



Administrative Directive
SAN JUAN ISLAND EMERGENCY MEDICAL SERVICES
SAN JUAN COUNTY PUBLIC HOSPITAL DISTRICT NO.1

Full-Time Paramedic Salaries and Steps

AD #
42-11

SUBMITTED BY: Chief Jim Cole
APPROVED BY: Board Resolution 11-369

ISSUED
11-16-2011

PURPOSE

The purpose of this directive is to outline the ways and means in which the District's full-time paramedics are to scaled and compensated. It is also to set direction as to how this will be implemented in a budget sensitive manner that meets the spirit and intention of adequate professional compensation.

POLICY

1. The full-time paramedic will work a minimum of 14 24-hour shifts per month unless PTO is utilized. There is no stationing requirement.
2. Paramedics are considered exempt professionals with operational and administrative responsibilities including budgetary and supervisory oversight.
3. Paramedics are considered salaried at-will employees and this policy is subject to District budgetary constraints and will not be allowed to put the District into a fiscal emergency.
4. Paramedics are eligible for extra call pay for completed calls accomplished outside of their 14 scheduled duty shifts as per District SOGs.
5. Paramedics are also allowed to work on flight standby on their off shifts and earn the SOG determined stipends in addition to their salaries.
6. Administrative duties will be performed within these usual 14 shifts with the exception of additional mandatory CE or administrative meetings as agreed upon for the safe and effective operation of the district.
7. Paramedics will submit their time cards on or before the 10th of the month for payment as outlined by County payroll standards and procedures.
8. Paramedics may make up to a 40% draw on their usual and customary on the 15th of the month as outlined by County payroll standards and procedures.
9. Benefits will be disbursed as per existing District SOGs, including PTO.
10. Scheduling of shifts will follow District SOGs.
11. New hires will generally be brought in at a ½ time of functional equivalent served or at the beginning of the advanced scale whichever is deemed appropriate by the EMS Administrator.
12. New paramedics will begin with 22 days of PTO with one year added for each year of service until the 10th year. Afterward one PTO day will be added after each two years of completed service to a maximum of 36 days of PTO.
13. All utilization of PTO will be governed by District SOGs.
14. Existing paramedics will be grandfathered into this adopted policy as per the attached Proposed 2012 Salaries Schedule with full implementation of acquired pay grade in 2013.
15. Paramedic pay will be calculated as base pay plus grade increase plus years of service increased as outlined below. Once attained, the following step increased will be implemented as earned.
 - a. Basic Paramedic 70,000
 - b. Flight Paramedic base +12%
 - c. Senior Paramedic base +14%
 - d. Paramedic Specialist base +16%
 - e. Years 2-5 +5%
 - f. Year 6 +7%
 - g. Years 7-11 +2%

- h. Years 12-16 +1%
 - i. Year 17 onward +0.5%
16. If Regional COLA is ever greater than annual service step, the COLA step will be used in lieu of the guaranteed step.
17. A paramedic will be qualified for various grade increases once all of the following criteria are met. The increased grade will take effect the month following attainment of all requirements.

Paramedic
WA Paramedic (PM)
National Registry Paramedic (NRP)
Wilderness EMT (WEMT)
BLS/ACLS/PALS/etc.
Flight Paramedic
WA Paramedic (PM)
National Registry Paramedic (NRP)
Wilderness EMT (WEMT)
BLS/ACLS/PALS/etc.
* Certified Flight Paramedic (FP-C)
Senior Paramedic
WA Paramedic (PM)
National Registry Paramedic (NRP)
Wilderness EMT (WEMT)
BLS/ACLS/PALS/etc.
Certified Flight Paramedic (FP-C)
* Associates Degree / SEI
Paramedic Specialist
WA Paramedic (PM)
National Registry Paramedic (NRP)
Wilderness EMT (WEMT)
BLS/ACLS/PALS/etc.
Certified Flight Paramedic (FP-C)
* Bachelor's Degree / Graduate Degree