

SUBJECT: APPROVING THE CONVERSION OF THE PAID ON CALL EMERGENCY MEDICAL SERVICES SYSTEM TO A MORE PREDICTABLE MODEL OF FULL TIME MEDICAL PROVIDERS.

AGENDA OF: February 19, 2019

ASSEMBLY ACTION:

Adopted without objection 3/19/19
(Signature)

MANAGER RECOMMENDATION: Introduce and set for public hearing.

APPROVED BY *for* JOHN MOOSEY, BOROUGH MANAGER: *(Signature)*

Route to:	Department/Individual	Initials	Remarks
	Originator/Barkley	<i>KB</i>	
	Finance Director	<i>CF</i>	
	Borough Attorney	<i>NS</i>	
	Borough Clerk	<i>JMM</i>	<i>2/11/19</i> <i>(Signature)</i>

ATTACHEMENT(S) : Fiscal Note: YES ☒ NO ☐

Ordinance Serial No. 19-021 (2 pp)

SUMMARY STATEMENT:

*Ambulance Operations Projected
Wages & benefits (2pp)*

The call volume for Emergency Medical Services has doubled since 2010 and the rising call volume stresses the traditional on-call/volunteer system. Quality care standards require greatly increased training demands and the limited hours on-call staff can work reduces their ability to keep up with the required training. Six regularly scheduled ambulances would allow us to keep pace with our call volume; however, we are currently working with only four.

Significant efficiencies can be gained by converting the paid on-call Emergency Medical Services system to a more predictable model of full time medical providers. It is anticipated that a full time model would result in a 50% increase in coverage with a nominal increase in personnel costs, as well as enabling the department to put two more ambulances into service on a regular basis.

This model can be established in Fiscal Year 2019 by reallocating the already budgeted wages and benefits in the Fiscal Year 2019 Ambulance Services Operating Budget (100.160.334) from Non-Employee Compensation to Permanent Wages, and Benefits.

The Acting Director of Emergency Services, and Deputy Director of Emergency Medical Services requests the Borough Assembly's approval of the conversion of the paid on-call Emergency Medical Services system to a more predictable model of full-time medical providers, including the hiring of seventeen EMT IIs and eight Paramedics, effective immediately.

RECOMMENDATION OF ADMINISTRATION:

The administration recommends approval of the attached legislation, which will approve the conversion of the paid on-call Emergency Medical Services system to a more predictable model of full-time medical providers, including the creation of the following regular full-time positions:

1. Seventeen EMT IIs,
2. Four Paramedics, and
3. Four Battalion Chiefs.

The four Battalion Chief positions are management positions excluded from the bargaining unit.

MATANUSKA-SUSITNA BOROUGH
FISCAL NOTE

Agenda Date: February 5, 2019

SUBJECT: Approving the conversion of the paid on-call Emergency Medical Services System to a more predictable model of full time medical providers.

ORIGINATOR: Ken Barkley

FISCAL ACTION (TO BE COMPLETED BY FINANCE)	FISCAL IMPACT YES <input type="radio"/> NO <input checked="" type="radio"/>
AMOUNT REQUESTED: \$-0-	FUNDING SOURCE
FROM ACCOUNT:	PROJECT #
TO ACCOUNT :	PROJECT #
VERIFIED BY: <i>Barbara Burenger</i>	CERTIFIED BY:
DATE: <i>1/24/19</i>	DATE:

EXPENDITURES/REVENUES:

(Thousands of Dollars)

OPERATING	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Personnel Services						
Travel						
Contractual						
Supplies						
Equipment						
Land/Structures						
Grants, Claims						
Miscellaneous						
TOTAL OPERATING						

CAPITAL						
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REVENUE						
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FUNDING:

(Thousands of Dollars)

General Fund						
State/Federal Funds						
Other – RSA Operating						
TOTAL						

POSITIONS:

Full-Time	25					
Part-Time						
Temporary						

ANALYSIS: ***Based on the attached analysis, the net effect of the elimination of On-Call responders and hire of full time EMT and Paramedics could save up to \$51,000 for the remainder of fiscal year 2019 only. Actual net effect is dependent on factors such as wage step and date of hire for new full time personnel.

