

2023 Budget Paramedic Department Proposed Issue Papers



Paramedic Issue Papers - Summary

	Issue Paper	Amount	Funding
#1	2 FTE Floats		N/A – Savings of \$\$

Issue Paper #1 – 2 FTE Floats

- **Background**

- FT Paramedics have planned absences annually (vacation, STAT, BT, and training) and unplanned absences (WSIB, non-occ injury, MAT/PAT leaves)
 - These leaves equate to hours that must be backfilled with PT
- Staffing challenges to mitigate any down-staffing on the front-line ambulances utilizing the existing FT ERV First Response (ERV FR) medics to pre plan required FT leaves and maintain current levels and then using PT for ERV FR shifts
- The addition of 2 FTE Floats will allow the ERV FR to be staffed predominantly by FT and add 2 FT floats to continue the successful practice of backfilling the frontline ambulance staff with secured and committed FT staff with guaranteed FT hours

Issue Paper #1 – 2 FTE Floats

- **Consultation/Options**

Option 1

- Add 2 FTE Floats to the org chart to cover the planned and unplanned absences in a proactive approach by securing staffing resources. This option provides more security with staffing coverage and represents a financial savings.

Option 2

- Return 2 FTE to the ERV FR vehicle and utilize and schedule more PT staff to backfill the FT medics on the frontline ambulances. This is more labour intensive from a scheduler perspective, increase variable staffing, relies on PT availability, and is more expensive with hourly rate, in lieu vacation and benefits.

Issue Paper #1 – 2 FTE Floats

- Financial Impact**

Bi- Weekly Hours	FT staffing (PCP-ACP)	PT staffing (PCP-ACP)
Bi-weekly hours	84 hours	84 hours
Hourly wage –inclusive of benefits	\$42.33/hr to \$46.72/hr + benefits /costs + \$28,552.28 -\$41,010.52	\$42.33/hr - \$46.72/hr + In lieu +vac% + benefits
2184 hours	\$121,001- 143,047	\$129,095.74 - \$154,158.30 +\$8,094.75 - \$11,111.30
New Hire Orientation	No cost – from PT	Approx. \$7,500 + staff hrs recruit, testing

- Total cost savings \$15,594.75 to \$18,611.30 for each FTE + 50/50 funding with Province

Issue Paper #1 – 2 FTE Floats

- **Risk Considerations**

- If no “open” shift, then could result in an upstaff (extra medic) who would be placed in a first response vehicle
- In 2021, this occurred four (4) times and in 2022 one (1) time

- **Impact to Member Municipalities/Partners**

- Option 1 would be a financial cost savings
- Option 1 allow for consistent, pre planned coverage and increased staff morale and engagement

Questions

