

David Feldpausch
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Memorandum

To: Livingston County Board of Commissioners
Fr: David Feldpausch, EMS Director
Date: 08/09/2021
Re: Resolution Authorizing reclassifying four full time EMS supervisors from Salary to Hourly

The EMS department has four (4) full time field supervisors who are assigned to oversee daily operations and support our field response to the community. They regularly participate in our response efforts and use their paramedic skills to assist in the treatment and transport of patients. They back fill openings in the schedule short term and regularly combine with another field or office staff to add additional transports units to our response capability.

The field supervisors are scheduled on 12 hour shifts that mirror our field staff 3 days one week (36 hours) and 4 days (48 hours) the next. While the wage scale for these positions is a bit higher than that of a paramedic the annual salary for many of our senior employees make the transition to management a cut in pay because of the inability to be compensated for work beyond the regular schedule despite being scheduled over 40 hours. This reduces the interest level of some highly qualified employees to advancement in to a management positions.

Because they already have full schedules and no ability for additional compensation of extra time it limits our ability to use their experience for other opportunities like instructing classes, new hire orientation, and participating in other efforts like recruitment. It also means that we regularly have to backfill supervisor time off with road staff reducing our field response capabilities.

After speaking with both HR and Legal Counsel, it is preferred that employees whose primary role is front line based, like our field supervisors, be in hourly positions. So there was no legal concern with this move and in fact it is likely the preference.

This move will create some additional expense for the department. The move to hourly in the same grade and step will result in a pay increase because of the additional 8 hours a pay period of scheduled overtime. I am comfortable absorbing that cost moving forward and do not expect the need to amend the current budget to accommodate this move.

If you have any questions or comments, I always welcome them.

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