

# VILLAGE OF ELM GROVE

13600 Juneau Boulevard  
Elm Grove, WI 53122

## FIRE & EMS FUTURES STUDY COMMITTEE

Wednesday, May 3, 2023 \* 5:00 PM \* Park View Room

### AGENDA

1. Roll Call
2. Approval of Minutes

*Documents:*

*fire-ems study 03-1-23md.pdf*

3. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees

*Documents:*

*costs of hiring paramedics.pdf*

4. Other business
5. Adjourn

Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires that the meeting or materials for the meeting has to be in an accessible location or format must contact the Village Clerk at 262-782-6700 or 13600 Juneau Boulevard by 3:00 PM Friday prior to the meeting so that any necessary arrangements can be made to accommodate your request.

NOTICE: It is possible that members of, and possibly a quorum of, other governmental bodies of the Village may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to in the above notice.

**VILLAGE OF ELM GROVE  
FIRE AND EMS STUDY COMMITTEE  
March 1<sup>st</sup>, 2023 \* 5:00pm**

Present: Chairperson John Schindler, David Irwin, Wes Parkin, Richard Edwards  
Also Present: Village Manager David De Angelis, Deputy Chief Naylor, EMS Director, Curt Waddell, and other audience members.

Absent: Trustee Michalski

1. Call to Order  
Chairman Schindler brought the meeting to order at 5:03 p.m.
2. Approval of Minutes: None
3. Evaluation of the existing and future operations of the Elm Grove Fire & EMS Departments, with possible recommendation to the Board of Trustees.

Mr. De Angelis then updated the committee on the discussions regarding doing a fire district with Menomonee Falls, Butler and the City of Brookfield and the general interest in getting that accomplished. Mr. De Angelis stated he would work on getting an initial meeting between parties to start the formal conversations.

The Committee discussed how the new pay plan was working with more people picking up shifts but that it is mostly the same people. There was then a discussion about how WRS would potentially come into play as an additional expense as some people take more shifts and get more run times. This was followed up by a discussion on preparing scenarios for discussion having a part-time ALS coverage or potentially a full-time coverage with one ALS person per shift/day. Mr. De Angelis indicated that staff could put something together for the next meeting for discussion.

The committee was also informed the Village Trustees have asked to explore the possibility of either having an intern or an outside firm to marketing for the Village which could also include recruitment for Fire and EMS.

4. Other Business  
The committee determined the next meeting date would be May 3<sup>rd</sup> at 5:00pm.
5. Adjourn  
Mr. Parkin moved and Mr. Irwin seconded to adjourn at 6:03 pm.

Respectfully submitted,

David De Angelis  
Village Manager

<b>Village of Elm Grove</b>				
<b>Examples of hiring paid Paramedic staff</b>				
Scenario	<u><b>4 Full-time positions</b></u>		<u><b>All Part-time Positions</b></u>	
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
wage rate	<u><b>\$21.00</b></u>	<u><b>\$28.00</b></u>	<u><b>\$21.00</b></u>	<u><b>\$28.00</b></u>
Wages	262,428	336,404	224,460	285,780
Benefits	<u>153,671</u>	<u>171,098</u>	<u>52,882</u>	<u>67,329</u>
Total addl costs	<u><u>416,099</u></u>	<u><u>507,502</u></u>	<u><u>277,342</u></u>	<u><u>353,109</u></u>
Paid on Call 2023 Budget- current	<u>311,000</u>	<u>311,000</u>	<u>311,000</u>	<u>311,000</u>
total Dept	<u><u>727,099</u></u>	<u><u>818,502</u></u>	<u><u>588,342</u></u>	<u><u>664,109</u></u>

Above are 4 different scenarios demonstrating hiring paramedic level staff to always have 1 available.

Costs represent having 1 paramedic on staff 24 hours a day -365 days a year

Paramedic would be considered full or part time employee and not Paid on Call

Paramedic would be here at the Village Hall on staff during shift

All scenarios include hiring a part-time EMS chief to manage staffing and department operations

Department would still need paid on call staffing to operate and would need to work in conjunction with any of these scenarios

**Village of Elm Grove  
Paramedic EMS costs to hire  
Scenario 1- 4 Full-time Paramedics at \$21 per hour**

Coverage Needed	365	days
	24	hours per day
	8760	annual hours of coverage needed
	4.21	FTE at 2080 hours per year

Assumptions-

- Hire 4 full-time paramedics to work a rotating schedule of 24 hours (1 day) followed by 72 hours (3 days) off.
- Also hire 2 part-time paramedics that would be available for fill in during vacations, trainings and other off time- budget 1 day a week for total of 1248 hours per year

