

Item #20 – clarification on Additional Information section

The RCA for item #20 includes information in the “Additional Information” section that is incorrect and corresponds to item #19.

The correct information is below:

Additional Backup Information:

In 2007, the Texas Legislature amended Texas Local Government Code Chapter 142 allowing the City of Austin to negotiate and enter into written agreements with EMS uniformed personnel regarding wages, salaries, rates of pay, hours of work, other terms and conditions of employment or other personnel issues. An agreement reached through this “Meet and Confer” process supersedes any contrary statute, local ordinance, policy, or rule adopted by the State, City, or Civil Service Commission.

Under the statute, the “manager or chief executive” and “the head of the emergency medical services department” designate a team to represent the public employer to negotiate an agreement. The process resulted in a Tentative Agreement for the Austin-Travis County EMS Employees Association (“A/TCEMSEA”) membership to consider that was effective on October 12, 2013 and expired on September 30, 2017. On June 23, 2016, the parties adopted written amendments to the 2013 Agreement.

Beginning in May 2017, the parties met and conferred to negotiate a successor to the 2013 Agreement. The parties were unsuccessful after good faith bargaining in reaching a successor to the 2013 EMS Agreement, and the 2013 Agreement expired on October 30, 2017 after a mutually agreed to thirty-day extension.

On November 9, 2017, Council issued a Resolution instructing the City to take all necessary steps to continue all provisions of the previous contract except where prohibited by law, and to resume productive labor contract negotiations with the A/TCEMSEA with the goal to present to the Council for ratification a suitable successor labor agreement.

Following expiration of the 2013 Agreement, and in accordance with the Council Resolution, the City and A/TCEMSEA resumed meet and confer negotiations and have reached this tentative agreement (the “Tentative Agreement”) for a successor to the 2013 Agreement, subject to ratification by the parties as provided by law. In accordance with the ratification process set forth in Chapter 143, a majority of the A/TCEMSEA’s membership voted to approve the proposed Meet and Confer Agreement attached hereto as Exhibit “A.” The Austin-Travis County Emergency Medical Services Department is submitting this Agreement for ratification by Council as required by Chapter 143.

This Tentative Agreement is effective beginning on the date of ratification by Council and expires on June 30, 2018, or the date a successor agreement between the parties is ratified, whichever occurs earliest. During the effective term of this Agreement, the Parties intend to return to the negotiating table to meet and confer on a more comprehensive and suitable labor agreement.

Key Provision:

Base Wages:

As a result of the expiration of the 2013 Agreement, the base wages of fifteen (15) Medics whose base salaries were not in compliance with Texas Local Government Code Chapter 143.041(b) were reduced effective November 12, 2017. The proposed Agreement amends Chapter 143.041(b) to allow those

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fifteen medics to retain their prior base salaries during the term of this Agreement, and provides for a payroll adjustment (payment) for the period of November 12, 2017 through the date of ratification of this Agreement by Council to settle a disputed claim regarding the reduction of those salaries.