



TOWN COUNCIL – AGENDA REQUEST FORM

THIS FORM WILL BECOME PART OF THE BACKGROUND INFORMATION USED BY THE COUNCIL AND PUBLIC

Please submit Agenda Request Form, **including back up information**, 8 days prior to the requested meeting date. **Public Hearing requests must be submitted 20 days prior to requested meeting date to meet publication deadlines** (exceptions may be authorized by the Town Manager, Chairman/Vice Chair).

MEETING INFORMATION

Date Submitted: October 1, 2019
Submitted by: Fire Chief Michael Currier
Department: Fire
Speakers: Michael Currier

Date of Meeting: October 9, 2019
Time Required: 10 minutes
Background Info. Supplied: Yes: No:

CATEGORY OF BUSINESS (PLEASE PLACE AN "X" IN THE APPROPRIATE BOX)

Appointment:	<input type="checkbox"/>	Recognition/Resignation/Retirement:	<input type="checkbox"/>
Public Hearing:	<input type="checkbox"/>	Old Business:	<input type="checkbox"/>
New Business:	<input checked="" type="checkbox"/>	Consent Agenda:	<input type="checkbox"/>
Nonpublic:	<input type="checkbox"/>	Other:	<input type="checkbox"/>

TITLE OF ITEM

Wage Scale Adjustment for Part-time Ambulance Attendants

DESCRIPTION OF ITEM

The Town Council to consider the request of wage reclassification of the Part-time Emergency Medical Service Attendants based on the level of training and certifications, as previously discussed during the 2019-2020 budget review.

REFERENCE (IF KNOWN)

RSA:	Warrant Article:	_____
Charter Article:	Town Meeting:	_____
Other:	N/A	

EQUIPMENT REQUIRED (PLEASE PLACE AN "X" IN THE APPROPRIATE BOX)

Projector:	<input type="checkbox"/>	Grant Requirements:	<input type="checkbox"/>
Easel:	<input type="checkbox"/>	Joint Meeting:	<input type="checkbox"/>
Special Seating:	<input type="checkbox"/>	Other:	<input type="checkbox"/>
Laptop:	<input type="checkbox"/>	None:	<input type="checkbox"/>

CONTACT INFORMATION

Name:	<u>Michael Currier</u>	Address:	<u>432 DW Highway</u>
Phone Number:	<u>424-3690</u>	Email Address:	<u>mcurrier@merrimacknh.gov</u>

APPROVAL

Town Manager: Yes No: Chair/Vice Chair: Yes No:



MERRIMACK FIRE AND RESCUE DEPARTMENT


Central Fire Station
Headquarters
432 Daniel Webster Highway
Merrimack New Hampshire 03054
603.424.3690 ☘ Fax 603.424.0603

Fire Chief
Michael P. Currier

Assistant Fire Chief
Richard W. Pierson

Assistant Fire Chief
Matthew J. Duke

MEMORANDUM

DATE: August 27, 2019
TO: Eileen Cabanel, Town Manager, Sharon Marunicz Human Resources Coordinator
FROM: Michael Currier, Chief of the Department 
SUBJECT: Part Time EMS Attendant Wage Classification Plan Adjustment

This memo is to request the wage reclassification of the Part Time Emergency Medical Service Attendants based on their level of training and certifications.

During the budget review on January 9, 2019 with the Town Council it was discussed that we are currently having difficulties keeping our Part Time EMS Attendants who provide coverage for Ambulance 1. As discussed we hire part time employees and they start training with us, then they leave and go to another better paying position at a different ambulance Service after they gain experience with us. The thought that was proposed to the Town Council was to adjust the Part Time EMS Attendants (PTEMSA) wage scale to a level that represents their qualification and licensing skills. Currently all PTEMSA no matter what certifications they have (Basic EMT, Advanced EMT or Paramedic) they are all placed in Grade 1 and receive the same pay. During the Town Council meeting it was discussed and approved to raise the pay for the PTEMSA to match the license and skills of the employee.

