

Human Resources  
Department  
Total Compensation Division

Analysts:  
The Class and Comp Team

# UPDATED ANALYSIS OF EMS CLASSIFICATIONS AND COMPENSATION



4/14/16

Medic Pay

### Current Pay and Career Ladder Expansion

The Medic career ladder currently consists of three positions: Medic II, Medic IV and EMS Supervisor. The pay for these positions is as follows:

Position	Minimum	Midpoint	Maximum	Comments
Medic II (Gr 11)	\$50,041	\$68,347	\$86,653	
Medic IV (Gr 13)	\$55,167	\$75,349	\$95,530	Receives 10% transitional pay
*Salary including transitional pay	\$60,683	\$82,883	\$105,083	
EMS Supervisor (Gr 14)	\$57,921	\$79,110	\$100,300	

This career ladder is scheduled to be expanded in April 2016 to include Medic III and EMS Captain positions. When Medic III's become dual role, they will be moved to a Medic IV position and receive a 10% transitional pay increase. While medic and fire fighter association representatives do not believe that the 10% transition pay should be included in any comparator pay analysis, HR staff believes it should be included because the purpose of this pay is to offset a loss in base pay as a result of moving to the 56 hour fire schedule and being impacted by the FLSA 7k exemption. As such, the inclusion of the 10% transition pay is a reflection of their actual base pay. When complete, the pay for the overall career ladder will be as follows:

Position	Minimum	Midpoint	Maximum	Comments
Medic II (Gr 11)	\$50,041	\$68,347	\$86,653	
Medic III (Gr 12)	\$52,540	\$71,761	\$90,981	
Medic IV (Gr 13)	\$55,167	\$75,349	\$95,530	Receives additional 10% transition pay
*Salary including transitional pay	\$60,683	\$82,883	\$105,083	
EMS Supervisor (Gr 14)	\$57,921	\$79,110	\$100,300	
EMS Captain (Gr 16)	\$63,856	\$87,217	\$110,578	Receives additional 10% transition pay
*Salary including transitional pay	\$70,241	\$95,938	\$121,635	

In FY 2017, all Medic positions will receive a final increase as a part of the 1% VRS Offset.

## Market Analysis

The existing medic positions (Medic II, Medic IV and EMS Supervisor) were initially compared to Alexandria's five comparator jurisdictions as identified in the City's compensation philosophy. A recent analysis was conducted based on a new set of jurisdictions (Arlington, Fairfax, Prince William and Loudoun) and includes all positions in the Medic career ladder. Transitional pay is included in the analysis for dual role medic positions.

### Medic II

Jurisdiction	Jurisdiction Match	Minimum	Midpoint	Maximum	Hours/wk
Alexandria	Medic II	\$50,041	\$68,347	\$86,653	42 hrs
Arlington	Firefighter/EMT II	\$50,897	\$67,683	\$84,469	56 hrs
Fairfax	Firefighter/Medic	\$59,239	\$73,382	\$87,525	56 hrs
Prince William	Fire and Rescue Tech II	\$51,688	\$69,711	\$87,734	48 hrs
Loudoun	Firefighter/EMT	\$41,539	\$57,715	\$73,891	42 hrs
<b>Market Average</b>		<b>\$50,841</b>	<b>\$67,123</b>	<b>\$83,405</b>	
<b>Market Deviation</b>		<b>-1.60%</b>	<b>1.79%</b>	<b>3.78%</b>	

### Medic III

Jurisdiction	Jurisdiction Match	Minimum	Midpoint	Maximum	Hours/wk
Alexandria	Medic III	\$52,540	\$71,760	\$90,981	42 hrs
Arlington	Firefighter/EMT III	\$57,033	\$75,899	\$94,764	56 hrs
Fairfax	Firefighter/Medic	\$59,239	\$73,382	\$87,525	56 hrs
Prince William	Fire and Rescue Tech II	\$51,688	\$69,711	\$87,734	48 hrs
Loudoun	Firefighter/EMT	\$41,539	\$57,715	\$73,891	42 hrs
<b>Market Average</b>		<b>\$52,374.75</b>	<b>\$69,176.75</b>	<b>\$85,978.50</b>	
<b>Market Deviation</b>		<b>0.32%</b>	<b>3.73%</b>	<b>5.82%</b>	

