

Exhibit A

INTERIM AGREEMENT

As authorized by Chapter 142 of the Texas Local Government Code, The City of Austin (hereinafter referred to as the "CITY") and the Austin Travis County Emergency Medical Services Employees Association (hereinafter referred to as the "ATCEMSEA" or the "ASSOCIATION"), have reached an Interim Meet and Confer Agreement (hereafter referred to as the Interim Agreement), subject to ratification by the City Council and the ASSOCIATION as provided by Chapter 142. The terms of the Interim Agreement are as follows:

1. The Interim Agreement shall be in effect from the date of ratification by both parties and continue until 9/15/2018.
2. The terms of the Interim Agreement will be identical to those contained in the 2013 Meet and Confer Agreement, as amended 6/23/2016, (2013 Agreement), except as modified in items 3-7 below.
3. The City will provide a 1.25% lump sum payment to all bargaining unit employees, to be paid at the end of the first full pay period following ratification by both parties. The 1.25% lump sum shall be calculated based on each employee's base salary existing on the effective date of the Interim Agreement.
4. The City will be allowed to apply the contractual promotion procedure retroactively to the two promotion processes commenced prior to the effective date of the Interim Agreement.
5. The Association will be credited with 3796.52 hours of Association Business Leave (ABL), from which will be deducted the following hours used prior to the effective date of the Interim Agreement: (a) 432 ADL hours the City provided to the Association for union business, and (b) 168 hours used to convert personal leave time used by Tony Marquardt and Selene Xie for union business to ABL.
6. Medic I's who have obtained Paramedic certification and cleared to independent duty as a Medic I shall be allowed to compete for promotion to Medic II without regard to time in service.
7. Should the Interim Agreement expire without agreement upon a successor agreement, the Association shall be allowed to access any remaining hours in the ABL bank during the year period following expiration of the Interim Agreement.

Tentatively Agreed:

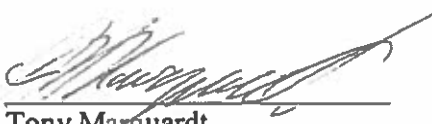
Date: March 7, 2018

City of Austin



Sylvia Flores
Deputy Labor Relations Officer

ATCEMSEA



Tony Marquardt
Association President