APPROVED BY:

Chayenne Dersell

DATE:

1/24/19

Ambulance Operations - FY2019 Projected Wage & Benefits

100.160.334

Conversion: 4 New Full Time Mobile Intensive Care Paramedics
4 New Full Time Battalion Chiefs
17 New Full Time EMT 2s
Eliminate all On-Call Responder Positions

FY2019 Analysis	Full Fiscal Year	Remaining Year
	(July 2018 - June 2019)	(March 2019 - June 2019)
Total wages and benefits of additional hires	2,487,835	1,243,918
Less: Remaining wages budgeted for on-call responders	(1,678,475)	(1,124,254)
Less: Remaining benefits budgeted for on-call responders	(301,538)	(150,769)
Net fiscal impact (Possible decrease to FY2019 wage & benefit expense)		(31,105)

Budget Amendment to Move On-Call Responder Wage and Benefit budget to Permanent employee wage and benefits		
Nonemployee wage/benefit BA - (\$1,264,254 -(70,000+70,000)) Jan. & Feb. wages		
411.100 - Permanent Wages	(1,124,254)	
411.400 - Nonemployee Compensation		(1,124,254)

Additional Positions - 8 MICP

Employee Name	Title	GL Code	Status	New Grade	New Step	Employee Type	Wages	Total Benefits	Total Wages & Benefits
PROPOSED POSITION	BATTALION CHIEF	100-160-334	100%	Q	1	REQ	68,963	53,842	122,806
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PROPOSED POSITION	BATTALION CHIEF	100-160-334	100%	Q	1	REQ	68,963	53,842	122,806
PROPOSED POSITION	MOBILE INTENSIVE CARE PARAMEDIC + 5%	100-160-334	100%	P	1	REG	67,571	53,228	120,799
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PROPOSED POSITION	MOBILE INTENSIVE CARE PARAMEDIC + 5%	100-160-334	100%	P	1	REG	67,571	53,228	120,799
Total Positions and Salaries			8.00				546,138	428,282	974,419

Additional Positions -17 EMT II

Employee Name	Title	GL Code	Status	New Grade	New Step	Employee Type	Wages	Total Benefits	Total Wages & Benefits
PROPOSED POSITION	EMT 2 + 5%	100-160-334	100%	H	1	REG	45,517	43,507	89,024
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11/19/026 OR A-021

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PROPOSED POSITION	EMT 2 + 5%	100-160-334	100%	H	1	REG	45,517	43,507	89,024
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PROPOSED POSITION	EMT 2 + 5%	100-160-334	100%	H	1	REG	45,517	43,507	89,024
Total Positions and Salaries			17.00				773,796	739,620	1,513,416

Total New Hire Wage & Benefits 2,487,835

Employee Name	Title	GL Code	Status	New Grade	New Step	Employee Type	Wages	Total Benefits	Total Wages & Benefits
OVERTIME	OVERTIME	100-160-334	-	-		OVERTIME	714,553	314,975	1,029,528
TEMPORARY	TEMPORARY EMPLOYEES	100-160-334	-	-		TEMP	100,000	15,470	115,470
ON CALL RESPONDERS	ON CALL RESPONDERS	100-160-334	-	-		OCR	1,678,475	301,538	1,980,013
Total overtime, temporary, and nonemployee compensation							2,493,028	631,983	3,125,011

Current Division Wage & Benefit Breakdown

Employee Name	Title	GL Code	Status	New Grade	New Step	Employee Type	Wages	Total Benefits	Total Wages & Benefits
Total Positions and Salaries			32.51				2,206,653	1,725,662	3,932,315

average monthly nonemployee compensation	
July	38,537
August	73,295
September	70,899
October	59,685
November	54,519
December	117,285
Average	
	69,037