

Recruitment and Retention Raise 2021

Here at Harris EMS we have lost 19 full time employees in the past year. The total lost years of experience is conservatively over 80 years. Most of these employees are employed with county-based EMS services. The others are with a private service that will pay at minimum the insurance for the employee. The reason that most have given when they leave our service to go to a county-based service or other private services is benefits and retirement. These include the health insurance that is paid for by the employer, as well as a 30-year pension retirement.

Government benefits are extremely difficult to compete with and because of this in 2015 Harris EMS raised its starting paramedic pay by 8% to offset the cost of benefits as well as other paid holidays and retirement that county-based services are offering. When this was done in 2015 this seemed to help us with recruitment and retention. However, now the other services have caught up in the pay and are also offering the county government benefits which are better than those offered by our Company.

The current schedule that EMS works is a 24/72 schedule. With this schedule during a 28 day cycle an employee works 144 regular hours and 24 overtime hours. The current starting pay per hour is \$17.44 for a Paramedic, the current yearly salary is \$40,809.60 per year. We are proposing a \$1.76 increase to the base rate while also bringing current employees' salaries to the correct penetration rate given the new base rate. Under the proposed rates, starting annual salary will be \$44,928.00.

In addition to the rate increases, Harris EMS is proposing to implement a Clinical Ladder / Step Up Program in which team members can earn an hourly differential of \$0.75 / hour dependent upon meeting specified guidelines of the program. These guidelines include obtaining additional Continuing Education Units (CEUs), advanced certifications, etc. The estimated maximum impact of this program would be \$18,515 / year over the next 2 years.

We believe making these adjustments will have the effect it did in 2015, which was to decrease turnover and retain experienced staff who have been loyal to our service and the County.

The following table presents a summary of the aggregate annual cost increase.

Position Description	# of EE	Avg YOE	Pay Rate (Avg)	New Pay Rate (Avg)	Average of Std Hours	Rate Incr	Avg Annual Impact
Community Paramedic	1	4.3	\$ 18.82	\$ 21.88	80.0	\$ 3.06	\$ 6,365
EMS Crew Leader	2	22.2	\$ 23.79	\$ 27.04	80.0	\$ 3.24	\$ 13,498
EMS Field Training Officer	4	11.5	\$ 20.27	\$ 25.11	80.0	\$ 4.84	\$ 40,247
EMS Operations Coord	1	15.0	\$ 28.19	\$ 32.94	80.0	\$ 4.75	\$ 9,887
EMT	1	0.8	\$ 11.24	\$ 14.96	80.0	\$ 3.72	\$ 7,733
Paramedic	20	7.1	\$ 18.54	\$ 21.94	80.0	\$ 3.40	\$ 141,446
Grand Total	29	8.7	\$ 19.23	\$ 22.86	80.0	\$ 3.63	\$ 219,175

Harris EMS appreciates your time and consideration for this project. Any questions that you may have please do not hesitate to contact Matthew Burrell, EMS Manager at 828-506-1870.