Northampton County

EMERGENCY MEDICAL SERVICES

Hollye B Carpenter, NREMT-P
Emergency Medical Services Director

Staggered Hiring Proposal
March 8, 2016

Provision of EMS Services

- § 15.2-955. B. Each locality shall seek to ensure that emergency medical services are maintained throughout the entire locality.

- An EMS agency shall provide service within its primary service area on a 24-hour continuous basis.
  (12VAC5-31-380 ~ EMS Agency Availability)

VA Rules & Regulations

Medical Protocols

Tidewater EMS Council
Regional Medical Protocols

- July 2013 (October 2013)
- *Ambulance Patient Destination Policy* which requires transport to the closest appropriate facility

Tidewater EMS Council

Medical Direction

Stephen Grimes MD

Can provide contact information upon request

Operational Medical Director

Fair Labor Standards

- The 7(k) exemption can only apply to employees engaged in fire protection activities and law enforcement activities.
- Our EMS employees do not meet either of these definitions and must be paid on a 40 hour work week. Anything in access of 40 hours must be paid in overtime.
- To qualify for 7(k) pay as a fire protection employee, an EMS employee must (a) work for a (government) fire department, (b) be trained in fire suppression, (c) have the legal authority to fight fires, (d) have the responsibility to fight fires, (e) and either actually engage in fire suppression work or non-fire emergency responses.

FTE Salary Comparison

48 hour Employees

Shifts	Emp			Position	Hourly	Salary	Overtime	Benefits	TOTAL
60				**CURRENT**	$ 16.80	$ 689,507	$ 157,289	$ 305,477	$ 1,152,273
64	16	40	110	Basic	$ 13.83	$ 28,769	$ 8,631	$ 14,691	$ 52,091
68	17	40	116	Captain	$ 19.05	$ 39,624	$ 11,887	$ 17,526	$ 69,037
72	18	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
76	19	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
80	20	40	111	Enhanced	$ 14.53	$ 30,222	$ 9,067	$ 15,071	$ 54,360
84	21	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
88	22	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
92	23	40	111	Enhanced	$ 14.53	$ 30,222	$ 9,067	$ 15,071	$ 54,360
96	24	40	111	Enhanced	$ 14.53	$ 30,222	$ 9,067	$ 15,071	$ 54,360
100	25	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
104	26	40	114	Paramedic	$ 17.28	$ 35,942	$ 10,783	$ 16,564	$ 63,289
108	27	40	111	Enhanced	$ 14.53	$ 30,222	$ 9,067	$ 15,071	$ 54,360
112	28	40	111	Enhanced	$ 14.53	$ 30,222	$ 9,067	$ 15,071	$ 54,360

Difference				
Current	$ 23,970	$ 689,507	$ 157,289	$ 305,477	$ 1,152,273
Phase 1	$ 10,372	$ 860,007	$ 208,439	$ 385,893	$ 1,454,339
Phase 2	$ 22,217	$ 992,337	$ 248,138	$ 449,163	$ 1,689,638
Phase 3	$ 26,860	$ 1,124,666	$ 287,837	$ 512,433	$ 1,924,936

Existing PTE | Phase I | Phase II | Phase III

36 hour Employees

Shifts	Emp			Position	Hourly	Salary	Overtime	Benefits	TOTAL
48	16	36	110	Basic	$ 13.83	$ 25,892	$ -	$ 13,354	$ 39,246
				CURRENT	$ 16.62	$ 658,647	$ -	$ 293,443	$ 952,090
51	17	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
54	18	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
57	19	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
60	20	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
63	21	36	116	Captain	$ 19.05	$ 35,662	$ -	$ 15,682	$ 51,343
66	22	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
69	23	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
72	24	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
75	25	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
78	26	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
81	27	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
84	28	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
87	29	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
90	30	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
93	31	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
96	32	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
99	33	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
102	34	36	114	Paramedic	$ 17.28	$ 32,348	$ -	$ 14,892	$ 47,240
105	35	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
108	36	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
111	37	36	111	Enhanced	$ 14.53	$ 27,200	$ -	$ 13,666	$ 40,866
112	37.3	12	111	Enhanced	$ 14.53	$ 9,067	$ -	$ 4,508	$ 13,575

