

Proposal to Engage: Contract Paramedics

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Consideration to Approve



Why This Matters

- Ongoing paramedic shortage limits shift coverage
- Overtime usage is unsustainable and costly
- Need to evaluate all options for maintaining service levels
- **Goal:** Compare internal and contract medic options for 90-day staffing

Coverage Assumptions

- Schedule: 48/96 shift rotation
- Period: 90 days
- Total Hours: 720 hours (680 straight time + 40 OT)
- All cost comparisons based on one paramedic

Full-Time Employee – Normal Pay

- 680 hrs @ \$34.88 = \$23,718.40
- 40 hrs OT @ \$52.31 = \$2,092.40
- Benefits (48%) = \$12,389.18
- **Total Cost: \$38,199.98**

Option 1: All Overtime Coverage

- 720 hrs @ \$52.31 = \$37,663.20
- Benefits (48%) = \$18,078.34
- High burnout, risk exposure
- **Total Cost: \$55,741.54**

Option 2: Contract Medic – All Inclusive

- 720 hrs @ \$76 = \$54,720
- Includes housing stipend
- No city-paid benefits or insurance
- Fully licensed, insured, background-checked
- **Total Cost: \$54,720**

Option 3: Contract Medic – Hotel Option

- 720 hrs @ \$65 = \$46,800
- 90 nights @ \$79 = \$7,110
- City arranges/pay for lodging
- **Total Cost: \$53,910**

Cost Comparison

Option	Total Cost
Normal Employee	\$38,199.98
Option 1 - Overtime	\$55,741.54
Contract Option 2	\$54,720.00
Contract Option 3	\$53,910.00

Recommendation

- Move forward with Contract Option 3 (\$65/hr + \$79 lodging)
- Immediate coverage with minimal administrative burden
- Continue recruitment for full-time paramedics
- Reevaluate long-term staffing needs after 90 days

QUESTIONS?