

# WCEMS Professional Stipend Incentive Program

101

# Purpose

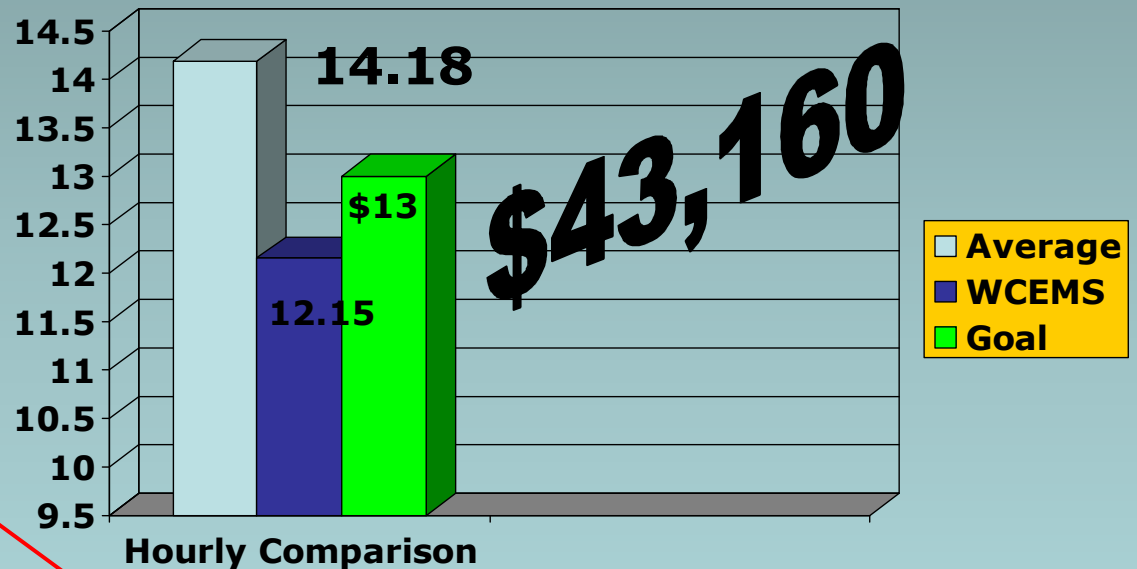
- The purpose of the stipend is to give incentive and reward employees who go above and beyond the duties of their normal EMT / Paramedic Job Descriptions.
- It is not intended to reward you for **just** doing your job
- It is not a longevity check. So just staying for 3 years doesn't get you a stipend check

# The real problem...

- We are competitive on starting salaries:
- If you look at the trends...We lose employees on their second or third year
  - I believe this is because we can not compare to the step increases. We offer no (*very little*) incentives for long term employment in the EMS Department.

# Salary Comparison: Average

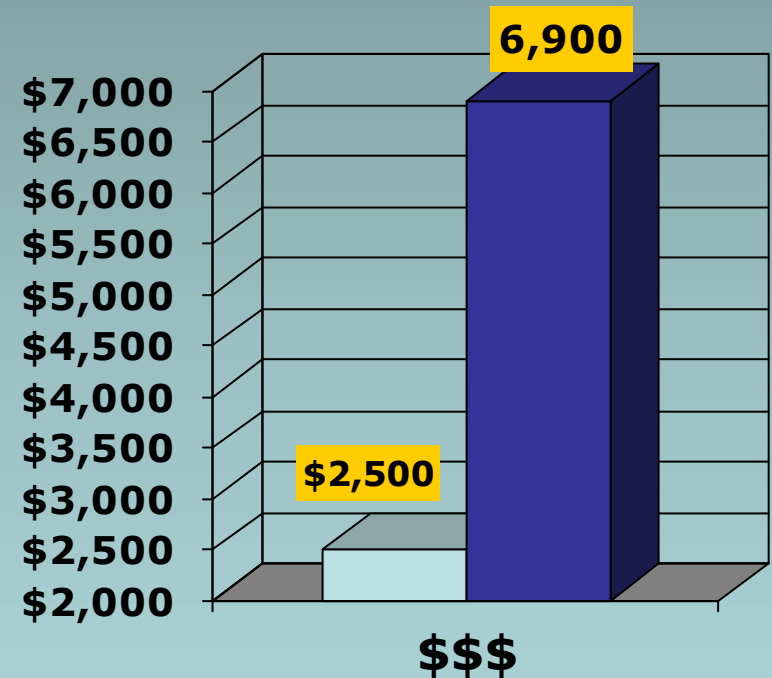
- \$17.38/hr
- \$13.63/hr
- \$13.28/hr
- \$13.01/hr
- \$12.75/hr
- \$12.56/hr
- **\$12.15/hr**
- \$11.74/hr



# Comparison of Investment loss versus Incentive (stipend) Pay

- New Employees:

- Uniforms
- Medical Screening
- Initial Training
- Further Training within two years:
  - Paramedic School
  - Homeland Sec
  - ACLS
  - Etc...