26	Current	$ (23,970)	$ 777,744	$ -	$ 350,560	$ 1,128,304
34	Phase 1	$ (10,372)	$ 992,051	$ -	$ 451,916	$ 1,443,967
39	Phase 2	$ (22,217)	$ 1,143,495	$ -	$ 523,926	$ 1,667,421
45	Phase 3	$ (26,860)	$ 1,298,859	$ -	$ 599,217	$ 1,898,076

Existing PTE | Phase I | Phase II | Phase III

Utilization of OVERTIME

	Current	Phase I	Phase II	Phase III
Shifts	*59*	*80*	*96*	*112*
Admin	3	3	3	3
Captain	3	4	4	4
I/P	6	8	10	12
B/E	7	8	10	12
TOTAL	19	23	27	31

40/48 Hr Employees

	Current	Phase I	Phase II	Phase III
Shifts	*59*	*80*	*96*	*112*
Admin	3	3	3	3
Captain	3	4	4	4
I/P	8	11	14	16
B/E	8	12	14	17
TOTAL	22	30	35	40
Difference	3	7	8	9

36 Hr Employees

Base Salary Information

Northampton	Hourly	Base - 36	Base - 40	Overtime	Annual w/OT
			2080	8 scheduled hrs	
EMT	$ 13.84	$ 25,908	$ 28,787	$ 8,636	$ 37,423
Enhanced	$ 14.53	$ 27,200	$ 30,222	$ 9,067	$ 39,289
Intermediate	$ 16.46	$ 30,813	$ 34,237	$ 10,271	$ 44,508
Paramedic	$ 17.28	$ 32,348	$ 35,942	$ 10,783	$ 46,725
Lieutenant	$ 18.14	$ 33,958	$ 37,731	$ 11,319	$ 49,051
Captain	$ 19.05	$ 35,662	$ 39,624	$ 11,887	$ 51,511
Battalian Chief	$ 20.00	$ 37,440	$ 41,600	$ 12,480	$ 54,080
Chief	$ 23.67	$ 44,310	$ 49,234	$ 14,770	$ 64,004

Northampton	Hourly	Base - 36	Base - 40
	44 % increase		
EMT	$ 19.93	$ 37,308	n/a
Enhanced	$ 20.92	$ 39,168	n/a
Intermediate	$ 23.70	$ 44,371	n/a
Paramedic	$ 24.88	$ 46,581	n/a
Lieutenant	$ 26.12	$ 48,900	n/a
Captain	$ 27.43	$ 51,353	n/a
Battalion Chief	$ 28.80	n/a	$ 59,904
Chief	$ 34.08	n/a	$ 70,896

Benefits of Overtime

- Less employees to manage.
- Less sick leave and annual leave awarded.
- Decreased costs for EMS gear and uniforms. (Costs approximately $1600 to outfit new employee and yearly costs for replacement there after.)

Exmore 24 Hour Shift Rotation

A B C shifts C B A

MARCH

S	M	T	W	T	F	S
	29	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	

Utilizing 24 hour shift since 2012

CURRENT SHIFTS

Current Schedule
Ambulances = 2 Day / 2-3 Night

	SUN	MON	TUE	WED	THU	FRI	SAT
Day Shifts							
Exmore	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	1	2	3	4	5	6	7
A/EMT	8	9	10	11	12	13	14
Cape Charles	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Supervisor	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	29	30	31	32	33	34	35