			Full-time		Part-time	EMS Chief	
			per employee	department costs	department costs	1/2 time	
			1 employee	4 employees			
<b>Wage Costs</b>							
Hourly rate	\$21.00	2080	\$43,680	\$174,720	\$26,628	\$40,500	
Overtime rate	\$31.50	110	\$3,465	\$13,860	\$0	\$0	
Holidays	\$21.00	80	\$1,680	\$6,720	\$0	\$0	
			<u>\$48,825</u>	<u>\$195,300</u>	<u>\$26,628</u>	<u>\$40,500</u>	\$262,428
<b>Village Benefit costs</b>							
Social security	7.65%		\$3,735	\$14,940	\$2,037	\$3,098	
WRS- 2023 rate	13.24%		\$6,464	\$25,858	\$3,526	\$5,362	
Health Insurance			\$22,148	\$88,592			
Dental Insurance			\$659	\$2,636			
Disability insurance			\$79	\$316			
Life insurance			\$75	\$300			
Work Comp			\$1,304	\$5,216	\$711	\$1,081	
			<u>\$34,464</u>	<u>\$137,856</u>	<u>\$6,274</u>	<u>\$9,541</u>	\$153,671
total wages and benefits			\$83,289	\$333,156	\$32,902	\$50,041	\$416,099
			<b>Full-time</b>	<b>Part-time</b>	<b>EMS Chief</b>	<b>total</b>	
<b>Department costs</b>			<b>\$333,156</b>	<b>\$32,902</b>	<b>\$50,041</b>	<b>\$416,099</b>	

**Note**

Current Paid on Call program- Daily pay for ALS level is \$228 per day (12 hour shift 6am-6pm) = \$19 per hour- no requirement to be on premises

Work 24 hour shifts	
1 day on 3 days off	
Shifts per year	91.25
hours per year	2190

**Village of Elm Grove  
Paramedic EMS costs to hire  
Scenario 2- 4 Full-time Paramedics at \$28 per hour**

Coverage Needed  
                   365          days  
                   24          hours per day  
                   8760          annual hours of coverage needed  
                   4.21          FTE at 2080 hours per year

**Assumptions-**

1. Hire 4 full-time paramedics to work a rotating schedule of 24 hours (1 day) followed by 72 hours (3 days) off.
2. Also hire 2 part-time paramedics that would be available for fill in during vacations, trainings and other off time- budget 1 day a week for total of 1248 hours per year

	<b>Full-time</b>		<b>Part-time</b> department costs	<b>EMS Chief</b> 1/2 time			
	per employee	department costs					
	1 employee	4 employees					
<b>Wage Costs</b>							
Hourly rate	\$28.00	2080	\$58,240	\$232,960	\$35,504	\$40,500	
Overtime rate	\$42.00	110	\$4,620	\$18,480	\$0	\$0	
Holidays	\$28.00	80	\$2,240	\$8,960	\$0	\$0	
			<u>\$65,100</u>	<u>\$260,400</u>	<u>\$35,504</u>	<u>\$40,500</u>	\$336,404
<b>Village Benefit costs</b>							
Social security	7.65%		\$4,980	\$19,921	\$2,716	\$3,098	
WRS- 2023 rate	13.24%		\$8,619	\$34,477	\$4,701	\$5,362	
Health Insurance			\$22,148	\$88,592			
Dental Insurance			\$659	\$2,636			
Disability insurance			\$79	\$316			
Life insurance			\$75	\$300			
Work Comp			\$1,738	\$6,952	\$948	\$1,081	
			<u>\$38,298</u>	<u>\$153,192</u>	<u>\$8,365</u>	<u>\$9,541</u>	\$171,098
total wages and benefits			\$103,398	\$413,592	\$43,869	\$50,041	\$507,502

	Full-time	Part-time	EMS Chief	total
<b>Department costs</b>	<b>\$413,592</b>	<b>\$43,869</b>	<b>\$50,041</b>	<b>\$507,502</b>

**Note**

Current Paid on Call program- Daily pay for ALS level is \$228 per day (12 hour shift 6am-6pm) = \$19 per hour- no requirement to be on premises

Work 24 hour shifts  
 1 day on 3 days off  
 Shifts per year 91.25  
 hours per year 2190

**Village of Elm Grove  
Paramedic EMS costs to hire  
Scenario 3- All part-time positions at \$21 per hour**

Coverage Needed

365	days
24	hours per day
8760	annual hours of coverage needed
4.21	FTE at 2080 hours per year

Assumptions-

1. Hire all part-time employees to work 8 or 12 hour shifts
2. 8 hour shifts =1095 shifts to cover or 12 hours shifts =730 shifts to cover

			Part-time department costs	EMS Chief 1/2 time	
<b><u>Wage Costs</u></b>					
Hourly rate	\$21.00	8760	\$183,960	\$40,500	
Overtime rate	\$31.50	110	\$0	\$0	
Holidays	\$21.00	80	\$0	\$0	
			\$183,960	\$40,500	\$224,460
<b><u>Village Benefit costs</u></b>					
Social security	7.65%		\$14,073	\$3,098	
WRS- 2023 rate	13.24%		\$24,356	\$5,362	
Health Insurance					
Dental Insurance					
Disability insurance					
Life insurance					
Work Comp			\$4,912	\$1,081	
			\$43,341	\$9,541	\$52,882
total wages and benefits			\$227,301	\$50,041	\$277,342
			<b>Part-time</b>	<b>EMS Chief</b>	
			<b>Department costs</b>	<b>\$227,301</b>	<b>\$50,041</b>
					<b>\$277,342</b>

**Note**

Current Paid on Call program- Daily pay for ALS level is \$228 per day (12 hour shift 6am-6pm) = \$19 per hour- no requirement to be on premises

