

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 | \$51,480 | \$ | \$ |
| Salary year 5 | \$56,207 | \$ | \$ |
| Salary year 10 | \$64,373 | \$ | \$ |
| Besides high school graduation (or equivalent), are there any other requirements for hiring? | <ul style="list-style-type: none">• 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. | | |
| Average age of last cadet class | 30 years (Cadet Class 0722) | | |
| In order to fulfill requirements for promotion, are getting these requirements paid time? EX. To promote to Clinical Specialist in EMS, are | 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 | | |

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| medics paid to go to paramedic school? In order to be a driver in AFD, are firefighters paid to be in the class? | 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.” | | |
| Years of service required to be eligible for pension | <p>Group A (hired before 1/1/2012)</p> <ul style="list-style-type: none"> • Age 62* • Age 55 with 20 years of service credit • 23 years of service credit regardless of age <p>Group B (hired on or after 1/1/2012)</p> <ul style="list-style-type: none"> • Vested at 5 years • Age 65 with 5 years of service credit • Age 62 with 30 years of service credit • Age 55 with 10 years of service credit (early retirement with reduced benefits) | | |
| Pension multiplier | <p>Group A – 3%</p> <p>Group B – 2.5%</p> | | |
| Hours in work week | 42 | | |

* To retire at age 62 you must be:

- An active contributing member when you turn age 62;
- A terminated vested member with at least 5 years of COAERS service credit; or
- A proportionate member with 5 years of combined service credit

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 employees may qualify for both)
7. Higher Class Pay – pay for work performed in next higher classification when temporarily assigned by the Chief or designee
8. Certification Incentive – \$200/month for DSHS LP or EMT-P

Austin Firefighters:

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

Austin Police:

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