

**Cape Elizabeth Fire-Rescue Department  
Emergency Medical Services Division**

With the inception of the per-diem paramedic program in 2012 we were able to ensure the response of a paramedic or advanced EMT during the time that they were scheduled. In July of 2015 we ensured that a paramedic was available from 6 am to 10 pm in Town Center Station. With this summer we recognized a significant change to our operations.

Thirteen (13) personnel have resigned from the ranks of the Rescue Company in the past three (3) months. The most commonly cited reason for resignation was lack of time and conflicts with scheduling of other parts of life. We currently rely heavily on a small group of responders (approximately 5 people). This group of people is primarily retirees and personnel that do not have employment outside the Rescue.

We have not missed a call yet, but many of our patients are being transported with a single EMS Provider and an unlicensed driver. The key piece being that on some calls only one medically licensed person is responding to the call.

We have identified that while only a small percentage of our calls occur at night, the requirement for all personnel to cover a night duty assignment has begun to take a toll on the members, especially those who have to work the next day. Additionally we have a noticeable change in response time from an average of approximately 5 minutes to the scene from time of dispatch, during staffed hours to an average response of 12 minutes to the scene from the time of dispatch during the period of 10 pm to 6 am.

We have identified a plan that we hope will stabilize the ability of the Department to provide ambulance services to the Town.

**Our recommendations:**

- Add 8 hours of per-diem coverage per day to bring the paramedic coverage to 24 hours a day.
- Add an 8 hour EMT from 10 pm until 6 am daily. This EMT would be paid a stipend for standing by and will be paid their hourly rate when on a call.
- Eliminate the night duty system for the Rescue saving approximately \$11,000 a year (\$12,760 a year).
- Eliminate stipends for Paramedic providers \$70.00/call (\$81.20/call) and Advanced EMT \$37.50/call (\$43.50/call) and pay both sets of providers an hourly rate.

**The benefits to this program will do the following:**

- Ensure that a paramedic is available 24 hours/day for all primary calls.
- Have dedicated nighttime staffing, ensuring timely response.
- Reduce the burden on volunteers with daytime obligations.
- Provide administrative support to schedule personnel and manage supplies.

**Current Budget/Costs:**

Per-diem Paramedic 16 hours a day/7 days a week:	\$131,671.32
Night Duty Staffing	\$ 13,270.40
On-call Staffing	\$119,060.36
<b>Total Payroll</b>	<b>\$264,002.08</b>

### Projected Budget/Costs:

Per-diem Paramedic 24 hours a day/7 days a week:	\$197,506.98
Night Duty Staffing	\$ 21,112.00
Administrative Support	\$ 10,556.00
On-call Staffing	\$ 83,520.00
<b>Total Payroll</b>	<b>\$312,694.98</b>

**Total Annual Budget Increase:** \$ 48,692.90

### Plan

**Administrative Support:** The Department would add 10 hours/week of additional administrative support to manage the needs of Emergency Medical Services (EMS) within the Department. This would include ordering and maintaining EMS supplies and equipment. Scheduling equipment service and maintaining records of the service. Data entry and filing of various administrative and personnel records for the Department. The administrative help would also assist the Chief of Department with the EMS staffing scheduling and personnel management.

**EMS Personnel Staffing:** An EMS provider licensed as a Paramedic would be on staff 24 hours a day at Town Center Station. From 10 pm – 6 am each night an additional licensed EMS provider (Emergency Medical Technician, Advanced EMT or Paramedic) would be in staff at Town Center Station. During the hours of 6 am to 10 pm volunteer staff will respond to calls through tone activated page. All Department staff (Chief Officers, Officers, Firefighters, WETeam rescuers, and Fire-Police Officers) that are licensed EMS providers and oriented to EMS duties for the Department would now be responding to calls during these hours.

**07:00-15:00** Paramedic\* Provider in station hourly at a rate of \$19.49/hour (\$22.61/hour).

Additional EMS Providers respond at their choice with the following rate:

- Driver: hourly rate\*\*
- EMT: hourly rate\*\*
- AEMT: hourly rate\*\*
- Paramedic: \$19.49/hour (\$22.61/hour)

**15:00-23:00** Paramedic\* Provider in station hourly at a rate of \$19.49/hour (\$22.61/hour).

Additional EMS Providers respond at their choice with the following rate:

- Driver: hourly rate\*\*
- EMT: hourly rate\*\*
- AEMT: hourly rate\*\*
- Paramedic: \$19.49/hour (\$22.61/hour)

23:00-07:00 Paramedic \* Provider in station hourly at a rate of \$19.49/hour(\$22.61/hour).

22:00-06:00 EMT or AEMT \*\*\* Provider on call in the station paid a stipend of \$50.00/shift + hourly rate on emergency calls.

Additional EMS Providers respond at their choice with the following rate:

- Driver: hourly rate \*\*
- EMT: hourly rate \*\*
- AEMT: hourly rate \*\*
- Paramedic: \$19.49/hour (\$22.61/hour)

\* Whenever possible a paramedic will be scheduled. In the case of no paramedic an AEMT will be scheduled then an EMT.

\*\* Staff receives various pay rates based on longevity, EMS License Level, and Officer assignment.

\*\*\* Whenever possible an EMT or AEMT will be scheduled. In the case of no EMT or AEMT, a paramedic will be scheduled.

**Building Modifications & Equipment:** A one-time allotment of \$25,000.00 would be needed to upgrade the facilities at Town Center Station for living space. This allotment would be utilized to modify two existing rooms to serve as sleeping quarters for staff. This would include improvement of the heating, ventilation, and air conditioning systems in the rooms, furnishings, mattresses, and additional storage lockers.