

RESOLUTION NO. 20171214-020

WHEREAS, in 2007 the Texas Legislature amended Chapter 142 of the Texas Local Government Code to allow the City of Austin to negotiate and enter into written agreements with uniformed Emergency Medical Services Personnel (EMS) regarding wages, salaries, rates of pay, hours of work, other terms and conditions of employment or other personnel issues; and

WHEREAS, the Austin/Travis County EMS Employees Association (ATCEMSEA – hereafter “Association”) was properly designated and recognized as the sole and exclusive bargaining agent for all uniformed EMS personnel covered by the Meet and Confer statute; and

WHEREAS, in 2017 negotiation teams for the City of Austin and the Association engaged in negotiations and reached an agreement to submit it to Association members and the City Council for ratification; and

WHEREAS, the Association membership ratified the Agreement by a majority vote and the Council ratified the Agreement by a majority vote of Council on December 14, 2017; **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Council ratifies the Meet and Confer Agreement for EMS uniformed employees in the form of attached Exhibit "A," said Agreement to be effective beginning on December 14, 2017, and authorizes the City Manager to execute the Agreement.

ADOPTED: December 14, 2017

ATTEST

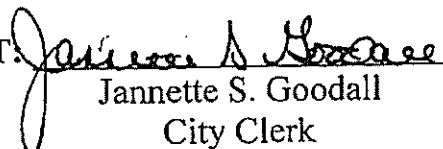

Jannette S. Goodall
City Clerk

EXHIBIT "A"

**Meet & Confer Tentative Agreement 2017 City of Austin & Austin-Travis County
Emergency Medical Services Employee Association**

The parties to this Meet & Confer Agreement (the "Agreement"), which is entered into under the authority of Texas Local Gov't Code Chapter 142, Subchapter D, are the City of Austin, Texas (the "City") and the Austin-Travis County Emergency Medical Services Employee Association (the "Association"). The terms of this Agreement are as follows:

**Section 1
Term of Agreement**

This Agreement shall be effective when ratified by both parties (the "Ratification Date") as provided in Texas Local Gov't Code §142.159(a), and shall continue in effect until the earlier of the following dates:

- June 30, 2018; or
- the date a successor agreement between the parties is ratified.

This term may be extended by mutual agreement of the parties. Any such extension shall be in writing and for a specified period.

**Section 2
"Red-Circled" "STAR Flight" Employees**

Notwithstanding the otherwise applicable requirements of Texas Local Gov't Code §143.041(b), the below-listed bargaining unit employees will be paid base salaries in the below-listed amounts during the term of this Agreement and any agreed extensions. In addition, each employee listed below will have a payroll adjustment at the end of the first full pay period occurring after the Ratification Date, to reflect the hourly rate increase to incorporate the timeframe between November 12, 2017 and the Ratification Date. These additional payments shall be considered a negotiated settlement of any and all claims and/or disputes in relation to the pay of or in relation to any of the below employees.

<u>Employee Name</u>	<u>Base Salary (Hourly)</u>
Kane, Mikel	\$ 52.46
Latta, Sam	34.73
Lindsley, David	45.04
Anderson, Scott	32.74
Andry, Jacinto	35.99
Bakhtiari, Cheryl	33.20
Brockman, Jeffrey	45.00
Bundick, Keith	35.94
Fairbrother, Craig	36.55
Gregg, David	37.62
Larsen, Kenneth	43.15
Shadden, William	35.98
Thomas, Temple	49.08

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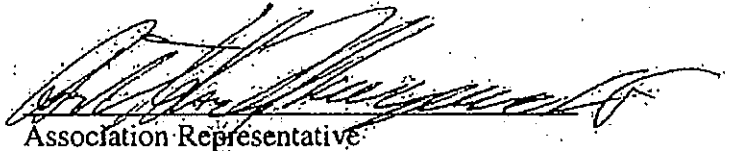
Andy Hofmeister	\$48.72
Matt Paul	\$36.99

During the term of this Agreement, if the above-listed pay rates for any of these employees become less than they would be entitled to under the Civil Service Pay Scale reflected in Appendix A-4 to the 2013 Meet & Confer Agreement, their pay shall be adjusted to the appropriate amount in Appendix A-4.

Tentatively agreed this 30th day of November, 2017:



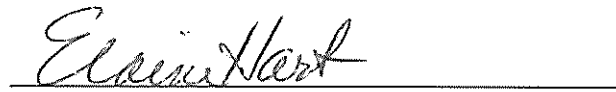
City Representative



Association Representative


IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS AGREEMENT TO BE SIGNED BY THEIR DULY AUTHORIZED REPRESENTATIVES ON THIS 18 DAY OF DECEMBER, 2017.

CITY OF AUSTIN

A handwritten signature in cursive script, appearing to read "Elaine Hart", written over a horizontal line.

Elaine Hart
Interim City Manager

AUSTIN-TRAVIS COUNTY EMS EMPLOYEES ASSOCIATION

A handwritten signature in cursive script, appearing to read "Tony Marquardt", written over a horizontal line.

Tony Marquardt
President