

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 _____

	ATCEMS	AFD	APD
Salary year 1	\$	\$	\$ 62,895
Salary year 5	\$	\$	\$ 77,900
Salary year 10	\$	\$	\$ 83,351
Besides high school graduation (or equivalent), are there any other requirements for hiring?			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 class			29

<p>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?</p>			<p>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.</p>
<p>Years of service required to be eligible for pension</p>			<p>Hired before 12/31/2021: Age 62, Age 55 with 20 years creditable service, Any age with 23 years creditable service. Hired after 1/1/2022: Age 62, Age 50 with 25 years credible service.</p>
<p>Pension multiplier</p>			<p>Hired before 12/31/2021: 3.2% Hired after 1/1/2022: 2.5%</p>
<p>Hours in work week</p>			<p>40</p>

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

Austin Medics

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

Austin Firefighters:

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

Austin Police:

1. Field Training - \$175.00/month
2. Education Stipends –
 - a. Police Certificates
 - i. Intermediate - \$50/month
 - ii. Advanced - \$100/month
 - iii. Master - \$150/month
 - b. Degree/College work
 - i. 60+ hrs/Associate – \$100/month
 - ii. Bachelor – \$220/month
 - iii. Masters - \$300/month
3. Clothing Allowance - \$500/year (for certain ranks / assignments only)
4. Shift Differentials –
 - a. \$300/month (Officer, Det/Cpl, Sgt)
 - b. \$125/month (Lt)
5. Mental Health Pay - \$175.00/month
6. Bilingual Pay - \$175.00/month