



Legislation Details (With Text)

File #: 23-0225 **Version:** 1 **Name:** EMS Pay Scale Update
Type: Agenda Item **Status:** Approved
File created: 5/2/2023 **In control:** City Council
On agenda: 5/9/2023 **Final action:** 5/9/2023
Title: Consider and take action on a resolution updating the EMS Pay Scale, authorizing an effective date of July 3, 2023, and approving the implementation plan (Council Member Cones and Council Member Tressler)

Council postponed 5-3-0 on April 11, 2023.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Data Sheet, 2. Proposed Resolution, 3. Exhibit A - EMS Proposed Pay Change Proposal, 4. Exhibit B - Current and Proposed 2023 EMS Pay Scale

Date	Ver.	Action By	Action	Result
5/9/2023	1	City Council	Approved	Pass

Consider and take action on a resolution updating the EMS Pay Scale, authorizing an effective date of July 3, 2023, and approving the implementation plan (Council Member Cones and Council Member Tressler)

Council postponed 5-3-0 on April 11, 2023.

Approval of this item will result in a \$3.00 hourly increase to each of the minimum, middle, and maximum pay scale levels starting July 3, 2023, for all EMT Basic, EMT Advanced, Paramedic, and EMT Shift Supervisor positions as illustrated in the "Proposed 2023 EMS Starting rates" attachment.

This increase would accomplish the following:

- One (1) recently promoted shift commander below the new minimum would be raised to the minimum.
- Three (3) EMT Basic, two (2) EMT Advanced, and seven (7) paramedic employees would receive increases based on their experienced tenure.
- The pay rates of the two (2) paramedic and (2) EMT positions scheduled to start July 3, 2023, and one (1) paramedic slot that is waiting to be filled would be adjusted.

This proposal is a more systematic adjustment in comparison to the proposed \$3/hour increase for new hires presented to Council on April 9, 2023, ensuring EMS experience and organization tenure is considered when adjusting pay rates. Also, this adjustment keeps the parttime paramedic rates at \$25.82.

A July 3, 2023, implementation will cost \$27,053 (includes FICA and TMRS for FY2023) and going forward in future years a total annual increase of \$108,212.

This proposal requires a budget amendment, and appropriate funds will be transferred from the 2023 League City Fire Department (personnel services) to cover the additional costs for FY2023.

Attachments:

1. Data Sheet
2. Proposed Resolution

3. Exhibit A - EMS Proposed Pay Change Proposal
4. Exhibit B - Current and Proposed 2023 EMS Pay Scale

FUNDING

{X} If approved, a future budget amendment is required to move \$27,053 from Fire personnel services to EMS personnel services. The reallocation will come from the 2023 League City Fire Department unused stipend funds.

STRATEGIC PLANNING

{X} Addresses Strategic Planning Critical Success Factor: Trained, Committed, and Valued Workforce