

TO: Honorable Mayor and City Council

FROM: Tim Malchow, Ambulance Director

SUBJECT: Add a Full-time Paramedic

DATE: February 2, 2016

BACKGROUND

Personnel committee met on January 19th and they are in support of hiring another full-time paramedic for the ambulance service. Our call volume has been increasing over the past several years by approximately 11% annually. Our advanced life support (ALS) hospital transfer volume is increasing as well. As we look at our community there is a growing need for us to provide ALS care.

Currently, we are unable to take 1 or 2 transfers a week from Mayo Clinic Health Systems – Cannon Falls since we did not have ALS coverage. We have tried having our paramedics sign up for transfer call with little success to cover these transfers.

An average ALS transfer to Rochester is billed at \$2,290.00. After insurance adjustments, our average reimbursement is \$1,070.00.

It is challenging to predict the cost of an employee due to applicable benefits-related expenses. Depending on experience and qualifications it also will have an impact on what wage will be offered to the employee. For an educated guess, the new employee will cost the ambulance department \$64,000.00 a year if the employee takes advantage of single healthcare insurance. If the employee has spouse and one dependent our yearly investment in that employee goes to \$69,000.00.

The cost of single employee is \$1,230.77 a week. If we are able to capture those transfers that we were unable to take before, we will be able to come close to breaking even on the new employee. Additionally we are able to bill more if a paramedic performs ALS care on 911 calls. ALS care is also billed at a higher rate than BLS care which will generate more revenue.

Cost, of course, is not the only item to look at. The ability to continue to serve our community with quality services is essential.

REQUESTED COUNCIL ACTION

Request a motion to approve the creation of another fulltime paramedic position for the ambulance department and authorize the ambulance director to advertise and conduct the interview process for said position.