In order to make that wage change, we need to get the approval of the Town Council to keep the EMT (Basic) as a Grade 1 but Change the AEMT and Paramedic to a Grade 6. By doing this we will be able to increase the wage of those PTEMSA and compensate them based on their level of License and Certifications.

As we move forward with this plan there is no guarantee of retaining the PTEMSA but hopefully this will provide a compensation rate that is comparable for the area. We are still keeping an eye on the pay scale for the private ambulance service and they continue to increase their pay scale and they (private ambulance services) have added sign-on bonuses making it more difficult for us to retain part time employees.

Once we get this Classification Plan approved we will move forward with a hiring process to try and get more PTEMSA that are of good quality to help support our Ambulance Service.

Excerpts from the Town Council Budget Meeting January 9, 2019. Page 11 of 15; Chief Currier 01-03-8107-0 Wages - Part-Time - the department has emergency medical personnel that cover the ambulance on a part-time service. They are run in 2 shifts/16 hours/day. Currently they are paid \$16/hr. What is being found is the need to cover 5,824 hours/year. It comes up to about 5,824 hours. What is being used is 3,944. We're running short every year about 1,880 hours. Town Manager Cabanel stated the reason to be difficulty in hiring due to the wages offered. Chief Currier added you can't keep them. When they work part-time, they may be in Merrimack, Milford, or AMR, and if

Satus Populi Suprema Lex "The Safety of the People is the Supreme Law"

Merrimack has an open shift on Monday and then they find out there is an open shift on AMR on Monday they call in sick for us and take the shift that is paying \$20+/hour.

A review of surrounding communities utilizing part-time EMS personnel was conducted to determine wages needed to draw them back and keep them. He stated his belief Merrimack offers a better service and better opportunities. The rates proposed for a part-time Paramedic (Advanced Life Support (ALS)) is \$21/hour, part-time Advanced EMT (ALS) \$19/hour, and part-time EMT (BLS) \$15/hour.

The chart below identifies the list of six ambulance services that we are currently competing with for emergency medical personnel. The starting and ending pay scale for each service depends upon the responder's time and ability. It should also be noted that AMR does not hire just EMT's the minimal requirement is Advanced EMT.

AMBULANCE SERVICE	EMT	AEMT	PARAMEDIC
AMR		\$14.85 - \$23.41	\$20.95 - \$33.09
Milford	\$14.00	\$16.00 - \$20.62	\$18.50 - \$20.87
Wilton	\$14.00	\$12.00 - \$19.50	\$14.00 - \$21.50
PrideStar	\$14.75 - \$24.50	\$19.00 - \$28.00	\$19.00 - \$28.00
Penacook Rescue	\$13.50 - \$14.50	\$15.50 - \$16.50	\$18.00 - \$20.00
Peterborough Fire	\$15.59 - \$23.62	\$18.25 - \$27.65	\$20.74 - \$32.66

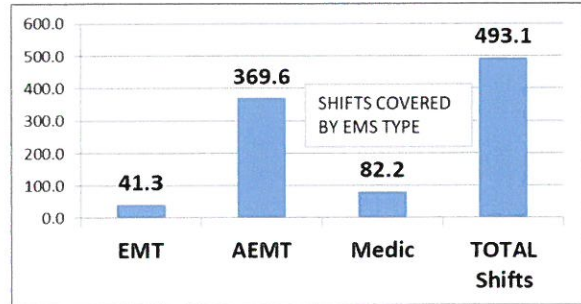
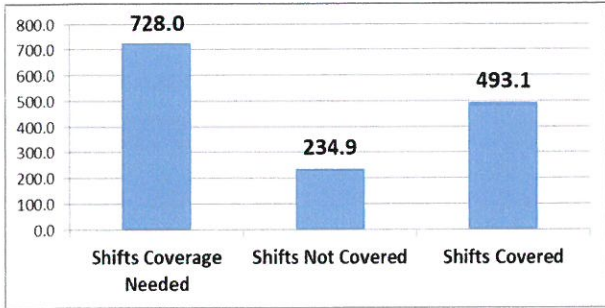
The chart below identifies the wage scale that was proposed during the budget presentation. At this point the private ambulance companies are going through another wage study and we believe that the above chart numbers numbers will increase in the near future.

