

ORDINANCE NO. 2735

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING A BUDGET AMENDMENT OF THE FY2023 GENERAL FUND BUDGET TO APPROPRIATE FUNDS TO THE SALISBURY FIRE DEPARTMENT'S OPERATING BUDGET.

WHEREAS, the need for the provision of emergency services in the City is great; and

WHEREAS, the Fire Department is experiencing a significant increase in call volume that surpasses the current staffing configurations; and

WHEREAS, the Fire Department has a need to staff an additional EMS unit with overtime funds to cover calls; and

WHEREAS, the Fire Department is no longer competitive with area agencies and is experiencing a Paramedic shortage; and

WHEREAS, the Fire Department needs to provide incentive bonuses to recruit and train new Paramedics; and

WHEREAS, the Fire Department has a college education tuition program that covers the cost for members to obtain Paramedic certification; and

WHEREAS, there are insufficient funds available in the FY23 Fire Department Budget to cover the additional expenses of recruiting, training, and retaining Paramedics and, accordingly, a budget amendment is required; and

WHEREAS, the budget amendment as provided herein must be made upon the recommendation of the Mayor and the approval of four-fifths of the Council of the City of Salisbury.

NOW, THEREFORE, BE IT ENACTED AND ORDAINED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND, as follows:

Section 1. The City of Salisbury's Fiscal Year 2023 General Fund Budget be and is hereby amended as follows:

- (a) Increase the Current Year Surplus Account (01000-469810) by \$300,000.00
- (b) Increase the Salisbury Fire Department's Overtime Account (24035-501021) by \$200,000.00
- (c) Increase the Salisbury Fire Department's Employee Incentive Program Account (24035-502088) by \$80,000.00
- (d) Increase the Salisbury Fire Department's Training and Schools Account (24035-555504) by \$20,000.00

BE IT FURTHER ENACTED AND ORDAINED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND, as follows:

Section 2. It is the intention of the Mayor and Council of the City of Salisbury that each provision of this Ordinance shall be deemed independent of all other provisions herein.

Section 3. It is further the intention of the Mayor and Council of the City of Salisbury that if any section, paragraph, subsection, clause or provision of this Ordinance shall be adjudged invalid, unconstitutional or otherwise unenforceable under applicable Maryland or federal law, such adjudication

shall apply only to the section, paragraph, subsection, clause or provision so adjudged and all other provisions of this Ordinance shall remain and shall be deemed valid and enforceable.

Section 4. The recitals set forth hereinabove are incorporated into this section of the Ordinance as if such recitals were specifically set forth at length in this Section 5.

Section 5. This Ordinance shall take effect from and after the date of its final passage.

THIS ORDINANCE was introduced and read at a Meeting of the Mayor and Council of the City of Salisbury held on the 6th day of September, 2022 and thereafter, a statement of the substance of the Ordinance having been published as required by law, in the meantime, was finally passed by the Council of the City of Salisbury on the 12th day of September, 2022.

ATTEST:



Kimberly R. Nichols, City Clerk



John R. Heath, City Council President

Approved by me, this 20th day of September, 2022.



Jacob R. Day, Mayor

To: Julia Glanz, City Administrator
From: John W. Tull, Fire Chief
Subject: Budget Amendment
Date: August 17, 2022

As you are aware, the Department is experiencing several factors that are having a direct impact on our service. Call volume has significantly increased over the years and has surpassed our ability to cover this increase with only three (3) staffed EMS units. In 2021, the Department experienced a 12% increase in EMS call volume alone. Through seven (7) months of 2022, we have already experienced an additional 9% increase in call volume. As the City continues to grow and the population increases, calls for service are going to continue to rise. The increased service demand has placed a significant strain on our providers that has affected their mental, physical and behavioral health.

Additionally, the Department has lost the ability to remain competitive with surrounding agencies and other jurisdictions. During the last two (2) testing processes that the Department conducted, we were only able to get one (1) licensed paramedic to apply. While increased call volumes are affecting all jurisdictions, the pool of paramedic resources continue to decrease. In order to address the paramedic shortage, the City and the Department must take a more competitive approach with recruitment and incentivizing members to enroll in the paramedic program.

Based on our recent meeting, the following multi-faceted recommendations were identified and agreed to:

1. Changes to service delivery model
 - a. Maintain and staff a 4th EMS unit 24 hours a day.
 - b. Compensate providers with overtime at time and a half
2. Recruitment of Paramedics from outside agencies
 - a. Offer a \$10,000 sign-on bonus for Maryland Registered Paramedics who come to work for the City
 - b. Create salary ranges
3. Incentivize Current Employees to Become Paramedics
 - a. Offer employees a one-time, \$10,000 bonus for successfully completing the two-year Maryland Paramedic program.
 - b. Continue to pay for the tuition, books and leave for any member who wants to become a Paramedic.

Please find attached a Budget Ordinance approving an amendment of the FY23 General Fund budget to adjust the Fire Department's budget to provide the additional funding needed to implement the recommendations discussed and to become more competitive with recruitment. Unless you or the Mayor have further questions, please forward a copy of this memo and Ordinance to the City Council for their consideration.