

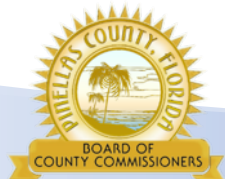
# Sunstar Contract Amendment



## Funding Proposal: “Workforce Stabilization”

**The Authority and Paramedics Logistics Florida (PLF) amend existing agreement related to stabilization of the workforce through salary increases for the Contractor’s Paramedics and EMTs and emergency measures to reduce the use of mandatory overtime.**

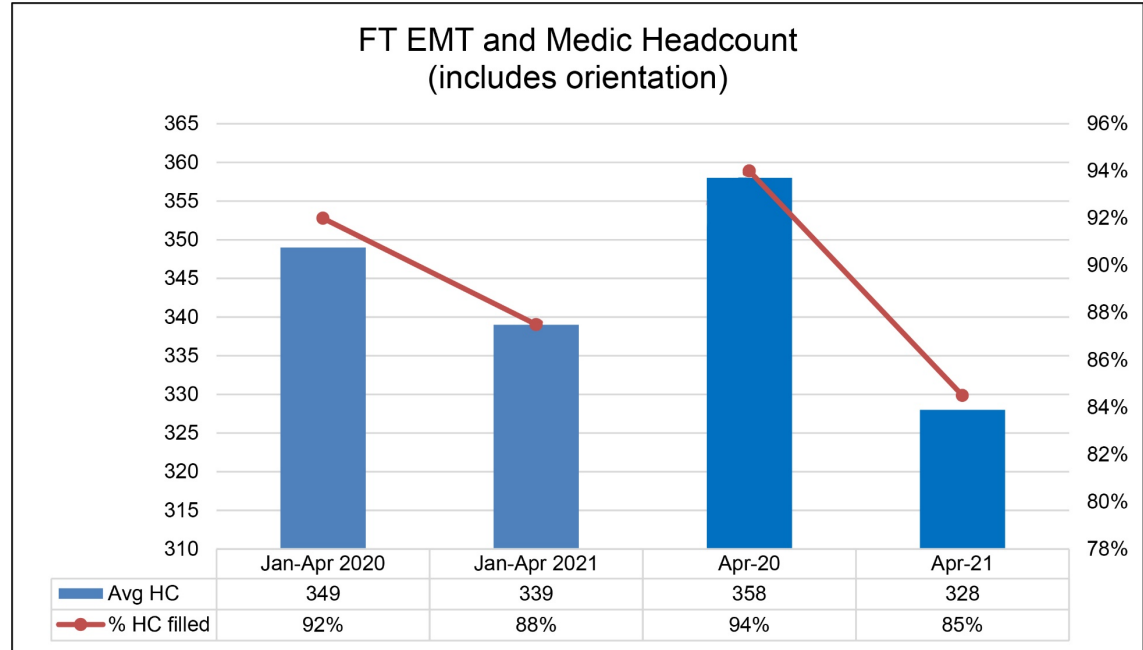
**Authority and Contractor wish to extend the agreement by one year to a total of three years to support stabilization of the workforce.**



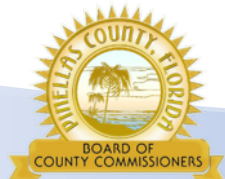
# Sunstar Headcount Comparison January-April 2020 to January-April 2021



- Paramedic shortage exists pre-dates COVID-19.
- Paramedic schools were suspended
- Increased responsibilities, stress and personal risk
- Medics leaving for higher wages, better working conditions and other industries
- An “incentive / pay battle” to get staffing exists
- Unsustainable levels of mandatory overtime to fill shifts for nearly a year.



Current full-time staffing is 78% of what is required: Currently 305 FTEs / 390 Required FTEs

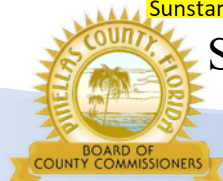


# Wage Comparison



EMS Local Pay Scales								
Location	Paramedic			EMT			Step Plan	Benefits Calculator %
	Starting	Top Out	Average	Starting	Top Out	Average		
Bradenton Fire Department (Manatee)	BLS N/A			\$47,102	\$72,125	\$59,614	Y	N/A
Clearwater Fire Rescue	\$54,469	\$82,958	\$68,714	\$47,661	\$72,558	\$60,110	Y	41%
Dunedin Fire	\$49,596	\$74,394	\$61,995	\$42,371	\$63,557	\$52,964	Y	48%
East Lake Fire Rescue	\$53,183	\$79,520	\$66,352	\$48,348	\$72,290	\$60,319	Y	54%
Hillsborough County Fire Rescue	\$56,838	\$85,906	\$71,372	\$50,159	\$68,358	\$59,259	Y	N/A
Largo Fire	\$51,102	\$78,300	\$64,701	\$44,447	\$68,052	\$56,250	Y	65%
Lealman Fire	\$47,211	\$72,200	\$59,706	\$42,578	\$64,533	\$53,556	Y	55%
Lee County EMS	\$48,815	\$71,701	\$60,258	\$40,015	\$64,904	\$52,460	Y	N/A
Palm Harbor Fire	\$52,366	\$85,083	\$68,725	\$45,535	\$73,987	\$59,761	Y	63%
Pasco County Fire	\$48,000	\$66,500	\$57,250	\$41,000	\$59,500	\$50,250	Y	N/A
St. Petersburg Fire	\$58,225	\$85,047	\$71,636	\$45,190	\$72,073	\$58,632	Y	45%
Tampa Fire	\$44,129	\$81,244	\$62,687	\$40,185	\$73,981	\$57,083	Y	N/A
Sunstar Paramedics	\$43,562	\$66,283	\$54,923	\$34,914	\$50,656	\$42,785	N	30%
Sunstar Paramedics 5 year employees	N/A	N/A	\$47,132	N/A	N/A	\$36,470	N	30%
Sunstar Paramedics 10 year employees	N/A	N/A	\$54,980	N/A	N/A	\$41,458	N	30%

Sunstar's average pay is 21% less than the average of all local EMS Pay

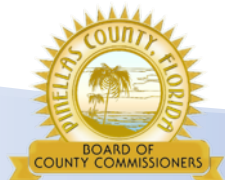


## Workforce Stabilization Funding

Fiscal Year	Workforce Stabilization Funding	Contractor Matching Funds
FY21-22	\$2,400,000.00	\$2,400,000.00
FY22-23	\$3,600,000.00	\$3,600,000.00
FY23-24	\$4,800,000.00	\$4,800,000.00

Note: Workforce Stabilization Funding is in addition to the existing salary and benefits provided by the Contractor to its workforce as a baseline.

- Dollar for dollar match the funding for employee wages (based on the county fiscal year, October 1 - September 30):
- “No claw back clause” basically guaranteeing that hourly salaries would not ever be reduced during the contract
- PLF responsible for all downstream costs regarding benefits
- All new and existing employees' new hourly rates, and no reduction workforce during the contract without consultation with the County



# Due Diligence Completed

- **Audited financials**
  - Three years prior
  - Annual confirmation of use of funds
- **Salary Comparison Study**
- **CBA Review**
- **Union Commitment via CBA**
- **Operational Measures**
  - Performance Compliance
  - Other Stakeholders

