

2018 Interim Agreement with EMS

March 22, 2018

Austin City Council Meeting

History

- Previous Agreement expired Sept. 2017
- Successor Agreement unsuccessful due to differences in wage proposals
- City is in the process of getting a revised pay study conducted (should be complete June 2018)
 - After that time, the parties will resume long term negotiations with a goal of getting a deal in time for the new fiscal year
- Question – What should the parties do until the pay study is completed?

Interim Agreement Negotiations

- The parties sat down in February and March of this year with the hopes of coming up with an interim agreement which would be effective from now until end of this fiscal year.
- Negotiations went well and the sides reached an agreement on March 7th, 2018

Interim Agreement Summary

- Interim Agreement puts back into place the 2013 contract (expires 9/15/2018)
- City Gains
 - Promotions – resumes assessment centers and appointments for certain ranks
 - Ability to fill vacancies at the Medic 2 rank faster.
- Association Gains
 - 1.25% lump sum payment
 - Regain Association Business Leave (ABL) hours
 - ATCEMSA president is on full time ABL

Financial Impact

- **1.25% Lump Sum**
 - \$450,000 – one-time cost
 - calculated on each current employee's base salary
- **Administrative Business Leave – reinstated**
 - Backfill Projected Cost - \$128,000
- **Specialty Pays**

Specialty Pays	Description	Cost of Agreement
Skill Based	\$175 per month Special Operations Qualified \$150 per month Communications	\$61,500
Bilingual	\$150 per month assigned to bilingual program	\$46,500
Education	Education – \$150 per month Bachelors, \$200 per month Masters	\$126,500



Next Steps

- City Council Vote today
- Once the revised pay study comes back, the parties will resume long term negotiations and we are hopeful to bring you back a proposed contract later this summer.
- Questions?