

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 8/17/22

Weekly Agenda Date: 8/23/2022

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Scott Mitchell, Director Emer. Ser

WORDING FOR AGENDA ITEM:

Consideration to give the EMT, AEMT and Paramedic ARPA Retention Pay of 52,908.89 a year. Wage increase effective July 1, 2022.

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

The employes currently don't benefit from step increases which serve as a retention measure. A flat wage regardless of years of service fails to retain essential employees.

BACKGROUND:

After doing the research and looking at what the EMT, AEMT and Paramedic beginning wages were. My finding of them not getting raises, just cost of living raises, isn't conducive to keeping our valued employees. By raising the wages this will help to keep current employees working at Emergency Services and also will help in recruiting new employees to look at a career at Emergency Services. Emergency Services has been searching for a full time paramedic since April with no viable candidates.

FINANCIAL IMPACT:

There is no immediate impact. When these federal funds are no longer used, the cost will be absorbed into the Emergency Services budget and the board will discuss how best to fund the annual cost of up to \$52,908.89. Retention of these employees is very important.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

My recommendation is to approve using the ARPA fund for retention pay. Retention of these employees is very important to Emergency Services and to Woodbury County.

ACTION REQUIRED / PROPOSED MOTION:

To approve the funds using ARPA Retention Pay in FY23 for a wage increase effective July 1, 2022. EMT from \$19.57 to \$22.25. AEMT from \$20.16 to \$23.01 and Paramedic from \$22.25 to \$25.00.

Comparison in Pay

EMT

Sioux city Fire EMT **\$20.00 to \$27.32**

Emergany Sevices EMT now \$19.57 with \$2.68 raise to **\$22.25**

AEMT

Soiux city Fire **\$20.68 to \$28.00**

Emergany Servies AEMT now \$20.16 with \$2.85 raise to **\$23.01**

Paramedic

Sioux City Fire **\$21.36 to \$28.69**

Emergany Servies Paramedic now \$22.25 with a \$2.75 raise to **\$25.00**

With this retention pay it would bring the EMT, AEMT and
Paramedic to the middle range of the Sioux City Fire.