	SUN	MON	TUE	WED	THU	FRI	SAT
Night Shifts							
Exmore	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	1	2	3	4	Volunteer	5	6
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Cape Charles	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	Volunteer	7	Volunteer	8	9	10	11
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Machipongo	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	12	13	14	15	16	17	18
A/EMT	19	20	21	22	23	24	25
Supervisor	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	36	37	28	29	30	31	32

	Career	Volunteer
Day Shifts	35	0
Night Shifts	32	17
TOTAL	**67**	**17**

PHASE I Schedule

PHASE I
Ambulances = 3 Day / 3 Night

	SUN	MON	TUE	WED	THU	FRI	SAT
Day Shifts							
Exmore	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	1	2	3	4	5	6	7
A/EMT	8	9	10	11	12	13	14
Cape Charles	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Ambulance 3	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	29	30	31	32	33	34	35
A/EMT	36	37	38	39	40	41	42
Supervisor	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	43	44	45	46	47	48	49

	SUN	MON	TUE	WED	THU	FRI	SAT
Night Shifts							
Exmore	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	1	2	3	4	5	6	7
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Cape Charles	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	8	9	10	11	12	13	14
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Ambulance 3	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Supervisor	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	29	30	31	32	33	34	35

	Career	Volunteer
Day Shifts	49	0
Night Shifts	35	14
TOTAL	**84**	**14**

Phase I - 3 day / 3 night

Funding

FY16	81,744
FY17	303,620
FY18	303,620

Time Line

Hiring Process	**03/09/16-03/23/16**
Start Date	03/27/16
Orientation Complete	04/30/16

Personnel

Positions	FY16	Phase 1
Administrative	3	3
Captains	3	4
I/P	6	8
B/E	7	8
TOTAL	19	23
Increase	*0*	*4*

- Increases 5 current employees form 36 hours work week to 40 hours with OT.
- Hire 4 new employees.
- Requires Cape Charles RS & Community FC to provide 1 volunteer 6p/a on all nights.

PHASE II Schedule

PHASE II
Ambulances = 4 Day / 3 Night

	SUN	MON	TUE	WED	THU	FRI	SAT
Day Shifts							
Ambulance 1	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	1	2	3	4	5	6	7
A/EMT	8	9	10	11	12	13	14
Ambulance 2	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Ambulance 3	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	29	30	31	32	33	34	35
A/EMT	36	37	38	39	40	41	42
Ambulance 4	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	43	44	45	46	47	48	49
A/EMT	50	51	52	53	54	55	56
Supervisor	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	57	58	59	60	61	62	63

	SUN	MON	TUE	WED	THU	FRI	SAT
Night Shifts							
Exmore	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	1	2	3	4	5	6	7
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Cape Charles	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	8	9	10	11	12	13	14
VOLUNTEER	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer	Volunteer
Ambulance 3	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Supervisor	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	29	30	31	32	33	34	35

	Career	Volunteer
Day Shifts	63	0
Night Shifts	35	14
TOTAL	**98**	**14**

Phase II – 4 day / 3 night

Funding

FY16	0
FY17	201,035
FY18	227,257

Time Line

Hiring Process	07/13/16-08/10/16
Start Date	08/14/16
Orientation Complete	09/17/16

Personnel

Positions	Phase I	Phase II
Administrative	3	3
Captains	4	4
I/P	8	10
B/E	8	10
TOTAL	23	27
Increase	*4*	*4*

- Hire 4 new employees, for total of 8.
- Requires Cape Charles RS & Community FC to provide 1 volunteer 6p/a on all nights.

