

Public Safety Commission  
 November 7, 2022

Agenda item: **“Comparison of Austin first responder salaries and benefits. How significant are the inequities?”**

Sponsors: Rebecca Webber and Rebecca Bernhardt

	ATCEMS	AFD 21-22 FY 40 hr FF	APD
Salary year 1	\$	\$60,053	\$
Salary year 5	\$	\$71,125	\$
Salary year 10	\$	\$78,414	\$
Years of service required to be eligible for pension		At the age of 50 with at least 10 years of service credit in the Fund OR Have at least 25 years of service credit in the Fund, regardless of your age	
Pension multiplier		3.3%	
Hours in work week		40	

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

Austin Medics

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

Austin Firefighters:

1. Education stipend - \$50 per month for 60 hours of college credit, \$100 per month for Bachelors
2. Certificate stipend - \$50 per month for Intermediate, \$100 per month for Advanced, \$150 per month for Master
3. Bilingual \$175 per month

4. Assignment pay – Airport Fire and Rescue \$150 per month, Special Operations Team \$150 per month
5. Staff pay – up to 24 months \$450 per month, 24 months plus \$600 per month
6. Longevity pay – annual lump sum payout. \$100 per year with AFD not to exceed 25 years

Austin Police:

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

Austin Fire Department Hiring and Promotion Information:

- 1) Besides HS graduation or equivalent, are there any other requirements for hiring?

The 2021 Hiring process minimum requirements included:

- AGE: Applicants must be at least 18 years of age but not exceed age 35 on the day the written exam is administered.
  - EDUCATION: Must possess a high school diploma or GED.
  - CITIZENSHIP: U.S. (birth or naturalized). If you are not a United States' citizen, your immigration status must be current and must permit you to work a full-time job in this country. Applicants must have a valid Social Security card.
  - LANGUAGE: Must be able to read, write, and speak English.
  - DRIVER LICENSE: Must possess a current valid driver license issued from your state of residence.
  - SOCIAL SECURITY: Must have a valid Social Security card.
  - MEDICAL: Must meet the requirements set forth in NFPA 1582, Latest Edition, and Standard on medical requirements for Firefighters.
  - ELIGIBLE FOR FUTURE CERTIFICATIONS: Meet all legal requirements necessary to become certified by Texas Commission on Fire Protection and Texas Department of State Health Services.
2. 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?

For Austin Fire Department members who are seeking to be a driver, they are required to attend either the Aerial Apparatus Driver/Operator (AADO) or the Pumping Apparatus Driver/Operator (PADO) course. Individuals attend these classes on added time.

3. Average age of last cadet class

The average age of class 134, with 36 cadets that graduated on Oct. 7, 2022, was 29.