

PS Salary Comp

| | EMS | AFD | APD | EMS Vs APD |
|----------------|--------|--------|--------|------------|
| Salary Year 1 | 51,480 | 60,053 | 62,895 | 22% |
| Salary Year 5 | 56,207 | 71,125 | 77,900 | 39% |
| Salary Year 10 | 64,373 | 78,414 | 83,351 | 29% |
| | | | | AVG 30% |

Besides high school graduation (or equivalent), are there any other requirements for hiring?

- Valid Texas Class "C" Driver License.
- Texas Department of State Health Services certification as an Emergency Medical Technician-Basic (EMT-B) or higher.
- Austin-Travis County OMD Credentialed at the Emergency Medical Technician-Basic (EMT-B/PL2) level within nine (9) months from the date of hire.

Will be 20.5 years of age by academy start date.
 Must not be older than 45 years of age
 Must have a valid driver's license
 Must be a U.S. citizen (by birth or naturalized)
 Must read, write, and speak English
 Texas Class C DL
 Completion of police academy training including 12 weeks on the job training. (8 weeks for transitional Officer.)
 Police Officer Cert. Texas Commission for Law Enforcement (TCOLE)

Average age of last cadet clas 30 29

In order to fulfill requirements for promotion, are getting these requirements paid time? EX. To promote to Clinical Specialist in EMS, are medics paid to go to paramedic school? In order to be a driver in AFD, are firefighters paid to be in the class?

Employees are not paid to participate in the Paramedic Certification Program. Contract language states in part, "Participation in the Certification Program is voluntary and shall not be counted as on-duty regular hours. A participating Medic shall not be compensated for time spent outside of on-duty regular work hours in connection with the Certification Program."

To take initial written promotional exam to Corporal / Detective must have 4 years with APD. Paid for time taking exam. Each subsequent promotional exam is after 2 years in grade with a written exam and assessment center

| | | | |
|---|---|---|---|
| | before 1/1/2012) | | |
| | •Age 62* | | |
| | •Age 55 with 20 years of service credit | At the age of 50 with at least 10 years of service credit in the Fund | |
| | •23 years of service credit regardless of age | OR Have at least 25 years of service credit in the Fund, regardless of your age | |
| Years of service required to be eligible for pension | Group B (hired on or after 1/1/2012) | OR Have at least 25 years of service credit in the Fund, regardless of your age | |
| | •Vested at 5 years | OR | |
| | •Age 65 with 5 years of service credit | Early Retirement: Have (1) reached the age of 45 and | Hired before 12/31/2021: Age 62, Age 55 with 20 years creditable service, Any age with 23 years creditable service. |
| | •Age 62 with 30 years of service credit | have at least 10 years of service credit in the Fund | |
| | •Age 55 with 10 years of service credit (early retirement with reduced benefits) | OR Early Retirement: Have at least 20 years of service credit in the Fund, regardless of age. | Hired after 1/1/2022: Age 62, Age 50 with 25 years credible service. |
| Pension Multiplier | Group A – 3% | | Hired before 12/31/2021: 3.2% Hired after |
| | Group B – 2.5% | 3.30% | 1/1/2022: 2.5% |
| Hours in work week | | 40 Staff/53 42 Operations | 40 |

Categories of available soft pay (please add as many lines as necessary)

Austin Medics

1. Education Incentive Pay – \$220/month for Bachelor’s; \$300/month for Master’s
2. Special Operations Qualified Pay – \$175/month
3. Communications Aeromedical Communications Specialist (ACS) Pay – \$150/month
4. Bilingual Translation Pay – \$150/month
5. Service Incentive Pay – same as civilian, based on years of service
6. Shift Differential – \$100/month for 12-hour night shift; \$100/month for 12-hour shift (some employ

7. Higher Class Pay – pay for work performed in next higher classification when temporarily assigned to
8. Certification Incentive – \$200/month for DSHS LP or EMT-P

Austin Firefighters:

- 1.
- 2.
- 3.
- 4.

Austin Police:

- 1.
- 2.
- 3.
- 4.

EMS Vs AFD AFD Vs APD

17% 5%

27% 10%

22% 6%

AVG 22% AVG 7%

(ees may qualify for both)

by the Chief or designee