labor contracts
2. Review current bargaining model
2. Review history of contract base wage increases
3. Step pay wage increases
4. Result of above practices
 - Position in the market
 - Past Pay Practice - *Keep public safety employees at the top of the market*
 - Public Safety % of General Fund
5. Impact of Impasse to City and Associations

CURRENT BARGAINING MODEL

1. Begin with current public safety contracts
2. Changes negotiated at bargaining table
 - a) Priorities from CMO
 - b) Council Policy input through the City Manger
 - c) Department needs and wants
 - d) Public input (e.g. Citizen Oversight)
 - e) Proposals from the Associations
3. Negotiate base wage increase – Factors considered
 - a) Council Policy input to City Manager
 - b) Budget Office fiscal forecast
 - c) What City gained as new concessions
 - d) What the Associations gained as new concessions
 - e) *Past Pay Practice - Keep public safety employees at the top of the market*

Will the Associations and Council ratify contracts with the base wage increases tentatively agreed to at the table?

HISTORY OF CONTRACT BASE WAGE INCREASES

POLICE – Base Wage			FIRE – Base Wage		
First Contract	Feb. '98	3.0%	First Contract	Oct. '97	3.5%
	Sept. '98	3.0%		Oct. '98	3.5%
	Sept. '99	3.0%	Second Contract	Nov. '99	3.0%
Second Contract	Oct. '00	5.5%		Jan. '00	3.0%
	Apr. '01	1.0%		Mar. '00	3.0%
	Oct. '01	4.0%		Sept. '00	3.0%
	Apr. '02	4.0%		Mar. '01	3.0%
	Oct. '02	3.0%		Sept. '01	3.0%
Apr. '03	3.0 to 5.0%	Mar. '02		3.0%	
			2002 Negotiations	Oct. '02	2.0%
				Dec. '02	Impasse
Third Contract	Oct. '04	5.5%	Third Contract	Oct. '04	5.5%
	Oct. '05	5.5%	Fourth Contract	Jan. '06	7.0%
	Oct. '06	5.5%		Jan. '07	5.5%
	Oct. '07	5.5%		Oct. '07	5.5%
Fourth Contract	Dec. '08	2.5%		Nov. '08	Impasse
	Oct. '09	APA Waived 3% Increase		Oct. '09	0.0%
	Oct. '10	3.0%	Fifth Contract	Oct. '10	3.0%
	Oct. '11	3.0%		Oct. '11	3.0%
	Oct. '12	3.0%		Oct. '12	3.0%

HISTORY OF CONTRACT BASE WAGE INCREASES – CONT'D

POLICE – Base Wage			FIRE – Base Wage			EMS – Base Wage		
Current Contract	Oct. '13	1.5%	Current Contract	Oct. '13	Impasse	Current Contract	Oct. '13	1.5%
	Oct. '14	1.0%		Oct. '14	Impasse		Oct. '14	1.0%
				June '15	1.0%			
	Oct. '15	1.0%		Oct. '15	2.5%		Oct. '15	1.0%
	Oct. '16	2.0%		Oct. '16	2.0%		Oct. '16	2.0%

STEP PAY WAGE INCREASES

AUSTIN POLICE STEP INCREASES

Years at Department	After 1 Year	After 2 Years	After 6 Years	After 10 Years	After 14 Years	After 16 Years
Step Base Pay Increase	12%	10%	7%	7%	7%	7%

AUSTIN FIRE STEP INCREASES

Years at Department	After 1 Year	After 2 Years	After 3 Years	After 6 Years	After 9 Years	After 12 Years	After 15 Years	After 18 Years	After 21 Years
Step Base Pay Increase	9%	9%	9.15%	5%	5%	5%	5%	5%	5%

AUSTIN EMS STEP INCREASES

Years at Department	After 1 Year	After 3 Years	After 5 Years	After 7 Years	After 8 Years	After 11 Years	After 14 Years	After 17 Years	After 20 Years
Step Base Pay Increase	5%	5%	7%	7%	7%	7%	7%	7%	7%

POSITION IN THE MARKET



City of Austin, Texas Police and Fire Compensation Analysis

Presentation to City Council

April 18, 2017

REVIEW DRAFT – April 18, 2017

PFM Group Consulting
LLC

1735 Market Street
43rd Floor
Philadelphia, PA 19103

215.567.6100
pfm.com

POSITION IN THE MARKET

© PFM

Overview

- City of Austin police officer and firefighter compensation is highly competitive with other large Texas cities - consistently at, or near the top, of jurisdictions surveyed
- Based on a survey of the eight largest cities by population in Texas (including Austin):
 - Austin police officer base pay trails at entry, but ranks first at all career junctures following probation
 - Austin firefighter base pay trails at entry, but ranks 1st or 2nd at all career junctures following probation
- All compensation comparisons in the slides that follow are effective 9/30/2017 - the final day of the Austin Police and Firefighters Associations Agreements - unless noted otherwise

