

Emergency Medical Services

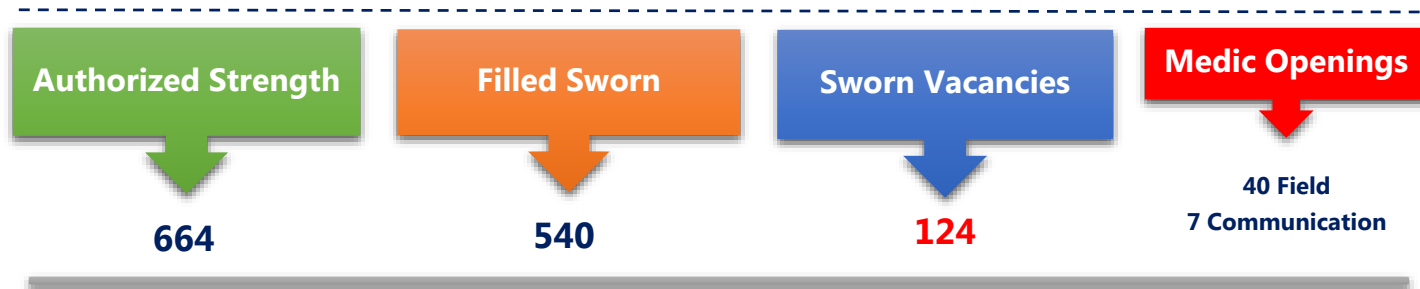


February 8, 2022

City of Austin, TX



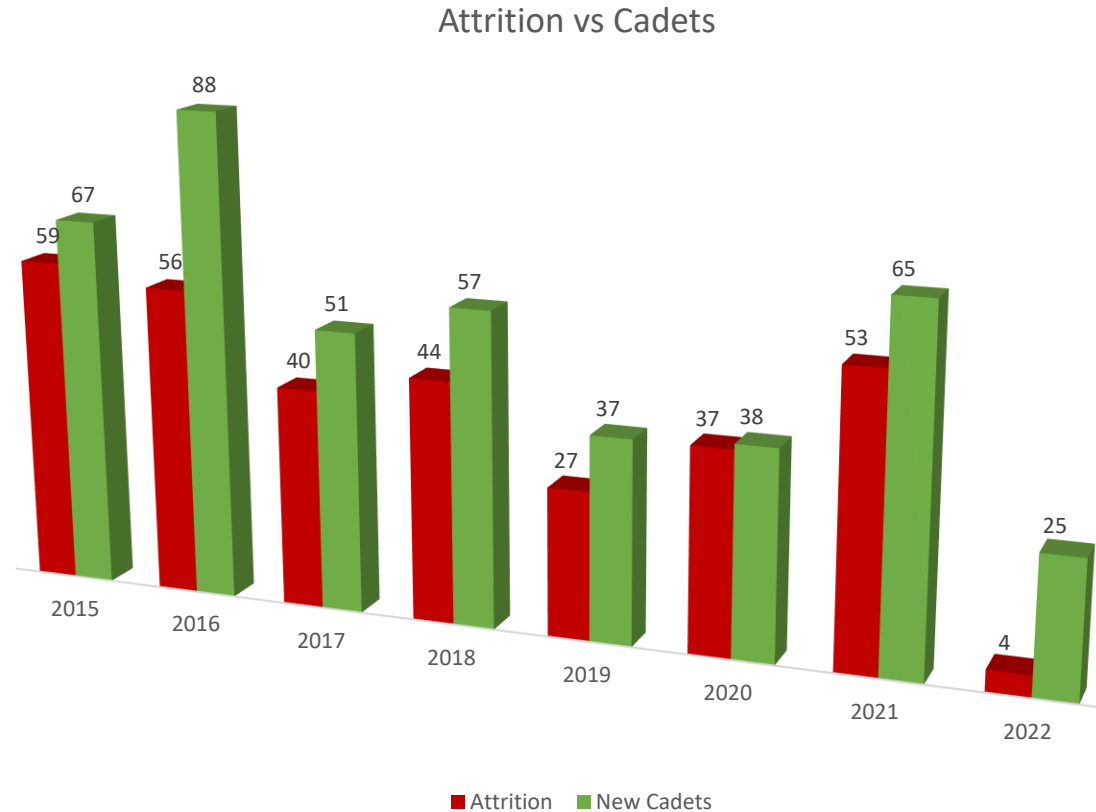
Current EMS Department Staffing



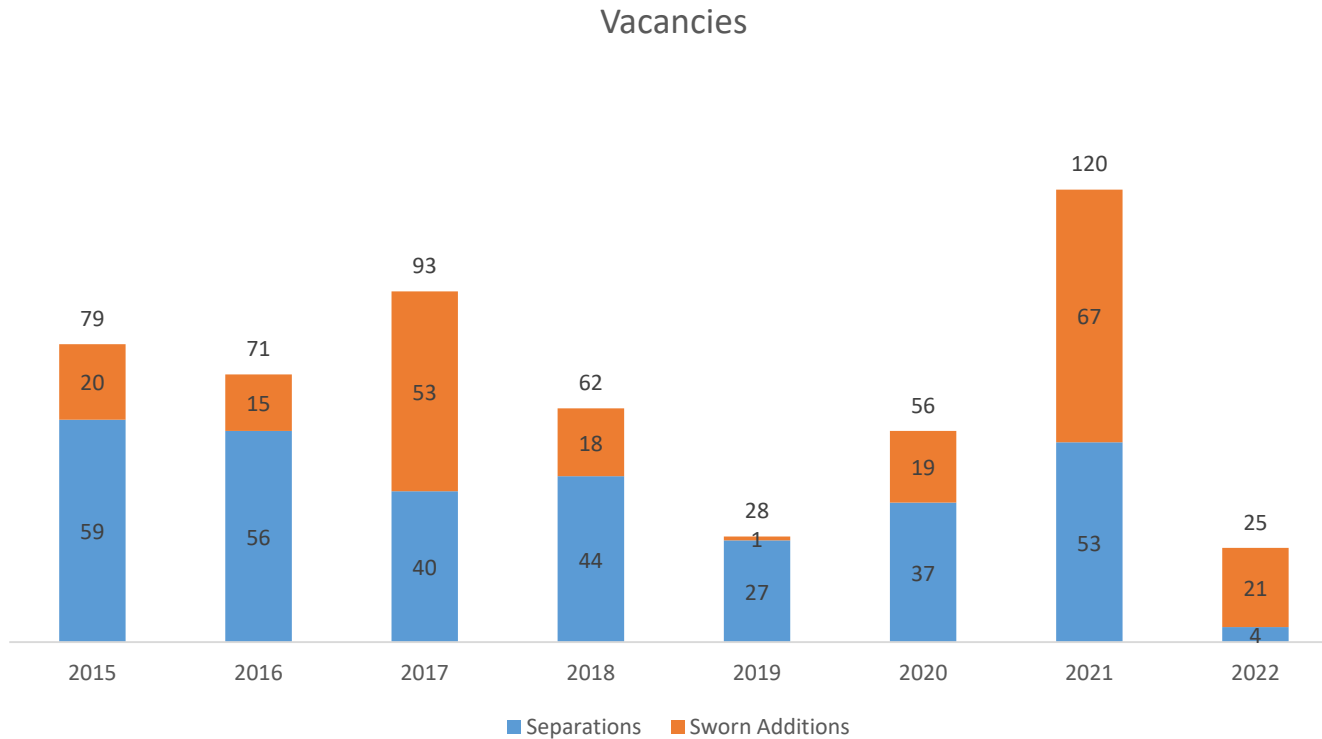
- 77 Sworn promoted open positions
 - 70 Clinical Specialist Field
- EMS Cadet class graduated 2/4/2022
 - 11 cadets transition from civilian to sworn
 - Started early than scheduled
 - 4 medics deferred to next academy