□ Proposed 3yr incentive    ■ 3yr investment

# What stipends are available to you?

\$2,500	Para II
\$1,200	FTO
\$500	Immunizations / Safety Seat Tech
\$500	Land Rescue Operations
\$500	Water Rescue Operations
\$500	Tactical Paramedicine
\$500	HAZMAT Paramedic
<u>\$1200</u>	<u>SOD Specialist (Managers)</u>
\$7,400	

# PARA II

## Para 2 (P2) Stipend Criteria

Employee must have 24 months of full-time experience at the Paramedic Level with Washington County EMS to become eligible. The employee remains eligible for 12 months. The employee will receive their stipend on their eligibility date once all parameters have been met.

\*Exception: EMT's or EMT-I's with two years full time experience with WCEMS who become Paramedic Certified/Licensed during that time frame only require 1 year full time paramedic experience to become P2 eligible.

Employee must be "system credentialed" for full authorization of advanced care:

- Induced Hypothermia
- Rapid Sequence Intubation
- Facility By-Pass

Once eligible (24 months) the paramedic must remain fully authorized for 12 months without being placed on restriction or disciplinary action resulting in loss time of work, LWOP, etc...

Employee must meet minimum points for stipend eligibility on his/her annual "objective evaluation". As well as participate in employee "Health & Wellness Program" and meet minimum meeting attendance policy.

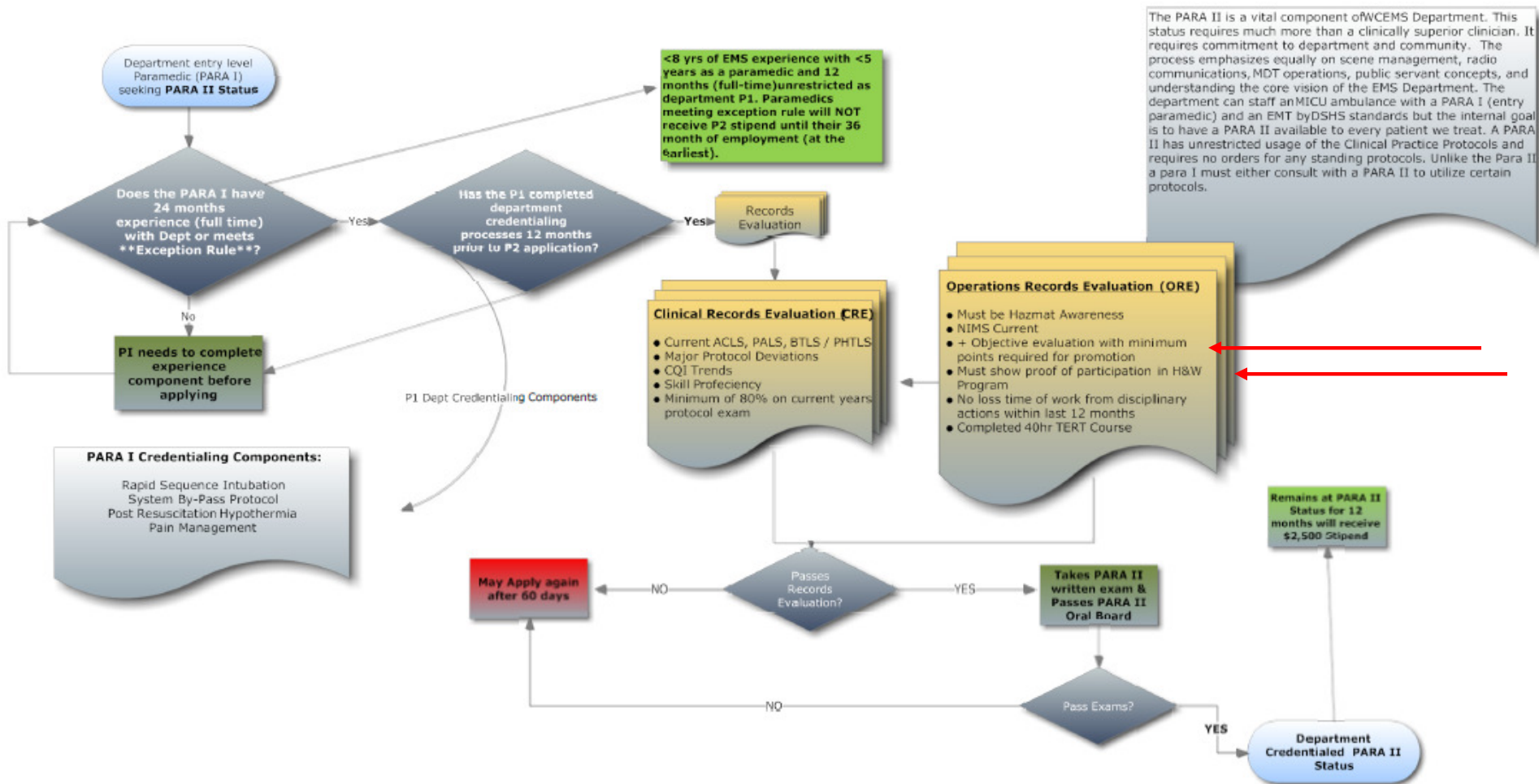
Employee must have completed 40hr TERT WMD or similar course prior to becoming eligible (within first 24 months of employment)

Employee must be current in ACLS, PALS, PHTLS for his/her (for the full eligible time frame)

Must be current in all required NIMS Courses.