Police Officer Base Pay – Career Junctures

	Post-Probation	Year 2	Year 6	Year 10	Year 14	Year 16	Maximum Base Pay	Max Base + Longevity
Austin	\$65,850	\$72,681	\$77,766	\$83,211	\$89,035	\$95,270	\$95,270	\$97,945
Arlington	\$62,238	\$65,389	\$75,627	\$75,627	\$75,627	\$77,519	\$79,459	\$80,659
Corpus Christi	\$52,903	\$55,661	\$67,779	\$71,161	\$74,718	\$74,718	\$74,718	\$76,158
Dallas	\$49,207	\$51,688	\$62,812	\$74,172	\$81,776	\$81,776	\$81,776	\$82,976
El Paso	\$45,033	\$47,284	\$57,474	\$65,944	\$72,058	\$73,506	\$75,704	\$76,904
Fort Worth ¹	\$58,136	\$61,069	\$68,994	\$72,467	\$78,000	\$82,035	\$82,035	\$83,235
Houston	\$49,918	\$56,417	\$59,088	\$65,826	\$67,023	\$67,023	\$73,388	\$74,688
San Antonio	\$59,184	\$59,184	\$63,168	\$64,428	\$64,428	\$65,700	\$67,008	\$79,069
Median (excluding Austin)	\$52,903	\$56,417	\$63,168	\$71,161	\$74,718	\$74,718	\$75,704	\$79,069
Austin Variance	24.5%	28.8%	23.1%	16.9%	19.2%	27.5%	25.8%	23.9%
Austin Rank	1 of 8	1 of 8	1 of 8	1 of 8	1 of 8	1 of 8	1 Of 8	1 Of 8

