

Management Pay Structure Re-Organization Analysis
The only specialty pay and incentive pay included on this sheet is ACFR Cleared Paramedic
Employees As of: 8/22/2019

Emp Number	Name	Position	Hire Date	Time in ACFR (Years)	Grade	Current Salary	Recalculated salary for Paramedic Cert	Minimum 3%	Pay Plan including Paramedic Certification	Highest of Recalculated Salary, Pay Plan Salary or 3% Raise FY20 Salary	Amount of Increase
						[A]	[B]	[C]	[D]	[E]	[E] - [A]
						\$ 773,393	\$ 771,346	\$ 796,595	\$ 556,500	\$ 808,842	\$ 35,448 4.6%
10007931	TANNACHION, CHARLES A	CAPT/TRAINING	2011-06-20	8.17	FMB 22	68,800.16	69,420.14	70,864.16		70,864.16	2,064.00 3.0%
10005504	FOOTE, GAIL E	CAPT/TRAINING	1994-09-19	24.93	FMB 22	69,153.55	69,738.20	71,228.16		71,228.16	2,074.61 3.0%
10005524	MALPHURS, JOSEPH L JR	CAPT/TRAINING	2002-01-28	17.57	FMB 22	68,800.16	69,420.14	70,864.16		70,864.16	2,064.00 3.0%
10008603	TORSELL, DAVID	DISTRICT CHIEF EMS 40	2013-04-22	6.33	MFU 23	66,776.32	67,598.69	68,779.61	79,500.00	79,500.00	12,723.68 19.1%
10005211	COX, JOSEPH F	DISTRICT CHIEF 56	1986-12-09	32.70	MFU 23	96,345.56	94,211.00	99,235.93	79,500.00	99,235.93	2,890.37 3.0%
10005507	HARPE, JEFFREY E	DISTRICT CHIEF 56	1988-10-10	30.87	MFU 23	91,318.28	89,686.45	94,057.83	79,500.00	94,057.83	2,739.55 3.0%
10005215	DABNEY, DREW R	DISTRICT CHIEF 56	1994-04-18	25.34	MFU 23	82,063.36	81,357.02	84,525.26	79,500.00	84,525.26	2,461.90 3.0%
10005318	CLIFFORD, JAMES M	DISTRICT CHIEF 56	1999-07-06	20.13	MFU 23	77,216.63	76,994.97	79,533.13	79,500.00	79,533.13	2,316.50 3.0%
10005402	MCALHANY, MICHAEL W	DISTRICT CHIEF 56	2001-05-07	18.29	MFU 23	77,216.63	77,216.63	79,533.13	79,500.00	79,533.13	2,316.50 3.0%
10005555	WOODS, MISTY J	DISTRICT CHIEF 56	2004-06-01	15.23	MFU 23	75,702.68	75,702.68	77,973.76	79,500.00	79,500.00	3,797.32 5.0%

District Chief \ EMS District Chief		Requirements to Advance Next Level	Time in Level to Advance Between Levels	Minimum District Chief Requirements: AS Degree and FO3 or a Bachelor's in a related field, and cleared ACFR Paramedic, and five years Florida minimum standards which two years must be a Lt./PM (Fire DC) or 4 years as a lead paramedic on an Advanced Life Support or Critical Care Ambulance (EMS DC).
Base and Level Values				
10/1/19 - 9/30/20 Base	\$72,000			
10/1/20 - 9/30/21 Base	Add \$800			
10/1/21 - 9/30/22 Base	Add \$800			
Level 1	Add \$0	160 Hours Approved Vocational Education or 12 College Credit Hours*	1 Year	
Level 2	Add \$1,400	160 Hours Approved Vocational Education or 12 College Credit Hours*	1 Year	
Level 3	Add \$1,400	160 Hours Approved Vocational Education or 12 College Credit Hours* or Bachelors	1 Year	

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						[A]	[B]	[C]	[D]	[E]	[E] - [A]
						\$ 773,393	\$ 771,346	\$ 796,595	\$ 556,500	\$ 808,842	\$ 35,448 4.6%

Level 4	Add \$1,400	160 Hours Approved Vocational Education or 12 College Credit Hours* or MFO or EFO or Masters	1 Year
Level 5	Add \$1,400	* 3 College Credit Hours is the equivalent of 40 Hours Approved Vocational Education * 3 College Credit Hours or 40 Hours Approved Vocational Education must be new at each Level	
<u>Incentive Pay per Hour</u>			
\$0.06 – Tech Rescue Operations training certificate			
\$0.12 – Tech Rescue Technician training certificate (not cumulative with Ops)			
\$0.08 – Bilingual with proof of fluency in second language			
\$0.09 – A.A. or A.S. until required at level or classification			
\$0.18 – B.A. or B.S. in related field until required by level or classification (not cumulative with AA/AS)			
Total Count	10	\$ 29,246	Plan, 3% or Recalculated Paramedic
20 Years Plus	5	6,202	3 employees not in plan
		\$ 35,448	Cost to Proposal
		-	of Specialty and Incentive Pay
		-	on addressing compression and pay alignment
		773,393	Salaries as of 8/22/19
		\$ 808,841	Percent Increase 4.6%