PHASE III Schedule

PHASE III
Ambulances = 4 Day / 3 Night

	SUN	MON	TUE	WED	THU	FRI	SAT
Day Shifts							
Ambulance 1	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	1	2	3	4	5	6	7
A/EMT	8	9	10	11	12	13	14
Ambulance 2	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Ambulance 3	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	29	30	31	32	33	34	35
A/EMT	36	37	38	39	40	41	42
Ambulance 4	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	43	44	45	46	47	48	49
A/EMT	50	51	52	53	54	55	56
Supervisor	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p	6a-6p
I/P	57	58	59	60	61	62	63

	SUN	MON	TUE	WED	THU	FRI	SAT
Night Shifts							
Ambulance 1	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	1	2	3	4	5	6	7
A/EMT	8	9	10	11	12	13	14
Ambulance 2	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	15	16	17	18	19	20	21
A/EMT	22	23	24	25	26	27	28
Ambulance 3	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	29	30	31	32	33	34	35
A/EMT	36	37	38	39	40	41	42
Supervisor	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a	6p-6a
I/P	43	44	45	46	47	48	49

	Career
Day Shifts	63
Night Shifts	49
TOTAL	**112**

Phase III - 4 day / 3 night

Funding

FY16	0
FY17	166,073
FY18	235,298

Time Line

Hiring Process	09/07/16-10/05/16
Start Date	10/09/16
Orientation Complete	11/12/16

Personnel

Positions	Phase II	Phase III
Admin	3	3
Captains	4	4
I/P	10	12
B/E	10	12
TOTAL	27	31
Increase	*4*	*4*

- Hire 4 new employees, for total of 12.
- No volunteers available.

FTE Budget & Personnel

Additional FTE Funding

	FY16 *amended*	FY17	FY18
FY16 funded	$ 1,158,760	$ 1,158,760	$ 1,158,760
Phase I	$ 81,744	$ 303,620	$ 303,620
Phase 2	$ -	$ 201,035	$ 227,257
Phase 3	$ -	$ 166,073	$ 235,298
TOTAL	$ 1,240,504	$ 1,829,488	$ 1,924,935
increase	$ 81,744	$ 670,728	$ 766,175

Additional FTE Positions

	FY16 *Approved*	FY16 *Amended*	FY17	FY18
Administrative	3	3	3	3
Captains/Supervisors	3	4	4	4
Intermediate/Paramedic	6	8	12	12
Basic/Enhanced	7	8	12	12
TOTAL	19	23	31	31
increase	0	4	8	0

Requested Budget

	FY16 Adopted	FY17 Phase I	FY17 Phase II	FY17 Phase III	FY18 Phase III
FTE	$ 1,158,760	$ 1,462,380	$ 1,663,415	$ 1,829,488	$ 1,924,935
PTE	$ 75,373	$ 116,079	$ 116,079	$ 116,079	$ 116,079
Operations	$ 105,395	$ 126,665	$ 126,665	$ 126,665	$ 126,665
Capital	$ 17,650	$ 275,000	$ 275,000	$ 275,000	$ 275,000
TOTAL	**$ 1,357,178**	**$ 1,980,124**	**$ 2,181,159**	**$ 2,347,232**	**$ 2,442,679**
Increase		$ (622,946)	$ (823,981)	$ (990,054)	$ (1,085,501)

Summary

- Tonight I am requesting we move forward with Phase I:
  - Hire 4 new EMS providers.
- This will provide 3 staffed ambulances, 24/7, as we move into the busy summer months.
- The funding commitment required is:
  - $ 81,744 for FY16
  - $303,620 for FY17 and beyond

Staff Placement

- Please note in the previous slides little reference was made to ambulance placement.
- I have provided recommendations and reasoning for placement.
- The bottom line is we need additional staff, no matter where they may be placed.

Power Stretcher STANDARD

Power Stretcher

- Is the **STANDARD** across the state.
- Entire fleets are converting to save the potential workers comp claim and cost associated with back injuries

Ambulances

- Accomack has 21 ambulances
- 1 ambulance is not equipped with a power stretcher
- Northampton has 6 ambulances (a third due unit)
- 2 ambulances are not equipped with a power stretcher

Statement

- It is imperative we seek to ensure, at a minimum, all our first due ambulances used by county staff have a power stretcher.

Emergency Medical Services

Questions