Merrimack Part Time Proposed	EMT	AEMT	PARAMEDIC
Merrimack EMS Attendant	\$15.00	\$19.00	\$21.00

The chart below identifies the average high/low wage scale between the ambulance companies, the actual average wage for each certification level and the difference from what these companies are paying their EMS Attendants compared to what we are proposing. As you can see by the chart we will be still offering a pay scale less than the private ambulance companies. EMT (\$4.00) less, AEMT (\$1.00), less and Paramedic (\$2.55) less.

Low / High	\$13.50 / \$24.50	\$12.00 / \$28.00	\$14.00 / \$33.09
Average	\$19.00	\$20.00	\$23.55
Difference	(\$4.00)	(\$1.00)	(\$2.55)

Once we make the salary changes there is no guarantee that we will be able to hire enough part time EMS Personnel to cover the shifts that are needed. Currently we are covering 493 shifts and we need to cover 728. By not having this coverage it is putting a continuous stress on the crews that are staffing other vehicles, as they have to constantly jump from one vehicle to another to have the needed staffing on the ambulance to effectively treat a medical patient, but by doing this we now are leaving other vehicles short staffed until the ambulance returns back to town.



Also it should be noted that the majority of the shifts covered by the EMS Attendants are covered by Advanced EMT's so that puts the cost in the \$19.00 dollar per hour range.

This chart below identifies the current pay scale for the fulltime career Firefighter EMT, Firefighter AEMT, and Firefighter Paramedic. Reviewing the charts you can see that even though the pay scale is different, the EMS Attendant is starting to encroach on the pay scale of the career personnel. With that being said the training and certification level of the Firefighter way out performs the sole EMS Attendant. The career personnel are trained in "All Hazards" which includes not only medical but, firefighting, vehicle rescue, industrial rescue, confined space, ice rescue, swift water rescue, building collapse, hazardous materials releases, active shooter, radiation, natural disaster response, fire prevention and education just to name a few.

Merrimack Career	FF/EMT	FF/AEMT	FF/Paramedic
Merrimack Full Time Start	\$25.18	\$25.41	\$26.59
Merrimack Full Time 5yr	\$25.98	\$26.21	\$27.39
Merrimack Full Time MFF	\$28.44	\$28.67	\$29.86

As we continue to review and evaluate the EMS Attendant, it is definitely a need within the department as our calls (not just medical) increase. What we need to ensure is that we continue to evaluate the positions for the benefit of the entire community and determine making these positions career or hiring Firefighters with "All Hazard" training so these employees can make a difference within our community no matter what emergency situation arises. They will have the needed training to meet the needs of a growing community especially with the growth projected in the next few years due to the increase in living units.

Attached you will find the changes to the Town of Merrimack Classification Plan and Town Council Budget Minutes for January 9, 2019.

Respectfully submitted

APPENDIX A

TOWN OF MERRIMACK
CLASSIFICATION PLAN 2019-20

GRADE 1

PT COMMUNITY RECYCLING ASSISTANT
PT CROSSING GUARD
PT CUSTODIAN
CALL FIREFIGHTER
PT CALL EMS ATTENDANT (EMT)
PT MAINTAINER
SEASONAL MAINTAINER
SPECIAL POLICE OFFICER, TRAINEE

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GRADE 2

GRADE 3

GRADE 4

PT ANIMAL CONTROL OFFICER

GRADE 5

ACCOUNT CLERK II, FINANCE OFFICE, TOWN CLERK/TAX COLLECTOR'S OFFICE
CLERK TYPIST II, COMMUNITY DEVELOPMENT CLERK, POLICE RECORDS CLERK,
CUSTODIAN

