



Office of the City Manager

CONSENT CALENDAR

September 12, 2023

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: Aram Kouyoumdjian, Director of Human Resources

Subject: Revise Classification and Salary Range – Paramedic

RECOMMENDATION

Adopt a Resolution revising the classification of Paramedic to an hourly salary range of \$30.00-\$40.00 per hour (currently \$30.00-\$45.00 per hour) to offset unanticipated budgetary impacts due to overtime.

This recommendation and proposed Resolution follow Council consideration of this item in Closed Session on July 24, 2023.

FISCAL IMPACTS OF RECOMMENDATION

With this revision, the budgetary impacts due to overtime will be mitigated.

CURRENT SITUATION AND ITS EFFECTS

The classification of Paramedic was approved by the City Council in January 2022, at which time the Fire Department projected that the new hires would be working shift schedules that would equate to 40-hour weeks. Subsequent operational circumstances, however, necessitated that Paramedics primarily work 24-hour shifts, resulting in overtime expenditures every three out of four weeks and creating sustained budgetary impacts that the department cannot absorb.

BACKGROUND

The Fire Department, in consultation with Human Resources, the City Attorney’s Office, and Payroll Audit, is seeking to revise the pay scale for Paramedics in order to make the classification affordable without compromising its long-term sustainability.

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Paramedics who are already working in the classification prior to September 12, 2023 will remain on the original pay scale. The change will affect only future hires that include candidates in the current recruitment pipeline.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Original Rates	\$30.0000	\$31.5597	\$33.2004	\$34.9265	\$36.7423	\$38.6525	\$40.6620	\$42.7759	\$45.0000
<i>Proposed Revised Rates</i>	<i>\$30.0000</i>	<i>\$31.2500</i>	<i>\$32.5000</i>	<i>\$33.7500</i>	<i>\$35.0000</i>	<i>\$36.2500</i>	<i>\$37.5000</i>	<i>\$38.7500</i>	<i>\$40.0000</i>

The Personnel Board discussed and voted at its August 7, 2023 meeting to send this revised classification and salary to the City Council for approval (Motion to Approve: Lacey/Wenk; Vote - Ayes: Dixon, Gilbert, Lacey, Wenk; Noes: O’Loughlin; Abstains: Bartlow; Absent: Karpinski).

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONAL FOR RECOMMENDATION

The salary is being revised to offset unanticipated budgetary impacts due to overtime.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Aram Kouyoumdjian, Director of Human Resources, 510-981-6807.

ATTACHMENTS

1. Resolution
2. Proposed Job Class Specification and Salary Range – Paramedic (R)

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RESOLUTION NO. xxxxx - N.S.

CLASSIFICATION: PARAMEDIC (R)

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the Fire Department, in consultation with Human Resources, the City Attorney’s Office, and Payroll Audit, is seeking to revise the pay scale for Paramedics in order to make the classification affordable without compromising its long-term sustainability; and

WHEREAS, Paramedics who are already working in the classification prior to September 12, 2023 will remain on the original pay scale; and

WHEREAS, the Personnel Board recommended on August 7, 2023 to revise the Paramedic job class specification and salary range effective September 12, 2023;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the classification for Paramedic is revised, with an hourly salary range of \$30.00-\$40.00, and an annual salary range of \$62,400.00 - \$83,200.00, effective September 12, 2023.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Proposed Revised Rates	\$30.0000	\$31.2500	\$32.5000	\$33.7500	\$35.0000	\$36.2500	\$37.5000	\$38.7500	\$40.0000

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CITY OF BERKELEY
Established Date: September 12, 2023

Paramedic (R)*

Class Code
XXXX

Bargaining Unit: Berkeley Fire Fighters
Association, Local 1227

SALARY RANGE*

\$30.00 - \$40.00 Hourly
\$2,400.00 - \$3,200.00 Biweekly
\$5,200.00 - \$6,933.33 Monthly
\$62,400.00 - \$83,200.00 Annually

*Employees hired into the Paramedic classification
after the establishment of this salary range on September 12, 2023.

DESCRIPTION:

DEFINITION:

Under general supervision, responds to medical emergencies, and other emergency and non-emergency situations, and takes appropriate action; performs various staff support assignments in addition to normal emergency response activities; performs related work as assigned.

CLASS CHARACTERISTICS:

This is the journey level class, fully competent to perform responsible to provide emergency medical services response, performing all duties required to effectively respond to emergency medical situations at the advanced life support level. Incumbents may be assigned to an ambulance or other specialized response unit typically in two-person crews.

EXAMPLE OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s), and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification or is similar or closely related to another duty statement.

1. Provides first responder medical emergency care at the advanced life support level as defined by the State of California and Alameda County;
2. Operates ambulances and other department vehicles;
3. Operates within applicable federal, state county and city laws, regulations and guidelines including the Health Insurance Portability and Accountability Act (HIPAA);
4. Completes accurate and thorough documentation of patient care;
5. Cleans, services, and ensures operational readiness of apparatus and equipment;
6. Participates in training and maintains/improves skills;

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7. Participates in various staff support assignments including but not limited to: maintenance of stations, apparatus and other facilities and performs scheduled inspections of departmental equipment;
8. Works with the community in a variety of educational, public relations, and service programs;
9. Presents in a professional manner and demonstrates behavior in accordance with state, county and city policies;
10. Builds and maintains positive working relationships with co-workers, other employees and the public using principles of good customer service;
11. Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Note: The level and scope of the knowledge and abilities listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles and practices of emergency medical care at the basic and advanced life support levels;
2. Safety practices and precautions pertaining to the work;
3. Applicable federal, state, county and City regulations, practices and procedures;
4. Medical terminology and documentation.

Ability to:

1. Provide first responder emergency medical response at the advanced life support level;
2. Safely operate emergency apparatus and equipment;
3. Follow and provide oral and written directions;
4. Establish and maintain effective working relationships with those encountered in the course of the work;
5. Maintain accurate records and prepare clear and concise reports, and other written materials;
6. Remain calm, make sound decisions, and respond appropriately in emergency situations;
7. Communicate clearly and concisely, orally and in writing;
8. Maintain Alameda County accreditation

MINIMUM QUALIFICATIONS:

A TYPICAL WAY OF GAINING THE KNOWLEDGE AND ABILITIES IS:

MINIMUM QUALIFICATIONS – BY DATE OF APPLICATION

- Graduation from high school or GED equivalent
- Valid California Paramedic License
- Valid California Driver's License with a satisfactory driving record
- Current American Heart Association CPR for the Healthcare Provider, ACLS, PALS, PHTLS/ITLS (or equivalents as determined by the Fire Chief) cards

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- Proof of vaccination to include: TDaP, TB, MMR, Hepatitis B, Varicella (Chicken Pox), and Influenza. Titers demonstrating immunity may be substituted for the proof of vaccination.

MINIMUM QUALIFICATIONS – BY DATE OF APPOINTMENT

- Successful completion of background investigation including a Livescan;
- Successful completion of physical ability exam according to the specifications of the fire department.

OTHER REQUIREMENTS

Must be able to travel within and outside the City of Berkeley to meet the program needs and to fulfil job responsibilities. The incumbent is required to maintain a valid California Class C or higher driver's license as well as a satisfactory driving record.

Must be willing to maintain facial hair in such a manner as to ensure proper fitting and operation of Cal-OSHA compliant N95 and P100 particulate respirators.

Must be willing to work shifts as structured in the Fire Department. Must successfully complete on-going assessment of health and wellness as required by the City.