EMS Review of Attrition and Cadets

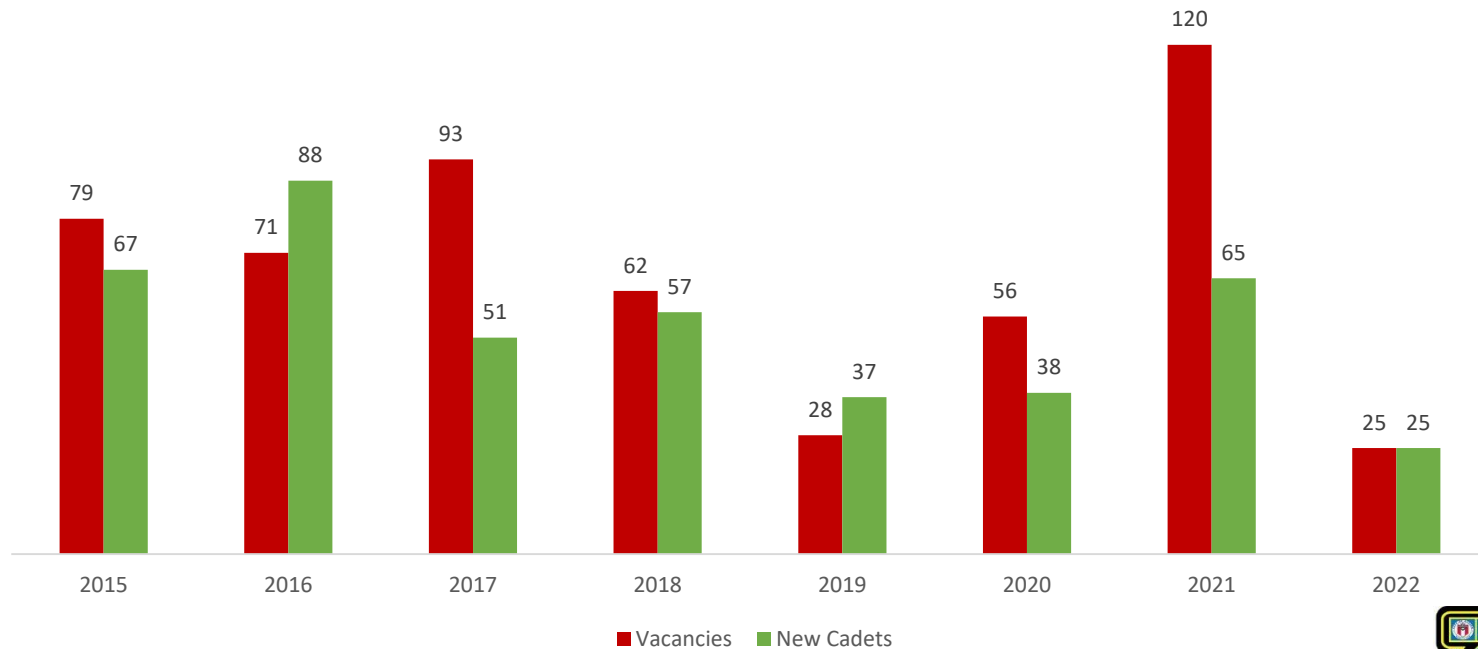


EMS History of Sworn Additions



EMS History of ALL Vacancies and Cadets

Vacancies vs Cadets



Hiring and Promotion

Recruitment/Hiring Process

- Next Academy scheduled start March 28, 2022
 - 27~ total cadets
 - 23 Current applicants
 - 4 cadets from deferred academy
- Applications are open for Field/Communications Medics
 - January 31, 2022 – Feb 28, 2022
 - Academy start date is July 5, 2022



Hiring and Promotion

Promotion Process

- Next Field Clinical Specialist promotion is May 2022
 - 70 vacant Clinical Specialist - Field
 - 90 days posting of promotional material
 - 14 week Advanced Life Support (ALS) class required after promotion
- Field Medics eligible for Clinical Specialist
 - 59 currently hold paramedic certification
 - 20 enrolled through internal paramedic course
 - 18 months from start to completion



Longevity

Longevity

- Filling Vacancies
 - Currently negotiating EMS contract
 - Hiring into promoted rank Clinical Specialist
- Schedule
 - 24/72 schedule started one year early in FY21
- Reduced mandatory overtime
 - EMS pilot program of Incentivizing volunteerism



Longevity

Longevity (continued)

- Fatigue management
 - Balancing the system
 - Ambulances relocations
 - Reduced call volume
 - Risk reduction
 - Low priority calls
 - Triaged and managed through Telehealth
 - Triaged and managed through paramedic consult line

