



**TRAVIS COUNTY EMERGENCY SERVICES  
DISTRICT NUMBER TWO**

Collective Bargaining Deliberations Meeting Minutes

Chapter 174 of the Texas Local Government Code

August 16, 2022

A meeting of Travis County Emergency Services District Number Two and the Pflugerville Professional Firefighter’s Association, also known as the International Association of Firefighters, Local Union 4137 was held on Tuesday, August 16, 2022, at 8:00 a.m. at Travis County Emergency Services District Number Two Headquarters located at 201 East Pecan Street, Pflugerville, Texas 78660.

The following Commissioners and Representatives of the District and Representatives of the Pflugerville Professional Firefighter’s Association and constituting a quorum, were present for the meeting:

In attendance by Commissioners

Mike Bessner	
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Others in attendance

Assistant Chief Mark Moellenberg	Deputy AC AJ Stacer	Jessica Frazier	Josh Stubblefield
Bobby Ortiz	Brian Lucas	Sequina Allen	

Item 1: Call meeting to order. *The meeting was called to order by Commissioner Bessner at 8:08 a.m. and the minutes were recorded by mechanical means;* The meeting was held pursuant to a formal Notice of Meeting, which had been posted in accordance with the Texas Open Meetings Act at the Travis County Clerk’s Office and in the offices of the Travis County Emergency Services District Number Two Headquarters.

Item 2: Review and approve on the record the Minutes from the July 12, 2022, and July 26, 2022, meeting.  
*The minutes from July 12 and July 26 were reviewed and approved.*

Item 3: Presentation by District of articles for TA as agreed upon in prior meeting for signature.

*It was stated that during the last meeting, the definitions were agreed upon for Article 2. TA documents were signed for Articles 2, 22, 23, and 24.*

Item 4: District response to Association proposals from previous meetings and presentation of proposals.

*The discussion began with the District's proposal of Article 18-Pay Plan. The Pay Plan retains October 1, 2022 as the date of pay being raised to the proposed step level. The COLA date would be adjusted so that everyone could be stepped up on their anniversary date starting the following year FY24. It was discussed that if the anniversary date is switched, there will always be several people that are having to wait much longer for their raise. It was also discussed that for a pay increase on both October 1 date and a 2%, COLA increase in the same year, the district could not afford the request at this time at this payscale. The Association reiterated their goal to have the base starting pay be at least \$60,000 and that the higher the starting pay, the better the recruitment. The Association's proposed COLA 2.5%.*

*The District presented their proposal for Articles 14 and 16. On Article 14 the PAramedic certification pay was reduced from \$3.09 to \$2.00 per hour. And a new Paramedic assignment pay was introduced at \$2.85 per hour when assigned to ALS Ambulance or Squad.*

*The Association asked if there are different expectations between squads and engines. It was stated that there are no different expectations, but that squads are used more often. It was discussed that, in terms of paramedic pay, the district is currently at the top, and the goal is to stay there. It was stated that this needs to be discussed further.*

*Regarding the District's proposed payplan, the Association sked if there was a reason to have random numbers instead of fixed percentages between each rank. The District team stated that the salary was compared to peers for ranks but that the jump between ranks was not examined. The Association recommended to have an even 10% between ranks.*

Went into caucus at 9:05 am

Return into caucus at 10:03 am

Item 5: Association response to District proposals from previous meetings and presentation of proposals.

*There was a presentation on the pay scale that would go into effect on October 1, 2022. It was discussed that the current plan costs \$2.2 million and that it cannot be afforded to give everyone a raise now and a step-raise as well.*

Item 6: Further discussion and response by both parties regarding any other outstanding Articles. *The Association gave their initial response to the items presented. They explained that with the paramedic pay proposal, money is being saved with the base pay reduction. It was stated that the 7 ALS units currently cost around \$500,000 annually. It was stated that it may be better to have a higher base pay than raise pay for factors that are uncontrollable. The Association will need to discuss the issue with the membersihp. They will provide a decision on the paramedic pay-scale in the next meeting.*

*The Association pointed out disparities between ranks and pay were discussed, with an example of a lieutenant being able to make more than a captain, and how this could be rectified.*

*Discussion was had regarding Article 19 - Overtime. Section 3 was discussed. It was stated that if work is mandated, the overtime in relation to the 40-hour pay is kept. However, if the work is voluntary, then it is not at that overtime rate. The overtime section speaks specifically about if an individual is being forced to work overtime.*

Item 7: Confirm and/or establish meeting date(s) for future collective bargaining deliberations.

*The next meeting was scheduled for August 30<sup>th</sup>. Another meeting will occur on September 6<sup>th</sup>.*

The meeting was adjourned by Commissioner Bessner at 10:58 a.m

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Respectfully submitted by: Minutes Service