

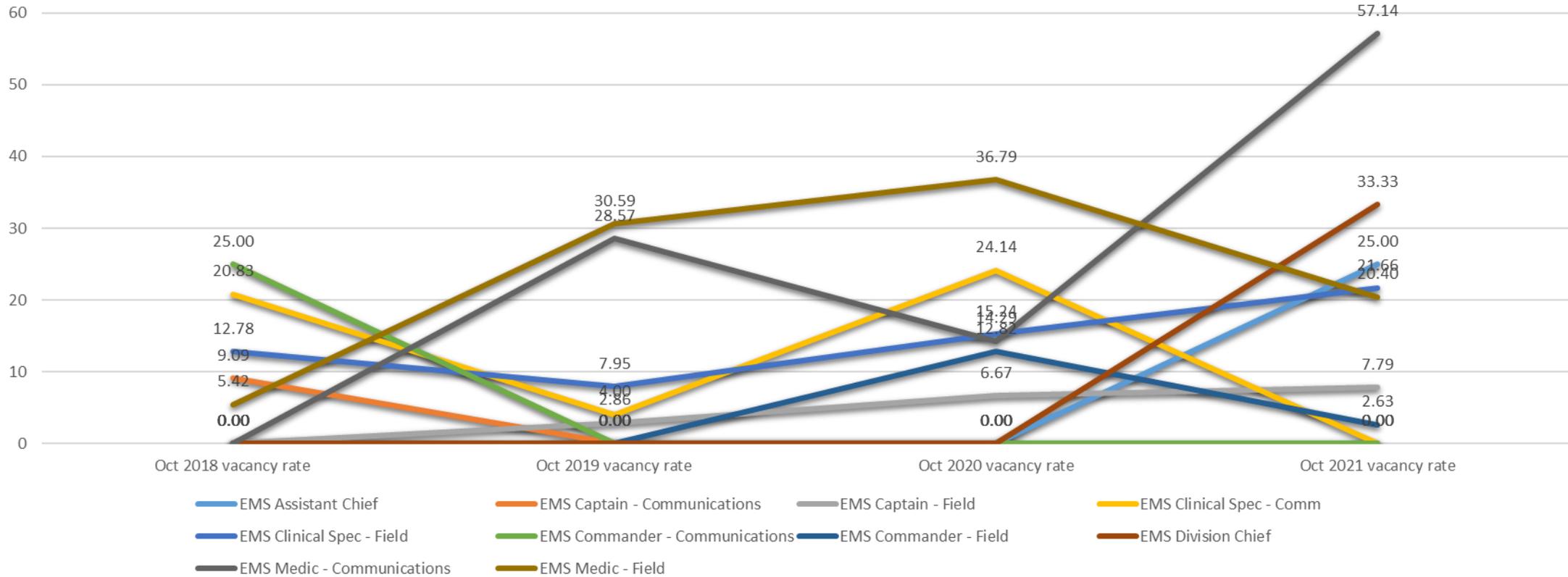
EMS Staffing Levels June 6, 2022

Classification	Vacant	Authorized
ASSISTANT CHIEF	3	4
DIVISION CHIEF	3	9
COMMANDER-COMMUNICATIONS	1	5
COMMANDER-FIELD	1	38
CAPTAIN-COMMUNICATIONS	0	11
CAPTAIN-FIELD	3	77
CLINICAL SPECIALIST-COMMUNICATIONS	4	29
CLINICAL SPEC-FIELD	68	277
MEDIC-COMMUNICATIONS	8	14
MEDIC-FIELD	41	201
Total	132	665
CIVILIAN, FULL-TIME	14	81
Department Total	163	746



EMS Historical Vacancy Rate

Historical Vacancy Rate (percentage) by Sworn Rank (all vacancies)



EMS Challenges Leading to Vacancies

- **Growth**
 - Doubled vacancy rate in 2021 with 64 new FTEs
- **Recruiting**
 - Currently 2 civilian staff members assigned to Recruiting and Hiring
 - Shared with Human Resources section
 - Responsible for all marketing and running full-cycle hiring processes
 - No full-time sworn employees assigned to Recruiting
 - Utilize sworn front-line staff as Recruiting Ambassadors for outreach on a limited basis
- **Hiring Process**
 - Require EMT certification and 12-months experience
 - Several automatic disqualifiers that may not be applicable
 - Limited application cycle



EMS Challenges Leading to Vacancies

- Retention
 - Career burn out
 - Career field changes
 - Retirement
- Promotion
 - Highest number at Clinical Specialist – Field



EMS Plan to Fill Vacancies

- Recruiting
 - Dedicate sworn staff to Recruiting
 - Improve marketing and recruiting materials and presence
 - Website, social media, recruiting video
 - Increase visibility of ATCEMS nationally
 - Professional organizations
 - EMS conferences
 - EMS education institutions



Reducing Barriers to Entry

- Eliminate one-year EMS experience requirement
- Reduce and clarify automatic application disqualifications
- Extend each hiring cycle
- Evaluate pre-requisite certification for EMS Communications Center
 - Currently require EMT – Basic
 - Consider reducing to Emergency Care Attendant



Direct Hire and Community Engagement

- Provide community EMT program
 - Partner with City of Austin leadership and community organizations
 - Identify communities with limited access to professional education
 - Successful completion earns priority status to entry-level position



Reducing Barrier to Clinical Specialist Promotion

- 10% of sworn vacancies
- Collaboration with Office of the Chief Medical Officer
 - Separate clinical training and credentialing process from promotion process
- Civil Service Promotion Test
 - Committees of sworn staff to review source material & test questions



FY 2022

- 1 Commander for Recruiting
- 1 Civilian for recruiting and hiring process for sworn personnel
- 3 Civilian EMS Instructors
- 2 Field Captains – Instructors for Academy
- High fidelity simulation training lab
 - 7 High-fidelity manikins
 - AV & Computer equipment
 - Cadaver lab training
- Textbooks for EMT classes and Promotional Exam material
- Funding for more Field Training Officer stipends and training



EMS Academy Dates

- 2022
 - July 5th – August 26th
 - October 10th – December 2nd
- 2023
 - January 30th – March 24th
 - April 24th – June 2nd
 - July 17 – September 8
 - October 9 – December 1

