



Austin Firefighters Association, Local 975

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Dear Council Member Kelly,

The Austin Firefighters strongly support any efforts that will better assist the AFD in being more competitive in hiring and retaining the best and most diverse firefighters.

The AFA therefore supports Council agenda item 23, which helps to improve recruitment for public safety personnel.

In Travis and Williamson counties, Austin Fire Cadets rank 9 out of 11 paid department in terms of starting pay. As such, the number of candidates for the position of Austin Fire Cadet has dropped four-fold over the last several years.

The Austin Fire Cadets start as one of the lowest paid of all City employees. Once a Cadet graduates from the academy, they receive NO hourly pay increase. However, an 18.7% employee pension reduction kicks in once graduation which causes an extreme reduction in net pay which is not made up for years.

Any help toward assisting new fire department employees is greatly appreciated.

Bob Nicks
President, Austin Firefighters Association
IAFF Local 975