GRADE 6

PT CALL EMS ATTENDANT (AEMT OR PARAMEDIC)
SPECIAL POLICE OFFICER (CERTIFIED)

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GRADE 7

PT MEDIA ASSISTANT

GRADE 8

CALL DISPATCHER
SECRETARY, COMMUNITY DEVELOPMENT, GENERAL GOVERNMENT, PARKS &
RECREATION

GRADE 9

ASSESSING COORDINATOR
ASSISTANT MEDIA SERVICES COORDINATOR
RECREATION PROGRAM COORDINATOR

GRADE 10

ACCOUNT CLERK III, FINANCE OFFICE

EFFECTIVE: July 1, 2019

APPENDIX A

TOWN OF MERRIMACK
CLASSIFICATION PLAN 2019-20

GRADE 11

EXECUTIVE SECRETARY, FIRE & RESCUE, PUBLIC WORKS, GENERAL GOVERNMENT
TECHNOLOGY ASSISTANT

GRADE 12

EXECUTIVE SECRETARY, TOWN MANAGER /TOWN COUNCIL'S OFFICE
PT WELFARE ADMINISTRATOR

GRADE 13

PT FIRE INSPECTOR

GRADE 14

DEPUTY TOWN CLERK/TAX COLLECTOR
OFFICE MANAGER, COMMUNITY DEVELOPMENT, POLICE DEPARTMENT
PURCHASING AGENT/ACCOUNTANT

GRADE 15

ACCOUNTING SUPERVISOR
ASSISTANT ASSESSOR
ASSISTANT PLANNER

GRADE 16

SEWER INSPECTOR

GRADE 17

ADMINISTRATIVE ASSESSOR
BUILDING INSPECTOR
PARKS & RECREATION DIRECTOR
TOWN CLERK/TAX COLLECTOR
MEDIA SERVICES COORDINATOR

GRADE 18

PT HEALTH OFFICER/SANITARIAN

EFFECTIVE: July 1, 2019

APPENDIX A

TOWN OF MERRIMACK
CLASSIFICATION PLAN 2019-20

GRADE 19

BUILDING OFFICIAL
PLANNING & ZONING ADMINISTRATOR

GRADE 20

ASSISTANT PUBLIC WORKS DIRECTOR
DEPUTY FINANCE DIRECTOR
HUMAN RESOURCES COORDINATOR
OPERATIONS MANAGER
TECHNOLOGY COORDINATOR

