



BOARD/COMMISSION RECOMMENDATION

Public Safety Commission

Recommendation Number: 20221107-005

Motioned by Commissioner Rebecca Webber

Seconded by Commissioner Rebecca Gonzales

Subject: Austin should provide sworn personnel at Austin-Travis County EMS with pay and benefits equal to sworn staff at the Austin Fire Department and the Austin Police Department.

Recommendation: The Public Safety Commission recommends that the City Council direct the City Manager's Office to provide ATCEMS medics with pay equality compared to the other sworn public safety agencies. The City Council should also direct the City Manager's Office to look for ways to compensate their pension so it comes closer to aligning with the other sworn public safety agencies. Finally, the City Council should direct the City Manager's Office to provide pay for paramedic school since it is a promotion requirement.

WHEREAS, EMS continues to be short staffed. EMS is 23% short staffed, APD is 10% short staffed, and AFD is 8% short staffed.

WHEREAS, the difference in salary increases between medics and firefighters and police officers throughout the pay scale. Medics are paid an average of 30% less than police officers and 22% less than firefighters throughout their first ten years.

	<u>ATCEMS</u>	<u>AFD</u>	<u>APD</u>
-			
<u>Salary Year 1</u>	<u>\$51,480</u>	<u>\$60,053</u>	<u>\$62,895</u>
<u>Salary Year 5</u>	<u>\$56,207</u>	<u>\$71,125</u>	<u>\$77,900</u>
<u>Salary Year 10</u>	<u>\$64,373</u>	<u>\$78,414</u>	<u>\$83,351</u>

WHEREAS, medics are required to work up to 44 years before retiring while firefighters and police officers can retire after 25 years of service.

WHEREAS, the police department and fire department pay their sworn personnel for all requirements for promotion and only in the EMS department do medics have to volunteer their time to go to paramedic school which is required for promotion.

WHEREAS, one of the justifications for compensating police and firefighters at a higher rate than EMS, that police and fire fighters face substantially higher risks of injury and death on the job, has never been accurate. Historically, EMS workers die at a rate of 12.7 fatalities per 100,000, police at a rate of 14.2 per 100,000, and firefighters at a rate of 16.5 per 100,000;

WHEREAS Austin paramedics have increased their responsibilities in the last three years through opioid epidemic response; homelessness response; mental health response; advanced clinical practice including whole blood in the field, finger thoracotomies; in addition to COVID19 response.

NOW, THEREFORE, BE IT RECOMMENDED BY THE PUBLIC SAFETY COMMISSION OF THE CITY OF AUSTIN THAT:

- The Public Safety Commission recommends that the City Council direct the City Manager's Office to provide ATCEMS medics with pay equality compared to the other sworn public safety agencies. The City Council should also direct the City Manager's Office to look for ways to compensate their pension so it comes closer to aligning with the other sworn public safety agencies. Finally, the City Council should direct the City Manager's Office to provide pay for paramedic school since it is a promotion requirement.

Date of Approval: November 7, 2022

Record of the vote: Unanimous on a 6-0

Attest: Janet Jackson

(Staff or board member can sign)