



**AGENDA ITEM # 5**

**AGENDA ITEM EXECUTIVE SUMMARY  
Committee of the Whole Meeting  
October 14, 2019**

**Item Title:** Contractual Firefighter/Paramedic Services

**Staff Contact:** Daniel Anderson, Fire Chief

**COMMITTEE OF THE WHOLE ACTION**

**Consider a staff recommendation for the Village to enter into a new three-year agreement with Metro Paramedic Services, Inc.**

**Executive Summary:**

Pursuant to the direction of the Village Board at its September 9, 2019 Committee of the Whole meeting, staff met with representatives of Metro Paramedic Services, Inc. to negotiate a new three-year agreement for the provision of contractual firefighter/paramedic services. The current agreement with Metro expires on December 31, 2019.

Consistent with discussion at the previous COW meeting, discussion on new agreement included the contractors desire to adjust the starting salary of its firefighter/paramedics to become more competitive in the market place as well as enhancing retention of current employees. In addition, minimum wage requirements in the future requires the contractor to migrate hourly rates of its firefighter/paramedics to \$15.00 per hour by the expiration of a three year agreement term.

The following reflects the financial parameters of a new three year agreement:

- Year 1 (2020): 9 FF/PM and 1 EMS Coordinator \$776,727.59 annually/\$64,727.30 monthly.  
Projected wage of \$13.39 per hour/\$44,562 annually
- Year 2 (2021): 9 FF/PM and 1 EMS Coordinator \$803,022.19 annually/\$66,918.52 monthly.  
Projected wage of \$13.79 per hour/\$45,889 annually
- Year 3 (2022): 9 FF/PM and 1 EMS Coordinator \$830,245.54 annually/\$69,718.13 monthly.  
Projected wage of \$14.21 per hour/\$47,276 annually

The first year of the proposed agreement reflects an 8.7% increase from the current annual cost of \$714,684 annually or \$59,557 monthly. Years two and three of the

proposed agreement reflect cost increases of 3.4% and 3.4% respectively. The overall cost of services increase for the three-year agreement is approximately 15.5%.

The higher increase in year one of the proposed agreement reflects a market adjustment to salaries for the contractor's firefighter/paramedics thereby allowing for lower increases in the following years to satisfy employee retention and wage progression concerns. The proposed three year cost for services fee structure also provides a reasonable solution for the contractor to meet the minimum wage requirements in the future should the \$15.00 per hour minimum wage requirement be accelerated to as early as 2023.

**Implications:**

**Is this item budgeted?** Yes, if the Village Board concurs with staff's recommendation, the FY 2020 Proposed Budget will reflect the cost for services for year one of the new agreement.

**Any other implications to be considered?**

**Attachments:**

None