



# CITY OF MANITOWOC

WISCONSIN, USA

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## New Hiring Standards EMT-Paramedic to EMT-Basic

Today's fire service currently faces multiple obstacles in maintaining service to the community. Of today's obstacles, recruitment and retention is one of the more dire. Fire departments nationwide- career and volunteer alike- are struggling to fill their rosters. The retirement of the baby boomer generation and noted decreased enrollment in vocational schools for public service careers has led to a staffing availability shortage in the fire service. In turn, it is an extremely competitive market to hire and retain qualified employees in the fire and EMS field. Fire department hires now have the choice of multiple departments- all experiencing shortfalls in applicants- and can transfer to an alternative site with minimal personal financial impact.

The Manitowoc Fire Rescue Department (MFRD) is no exception to this issue. The MFRD has been unable to completely fill its roster for over 5 years. Some contractual changes over the past few years have stabilized the MFRD's employee retention. Overcoming the next impending hurdle of a hiring shortage will help the MFRD to fill vacancies and continue its same level of excellent service to the community. To do this, addressing hiring qualifications for new employees should be addressed.

The current hiring requirements on the MFRD are a WI Paramedic license and WI FF 1 certificate. In an effort to expand the pool of candidates for hiring, the MFRD would like to drop the qualification of paramedic and replace it with EMT Basic. Changing this qualification would greatly increase the pool of candidates available for hire without affecting service delivery to the citizens. To accomplish this, the MFRD will still need to be cognizant of maintenance of the minimum number of Paramedics to staff the current 4 MED units with 2 paramedics- as required by the MFRD's current EMS operations plan with the State of WI.

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FIRE & RESCUE DEPARTMENT

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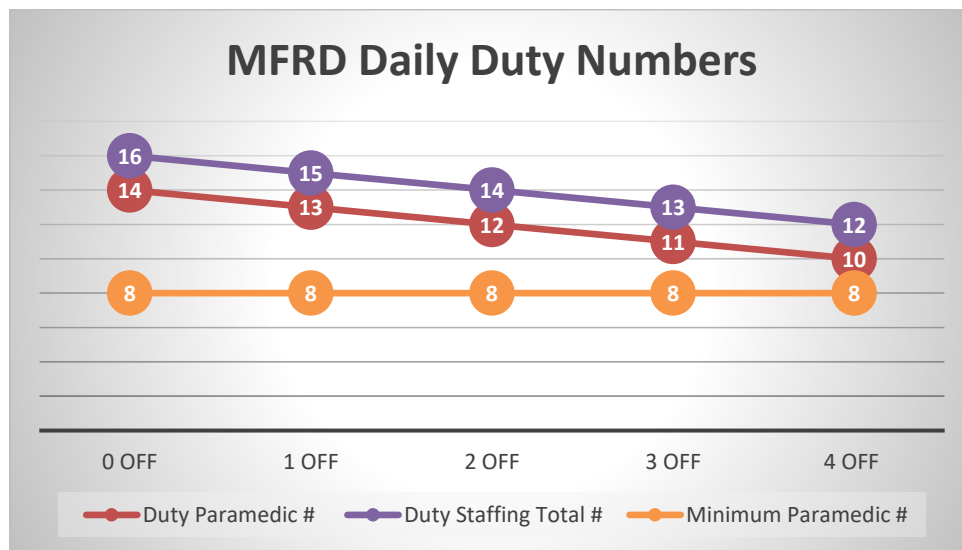
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## Proposal:

Allow hiring of EMT-Basics to fill up to 6 roster spots on the MFRD at any one time.

- Currently 48-line personnel spots/ 3 shifts = 16 personnel per shift
- Daily, 4 MED units with 2 paramedics = 8 paramedics minimum per shift
- Maximum of 6 EMT Basics = 2 Basics per shift



Proposal shows a conservative estimate. Illustrated graph is based on maximum number of Basics and always having 2 Basics on duty every day

## Points of consideration:

- Administrative diligence would need to be taken when assigning overtime and approving trades to maintain the minimum number of paramedics
- EMT Basics could only be placed at stations 2,3,4 when cross-staffed
- Med 1 would always be 2 Paramedics
- How does this option function without cross-staffing
- How does this option function at maximum staffing levels (16 or 17)

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- By having the option in CBA for city to require paramedic at any time, can open up possibility for getting them in-the-door; then having a requirement of them to get their medic if required for department function as the department evolves
- EMT Basics would function as normal part of the company on all of the calls
  - Normal firefighting ops
  - Perform all functions on EMS calls, excluding paramedic specific skills

## Financial considerations:

- Pay is 7% less than firefighter/Paramedic
- Treat Paramedic as a promotion with 7% increase
  - Make it more desirable
- After 2 years could offer to send Basic to Paramedic school.
- After 2 years City will have realized over \$10,000 in savings per Basic.
- Approximate cost of Paramedic \$11,000
- City could use savings for Firefighter/EMT-B to offset cost of paramedic class

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If the firefighter chooses to leave the employment of the City within 60 months of completion of obtaining paramedic certification, the firefighter agrees to reimburse the City for costs paid for tuition costs. Those costs are prorated as follows:

- Date of hire to 12 months after certification: 100%
- More than 12 months to 24 months after certification: 75%
- More than 24 months to 36 months after certification: 50%
- More than 36 months to 48 months after certification: 25%
- More than 48 months to 60 months after certification: No reimbursement required

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