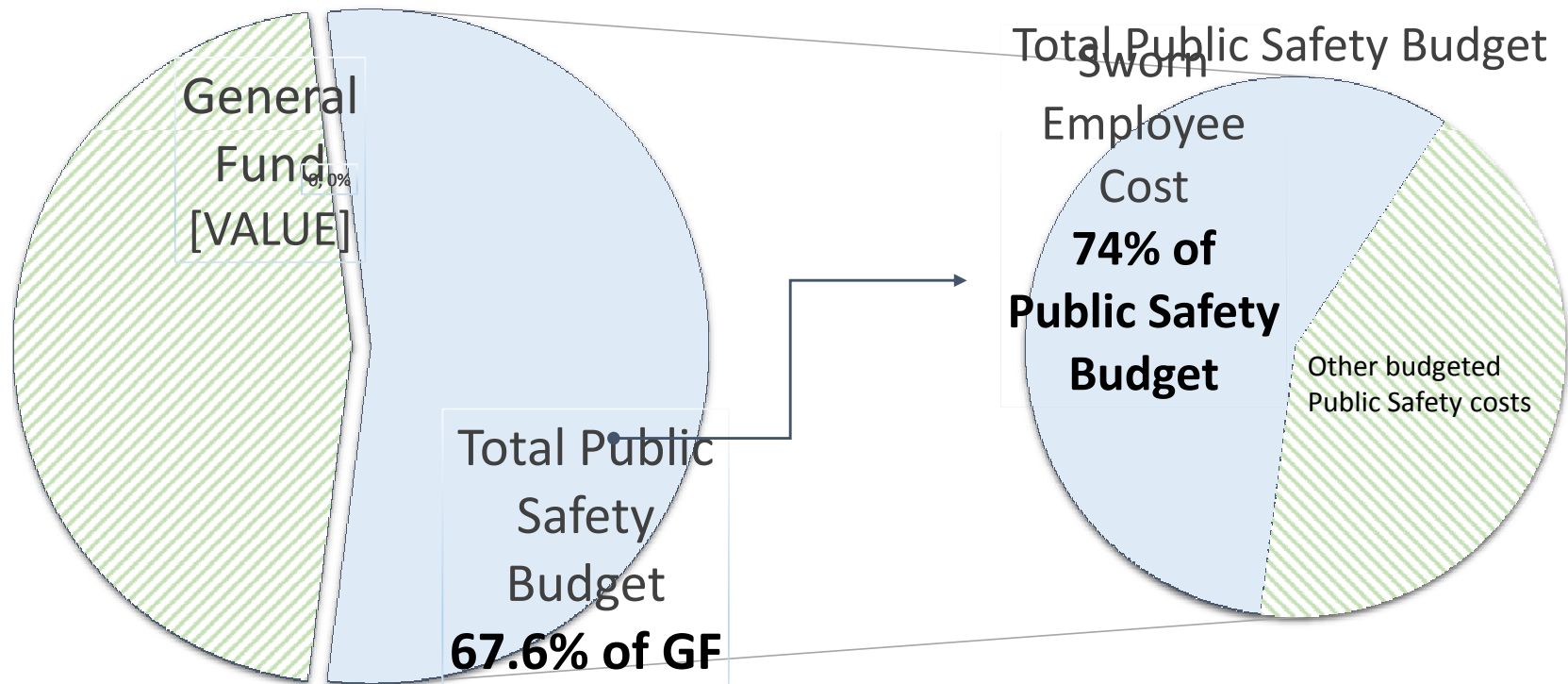
Firefighter Base Pay – Career Junctures

	Post-Probation	Year 2	Year 3	Year 6	Year 9	Year 12	Year 15	Year 18	Max Base Pay	Max Base + Longevity
Austin	\$56,447	\$61,249	\$66,854	\$70,194	\$73,705	\$77,385	\$81,260	\$85,318	\$89,584	\$92,084
Arlington	\$56,316	\$59,133	\$62,094	\$71,908	\$71,908	\$71,908	\$73,700	\$73,700	\$75,543	\$76,743
Corpus Christi	\$48,000	\$52,428	\$55,812	\$55,812	\$57,084	\$57,084	\$57,084	\$57,084	\$57,084	\$58,644
Dallas	\$49,207	\$51,688	\$54,263	\$62,812	\$72,718	\$74,172	\$74,172	\$74,172	\$74,172	\$75,372
El Paso	\$42,286	\$44,397	\$46,623	\$53,968	\$62,474	\$62,474	\$62,474	\$62,474	\$62,474	\$63,974
Fort Worth	\$54,475	\$57,200	\$60,070	\$68,203	\$70,200	\$70,200	\$72,126	\$72,126	\$72,126	\$73,326
Houston	\$43,528	\$45,791	\$48,190	\$51,194	\$52,644	\$55,437	\$57,815	\$61,221	\$61,221	\$62,521
San Antonio	\$52,164	\$57,900	\$57,900	\$59,004	\$59,004	\$60,180	\$61,392	\$61,392	\$61,392	\$72,443
Median (excluding Austin)	\$49,207	\$52,428	\$55,812	\$59,004	\$62,474	\$62,474	\$62,474	\$62,474	\$62,474	\$72,443
Austin Variance	14.7%	16.8%	19.8%	19.0%	18.0%	23.9%	30.1%	36.6%	43.4%	27.1%
Austin Rank	1 of 8	1 of 8	1 Of 8	2 of 8	1 of 8	1 of 8	1 Of 8	1 of 8	1 of 8	1 of 8

Public Safety % of General Fund

FY 2017

General Fund and Public Safety Budget



IMPASSE

IMPACT TO CITY & ASSOCIATIONS

What Is The Practical Impact Of No Successor Contract

- **Impasse** = No Successor Contract / Return to Civil Service Law
- No disruption in public safety services

IMPACT OF IMPASSE

Fire

❖ City Losses:

- Current promotional procedures revert to civil service law
 - Written promotional testing examinations only - No promotional assessment centers
- No longer appoint Division Chiefs
- ESD Mergers
 - Loss of current contract authorization to merge ESD employees

❖ Association Losses

- Vacation Leave becomes non-productive time
- Association Business Leave (ABL)
- Most Fire Certification pays set by Council Ordinance which remain in effect for Fire Association

❖ Current Hiring - Neutral

- Current hiring procedures remain in effect until expiration of Consent Decree

IMPACT OF IMPASSE

Police

❖ City Losses:

- Citizen Oversight - Parts of civilian oversight lost (e.g. Citizen Review Panel access to confidential Internal Affairs files)
- Current hiring and promotional procedures revert to civil service law
 - Written testing examinations only - No promotional assessment centers
- Potential retirements due to reduction in sick leave separation pay

❖ Association Losses:

- Reduction in sick leave separation pay
 - Contract – up to 1700 hours maximum
 - Civil Service Law – 900 hours maximum
- Vacation Leave becomes non-productive time
- Association Business Leave (ABL)
- City *could* reduce or eliminate certification pays, e.g. Bilingual pay, Education Incentive pay, Shift Differential pay

IMPACT OF IMPASSE

EMS

❖ City Losses:

- Current hiring and promotional procedures revert to civil service law
 - Written testing examinations only - No promotional assessment centers
- No longer appoint Division Chiefs

❖ Association Losses:

- Loss of step pay for 12 “red circled” EMS personnel
- Association Business Leave (ABL)
- City *could* reduce or eliminate certification pays, e.g. Education Incentive pay, Shift Differential pay



CITY COUNCIL BRIEFING
2017 PUBLIC SAFETY CONTRACT
NEGOTIATIONS

Questions / Discussion