Must be current in a minimum of Hazmat Awareness Level.

Must have scored at least an 80% on current year protocol exam.



**PARA II Credentialing Process**



Washington County EMS  
Employee Objective Evaluation  
Field Staff Employees



**Must have 20 pts!**

Professional Development	
Current ACLS	1
Current PALS	1
Current PHTLS	1
Current PHTLS Instructor	2
Current ACLS Instructor	2
Current EMS Instructor	2
CPR Instructor	1
College Courses Pertinent to EMS	1
Seeks CE improvement courses: (Examples...STEMI Conference, EMS Conference, CE courses (non internet). 1pt/each class	1
Critical Care Paramedic Certification	5
FP-C	5
Participates in Wellness Program	1
Improves one area of Benchmark Performance	2
Achieved Benchmark Assessment Step	2
Meetings & Attendance	
Zero Absences (except paid vacation)	3
Unscheduled Call in / Staffing Assist (Bike Eventy, Standbys, Level 1, Transfer, etc...) Max 5 pts	1
100% Staff Meeting Attendance	3
90% Attendance Required for positive objective eval	1
100% Supervisor Meeting Attendance	1
BVRAC Meetings	1
GETAC Meetings	1
Special Operations Division	
EMS Association Meetings (TAA, EMSAT, GETAC, DSHS, etc...)	1
Full special operations member	5
Staffing Assist (Bike Team, First Aid, etc...)	1
School District Staffing Assist (Bus) max 5pts	0.5
Haz-Mat Operations Level	2
Haz-Mat Technician Level	3
TEMS Certified	3
Participates in Vaccination Clinic(s) IVFC, Flu, walkins, etc...	1
Other	
Injury Prevention/ Public Education	
Lead Instruct a CPR Class	2
Skills Instruction for CPR Class	1
Skills Instruction for para school	1
Public Speaking Event (AED Presentation at public school or business, Ambulance Tour, Career Day Presentation, Speak at Lyons Club, etc...	2
Injury Prevention Presentation	2
Publish an article in the paper or EMS Mag	1
Teach CE Lecture to staff	2
Teach to Paramedic School	2
Teach CE lecture to WCFRO	2
<b>Total</b>	<b>0</b>

**Must have 25 pts for Promotions!**

## 2 Objective Evaluations per Year

- September 1<sup>st</sup> – February 28<sup>th</sup> (turned in @ March)
- March 1<sup>st</sup> – August 31<sup>st</sup> (turned in @ Sept)
- Must have the most current objective evaluation as well as the last objective evaluation period in order to receive stipends.

# FTO - \$1,200

## Field Training Officer (FTO) Stipend Incentive Program

Must fulfill all P2 parameters.

- Must become EMS Instructor Certified
- Must be eligible for promotional process (see objective evaluation & promotional process)
- Must have scored 90% on current year protocol exam.

The department will authorize only three (3) Field Training Officers. The intent is to have 1 on each shift.

# Special Operations Division - \$500/ea

## Special Operations Division Stipend Incentive Program (Dept may authorize max SOD Members)

### Land Rescue Operations

- Must be Rope Rescue Technician Certified to be eligible for 12 months.
- Must have current RCTP from SPECOPS Lt.
- Must meet minimum PT Standards
- Must have participated in 75% of divisional drills

### Tactical Paramedicine

- Must pass National TEMS Training Cur.
- Must be current Hazmat Tech Trained

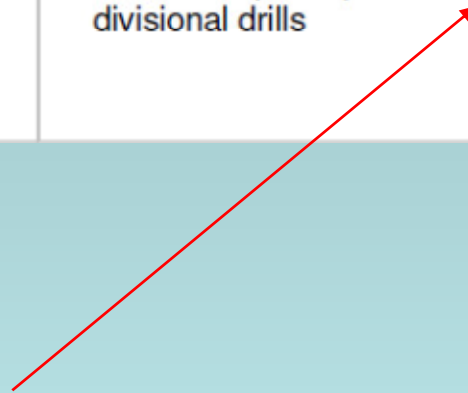
### Water Rescue Operations

- Must be Swift Water Rescue Technician Certified
- Must be boat operator certified
- Must have current RCTP from SPECOPS Lt.
- Must meet minimum PT Standards
- Must have participated in 75% of divisional drills

### WMD/Hazmat Operation

- Must be Hazmat Tech Certified for 12 months
- Must have current RCTP from SPECOPS Lt.
- Must meet minimum PT Standards
- Must have participated in 75% of divisional drills

Note: Employees are not allowed for full SOD Authorization until after 12 months employment.



### **Immunizations / Car Safety Seat Technician**

- Managers of Program (Please Check)
- Must have completed Texas DSHS TVFC Coursework and authorized by CIC Lieutenant.
- Must be Car Seat Technician and current certification

Field employees will only receive \$500 stipend for participation in both programs because participation has minimal requirements.  
The manager(s) of these programs will receive \$500/ea.