

RESOLUTION

NO: [Title]

LIVINGSTON COUNTY

DATE: Click or tap to enter a date.

Resolution Approving Reclassifying Four Full-Time EMS Road Supervisors from FLSA Exempt to Non-Exempt – EMS

WHEREAS, the EMS Department employs four (4) full-time non-union EMS Road Supervisors whose primary duty is to functionally administer operations through the supervision of paramedics and EMTs and assuring compliance, interpretation and implementation of EMS policies and operating practices. The EMS Road Supervisors are also secondarily assigned to work the road as paramedics a varying portion of their work day; and

WHEREAS, for purposes of continuity, the EMS Road Supervisors typically work the same 12-hour rotating bi-weekly 36/48 hour schedule as paramedics; and

WHEREAS, these EMS Road Supervisor positions have historically been classified by the County as FLSA exempt employees not eligible to earn overtime pay when working more than 40 hours in a work week; and

WHEREAS, based on pay compression between paramedics (who are eligible for overtime pay) and EMS Road Supervisors, the EMS Department has had difficulty recruiting internal candidates to fill vacant supervisor positions, because in some cases paramedics earn more pay than do the salaried EMS Road Supervisors because of overtime; and

WHEREAS, internally reclassifying the EMS Road Supervisors to hourly wages will address the pay compression concerns by allowing them to be compensated overtime pay when working over 40 in a work week and also improve marketability to external applicants applying for an EMS Road Supervisor opening; and

WHEREAS, management of EMS is recommending reclassification of the four EMS Road Supervisors from a salary/exempt basis to an hourly/non-exempt wage basis at their current pay step; and

WHEREAS, EMS has the appropriate funding for this expected increase in compensation which would result from this reclassification in the current and 2022 proposed budget to accommodate this change.

THEREFORE BE IT RESOLVED the Livingston County Board of Commissioners hereby authorizes the four (4) full time EMS Road Supervisor positions to be reclassified from salaried and FLSA exempt basis to hourly and FLSA non-exempt basis for wage calculation purposes effective as of the first full payroll period commencing after the date of final approval of this Resolution, and on a non-retroactive basis.

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