



CITY COUNCIL AGENDA REPORT

City of Anaheim FIRE & RESCUE DEPARTMENT

DATE: JANUARY 26, 2021
FROM: FIRE & RESCUE DEPARTMENT
SUBJECT: ANAHEIM EMERGENCY MEDICAL TRANSPORTATION
PROGRAM (SECOND READING)
ATTACHMENT (Y/N): YES **ITEM # 17**

RECOMMENDATION:

That the City Council approve the following actions to finalize and implement the Anaheim Emergency Medical Transportation Program:

1. By Motion, adopt an Ordinance adding subsection .0108 of .030 of Chapter 1.05 of the Anaheim Municipal Code, assigning Ambulance Operator as exempt from the classified service;
2. By Resolution, establish the Ambulance Operator job classification, rates of compensation, and pay policies effective February 25, 2021; and
3. By Resolution, amend the Personnel Rules to establish benefits and other terms and conditions of employment for unrepresented Ambulance Operators effective February 25, 2021.

DISCUSSION:

At the January 12, 2021 meeting, the City Council approved actions to establish the Anaheim Emergency Medical Transportation Program, which included approving a Master Equipment Lease/Purchase Agreement for the acquisition of emergency transport ambulances and introducing Ordinance No. 6503, Attachment 1, adding subsection .0108 of .030 of Chapter 1.05 of the Anaheim Municipal Code, assigning Ambulance Operator as exempt from the classified service.

The adoption of Ordinance No. 6503 is necessary to establish the new classification of Ambulance Operator.

The companion step to complete the process for establishing a new classification is City Council action to adopt the proposed Resolution, Attachment 2, to set pay and benefits for the classification. The proposed starting salary is \$15.00 per hour with a three-step pay structure, closing with a maximum rate of \$16.00 per hour. The structure is consistent with the labor market for entry-level ambulance driver positions.

The final step required to establish this new classification is adoption of changes to Personnel Rules to establish terms and conditions of employment for Ambulance Operator employees by way of the proposed Resolution, Attachment 3. In summary, the proposed terms and conditions establish a compensation package for the group of employees who will serve in the Ambulance Operator classification as follows:

1. Employment in the classification will be limited to a three-year limited term assignment.
2. Employees will be assigned to a work schedule mirroring the shift work schedule utilized by fire suppression employees. While this schedule is typical for sworn fire suppression employees, it is unusual for non-sworn employees. This schedule is known as a 56-hour schedule because the average hours scheduled per week is 56 hours. The actual hours worked in a seven day period may range from 24 hours to 96 hours. Employees working more than 40 hours in a 7-day period will be appropriately paid overtime in accordance with the law.
3. Employees will be eligible for City contributions to medical insurance and dental insurance equivalent to that available to other full-time or part-time employees.
4. Employees will be eligible for paid leave time similar to that provided to sworn fire suppression employees but with lesser annual accruals at 120 hours per year.
5. Employees will be paid a fixed \$75 stipend if required to work a shift on a City recognized holiday.
6. Employees will be eligible for bilingual pay of \$50 per pay period if they meet certification requirements.
7. Full time employees will be enrolled in CalPERS.
8. Employees will be exempt from the following benefits: certain paid leave use and continued paid leave accrual in connection with an industrial injury, life insurance, and the City's Retiree Health Savings Plan.

IMPACT ON BUDGET:

Budget impacts to establish the Anaheim Emergency Medical Transportation Program were presented at the January 12, 2021 meeting. Adoption of the Ordinance and Resolutions do not impact the general fund, rather implementation of the program is expected to result in overall savings by approximately \$1.4M.

Respectfully submitted,

Concurred by,

Patrick Russell
Fire Chief

Linda N. Andal
Human Resources Director

Attachments:

1. Ordinance Amending Municipal Code
2. Resolution Establishing Classification and Pay
3. Resolution Amending Personnel Rules
4. City Council Staff Report – January 12, 2021
5. City Council Staff Report – July 28, 2020