GRADE 21

PROSECUTOR

GRADE 22

ASSISTANT FIRE CHIEF

GRADE 23

DEPUTY DIRECTOR OF PUBLIC WORKS/TOWN ENGINEER
DEPUTY POLICE CHIEF

GRADE 24

COMMUNITY DEVELOPMENT DIRECTOR
FINANCE DIRECTOR

GRADE 25

FINANCE DIRECTOR/ASSISTANT TOWN MANAGER
FIRE CHIEF
POLICE CHIEF
PUBLIC WORKS DIRECTOR

EFFECTIVE: July 1, 2019

TOWN OF MERRIMACK
WAGE SCHEDULE 2019-20

APPENDIX A

1.03

		MIN	MID	MAX
GRADE 1	YRLY	\$26,020.80	\$31,803.20	\$37,585.60
	WKLY	\$500.40	\$611.60	\$722.80
	HRLY	\$12.51	\$15.29	\$18.07
GRADE 2	YRLY	\$27,393.60	\$33,467.20	\$39,520.00
	WKLY	\$526.80	\$643.60	\$760.00
	HRLY	\$13.17	\$16.09	\$19.00
GRADE 3	YRLY	\$28,828.80	\$35,193.60	\$41,537.60
	WKLY	\$554.40	\$676.80	\$798.80
	HRLY	\$13.86	\$16.92	\$19.97
GRADE 4	YRLY	\$30,347.20	\$37,003.20	\$43,659.20
	WKLY	\$583.60	\$711.60	\$839.60
	HRLY	\$14.59	\$17.79	\$20.99
GRADE 5	YRLY	\$31,928.00	\$38,916.80	\$45,884.80
	WKLY	\$614.00	\$748.40	\$882.40
	HRLY	\$15.35	\$18.71	\$22.06
GRADE 6	YRLY	\$33,612.80	\$40,913.60	\$48,214.40
	WKLY	\$646.40	\$786.80	\$927.20
	HRLY	\$16.16	\$19.67	\$23.18
GRADE 7	YRLY	\$35,360.00	\$43,014.40	\$50,668.80
	WKLY	\$680.00	\$827.20	\$974.40
	HRLY	\$17.00	\$20.68	\$24.36
GRADE 8	YRLY	\$37,232.00	\$45,240.00	\$53,248.00
	WKLY	\$716.00	\$870.00	\$1,024.00
	HRLY	\$17.90	\$21.75	\$25.60
GRADE 9	YRLY	\$39,166.40	\$47,569.60	\$55,972.80
	WKLY	\$753.20	\$914.80	\$1,076.40
	HRLY	\$18.83	\$22.87	\$26.91
GRADE 10	YRLY	\$41,225.60	\$50,024.00	\$58,822.40
	WKLY	\$792.80	\$962.00	\$1,131.20
	HRLY	\$19.82	\$24.05	\$28.28
GRADE 11	YRLY	\$43,388.80	\$52,603.20	\$61,817.60
	WKLY	\$834.40	\$1,011.60	\$1,188.80
	HRLY	\$20.86	\$25.29	\$29.72
GRADE 12	YRLY	\$45,676.80	\$55,328.00	\$64,958.40
	WKLY	\$878.40	\$1,064.00	\$1,249.20
	HRLY	\$21.96	\$26.60	\$31.23
GRADE 13	YRLY	\$48,089.60	\$58,198.40	\$68,286.40
	WKLY	\$924.80	\$1,119.20	\$1,313.20
	HRLY	\$23.12	\$27.98	\$32.83

EFFECTIVE: 7/1/2019

Note: Annual and weekly wages shown are base on 40 hour weeks

TOWN OF MERRIMACK
WAGE SCHEDULE 2019-20

APPENDIX A

GRADE 14	YRLY	\$50,585.60	\$61,172.80	\$71,760.00
	WKLY	\$972.80	\$1,176.40	\$1,380.00
	HRLY	\$24.32	\$29.41	\$34.50
GRADE 15	YRLY	\$53,248.00	\$64,334.40	\$75,420.80
	WKLY	\$1,024.00	\$1,237.20	\$1,450.40
	HRLY	\$25.60	\$30.93	\$36.26
GRADE 16	YRLY	\$56,056.00	\$67,662.40	\$79,268.80
	WKLY	\$1,078.00	\$1,301.20	\$1,524.40
	HRLY	\$26.95	\$32.53	\$38.11
GRADE 17	YRLY	\$58,988.80	\$71,156.80	\$83,304.00
	WKLY	\$1,134.40	\$1,368.40	\$1,602.00
	HRLY	\$28.36	\$34.21	\$40.05
GRADE 18	YRLY	\$62,088.00	\$74,838.40	\$87,568.00
	WKLY	\$1,194.00	\$1,439.20	\$1,684.00
	HRLY	\$29.85	\$35.98	\$42.10
GRADE 19	YRLY	\$65,353.60	\$78,686.40	\$92,019.20
	WKLY	\$1,256.80	\$1,513.20	\$1,769.60
	HRLY	\$31.42	\$37.83	\$44.24
GRADE 20	YRLY	\$68,785.60	\$82,763.20	\$96,720.00
	WKLY	\$1,322.80	\$1,591.60	\$1,860.00
	HRLY	\$33.07	\$39.79	\$46.50
GRADE 21	YRLY	\$72,384.00	\$87,027.20	\$101,649.60
	WKLY	\$1,392.00	\$1,673.60	\$1,954.80
	HRLY	\$34.80	\$41.84	\$48.87
GRADE 22	YRLY	\$76,190.40	\$91,520.00	\$106,828.80
	WKLY	\$1,465.20	\$1,760.00	\$2,054.40
	HRLY	\$36.63	\$44.00	\$51.36
GRADE 23	YRLY	\$80,184.00	\$96,241.60	\$112,299.20
	WKLY	\$1,542.00	\$1,850.80	\$2,159.60
	HRLY	\$38.55	\$46.27	\$53.99
GRADE 24	YRLY	\$84,406.40	\$101,212.80	\$118,019.20
	WKLY	\$1,623.20	\$1,946.40	\$2,269.60
	HRLY	\$40.58	\$48.66	\$56.74
GRADE 25	YRLY	\$88,836.80	\$106,433.60	\$124,030.40
	WKLY	\$1,708.40	\$2,046.80	\$2,385.20
	HRLY	\$42.71	\$51.17	\$59.63