Medic IV

Jurisdiction	Jurisdiction Match	Minimum	Midpoint	Maximum	Hours/wk
<b>Alexandria</b>	<b>Medic IV</b>	\$55,167	\$75,349	\$95,530	56 hrs
	<b>*Salary including transitional pay</b>	\$60,683	\$82,883	\$105,083	
<b>Arlington</b>	<b>Firefighter/EMT III</b>	\$57,033	\$75,899	\$94,764	56 hrs
<b>Fairfax</b>	<b>Firefighter/Medic</b>	\$59,239	\$73,382	\$87,525	56 hrs
<b>Prince William</b>	<b>Fire and Rescue Tech II</b>	\$51,688	\$69,711	\$87,734	48 hrs
<b>Loudoun</b>	<b>Firefighter/EMT</b>	\$41,539	\$57,715	\$73,891	42 hrs
<b>Market Average</b>		<b>\$52,374</b>	<b>\$69,176</b>	<b>\$85,978</b>	
<b>Market Deviation*</b>		<b>15.86%</b>	<b>19.81%</b>	<b>22.22%</b>	

\* Deviation based on inclusion of transitional pay

**EMS Supervisor**

Jurisdiction	Jurisdiction Match	Minimum	Midpoint	Maximum	Hours/wk
Alexandria	EMS Supervisor	\$57,921	\$79,110	\$100,300	42 hrs
Arlington	Fire/EMS Lieutenant	\$62,129	\$82,638	\$103,147	56 hrs
Fairfax	Fire Captain I	\$74,777	\$98,290	\$121,804	56 hrs
Prince William	Fire & Rescue Lieutenant	\$62,566	\$84,406	\$106,246	48 hrs
Loudoun	EMS Supervisor	\$52,621	\$76,784	\$100,947	42 hrs
<b>Market Average</b>		<b>\$63,023.25</b>	<b>\$85,529.50</b>	<b>\$108,036.00</b>	
<b>Market Deviation</b>		<b>-8.10%</b>	<b>-7.51%</b>	<b>-7.16%</b>	

While the analysis for the EMS Supervisor position shows that the salary is behind the market, this is a position that is being eliminated through attrition as the Fire Department shifts to a dual role system. Currently, four of eight EMS Supervisors are in training and three EMS Supervisors have completed training for dual role supervisory positions. This leaves only one EMS Supervisor not planning to transition to a dual role. Upon completing the necessary requirements of the dual role position, they will become EMS Captains and will be working a 56 hour work week, receiving the 10% transition pay increase. The EMS Captain position is being finalized.

**EMS Captain**

Jurisdiction	Jurisdiction Match	Minimum	Midpoint	Maximum	Hours/wk
Alexandria	EMS Captain	\$63,856	\$87,217	\$110,578	56 hrs
	*Salary including transitional pay	\$70,241	\$95,938	\$121,635	
Arlington	Fire/EMS Captain II	\$76,544	\$101,806	\$127,067	56 hrs
Fairfax	Fire Captain II	\$82,059	\$107,861	\$133,662	56 hrs
Prince William	Fire and Rescue Captain	\$69,326	\$93,527	\$117,728	48 hrs
Loudoun	Captain	\$58,882	\$82,444	\$106,005	42 hrs
<b>Market Average</b>		<b>\$71,702.75</b>	<b>\$96,409</b>	<b>\$121,115</b>	
<b>Market Deviation*</b>		<b>-2.04%</b>	<b>-0.49%</b>	<b>0.43%</b>	

\* Deviation based on inclusion of transitional pay