EFFECTIVE: 7/1/2019

Note: Annual and weekly wages shown are base on 40 hour weeks

Approved: January 24, 2019

Posted: January 25, 2019

Michael Currier, Fire Chief, stated there to be an approx. \$9,000 increase associated with wage increases.

Town Manager Cabanel noted most departments don't show any increases for wages unless an unusual circumstance. She had questioned the increase in absence of a contract. A careful review was conducted to identify the increases were associated with wage increases and movement, e.g., an individual moved into a higher paying position, e.g., EMT to Paramedic.

Vice Chairman Koenig questioned the department request under 01-03-8103-0 Wages - Supervisory; \$1,282,726 and the Town Manager recommendation of \$994,508. Chief Currier highlighted the line referencing four new hires (\$417,150). That request was not put into the budget.

Town Manager Cabanel explained the four positions (without benefit cost) were added to the wage request. They subsequently placed the cost of the four positions inclusive of benefit costs (\$417,150) elsewhere. The wage costs should have been removed from the budget.

01-03-8105-0 Overtime - Supervisory; shows an increase of \$6,729. The department now has ability to promote four officers in the ranks that are now Paramedics. Being added to the budget is the training they require to keep their certifications up. Vice Chairman Koenig questioned if the reason the increase is in the overtime line item is because they are paid overtime during training, and was told that is the case.

Town Manager Cabanel asked for clarification the increase was based on hours not because they are at a higher wage, and was told that is the case.

Chief Currier 01-03-8107-0 Wages - Part-Time - the department has emergency medical personnel that cover the ambulance on a part-time service. They are run in 2 shifts/16 hours/day. Currently they are paid \$16/hr. What is being found is the need to cover 5,824 hours/year. It comes up to about 5,824 hours. What is being used is 3,944. We're running short every year about 1,880 hours. Town Manager Cabanel stated the reason to be difficulty in hiring due to the wages offered. Chief Currier added you can't keep them. When they work part-time, they may be in Merrimack, Milford, or AMR, and if Merrimack has an open shift on Monday and then they find out there is an open shift on AMR on Monday they call in sick for us and take the shift that is paying \$20+/hour.

A review of surrounding communities utilizing part-time EMS personnel was conducted to determine wages needed to draw them back and keep them. He stated his belief Merrimack offers a better service and better opportunities. The rates proposed for a part-time Paramedic (Advanced Life Support (ALS)) is \$21/hour, part-time Advanced EMT (ALS) \$19/hour, and part-time EMT (BLS) \$15/hour.

Chairman Rothhaus spoke of the hefty rates charged for the ambulance, and questioned if services are being covered with that revenue, e.g., amount of down time. Each year the Town receives the new Medicare rates and places a surcharge of 50% on top of that. Private companies do Medicare + 250%. Chief Currier remarked if you look at the ambulance alone, without the fire component, it pays for itself, and the positions in the budget would be covered under that. In order to support a community of this size, to have the staffing needed to fight a fire, you combine the fire and ambulance. When there is not a fire you have advanced EMT firefighters, Paramedic firefighters to handle 70% of the calls. It