



BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

MEETING DATE: 6/5/2025

ITEM ID: 2025-763

FROM: Eric Gilmore, Public Safety Director

SUBJECT: Recommendation Concerning the Addition of 11 Full-Time Employees to Emergency Medical Services to Meet Increasing Call Volume and Expansion of Services - Eric Gilmore, Public Safety Department Director

DEPARTMENT: Public Safety - EMS

ITEM TYPE: Budget/Finance Consent

RECOMMENDATION/REQUIRED ACTION:

That the Board take the following action regarding addition of 11 full-time employees to Emergency Medical Services (EMS):

- A. Approve 10 new full-time employee (FTE) Paramedic positions for EMS to increase the number of Paramedics on staff; and
- B. Approve one new FTE position for EMS to add an EMS Logistics Chief position; and
- C. Approve Administrative Budget Amendment #ABA-25099, to allocate \$376,174 from Fund 408 (Emergency Medical Services) Reserves to Fund 408 Personal Services to cover the costs of adding the 11 FTEs to EMS Cost Center 330302 for the remainder of Fiscal Year 2024-2025.

BACKGROUND SUMMARY:

EMS is requesting 10 Paramedic FTEs to meet current call volume and demand, and to prepare for expansion of services due to an increasing population in the County and increasing demand for EMS services.

Emergency Medical Technicians (EMTs) and Paramedics are competitive positions with limited qualified people available to the market for employment. EMS has been on a recruitment campaign to gain employees to mitigate increasing call volumes and improve the quality and timeliness of care provided to citizens and visitors to Escambia County. This has been a very successful endeavor, attracting quality talent to our organization. EMS recently converted 10 Paramedic FTEs to EMT positions in order to extend job offers to qualified EMTs to secure their services for Escambia County. This request will restore the converted Paramedic positions.

EMS is also requesting an FTE addition for a new position - EMS Logistics Chief. This position is necessary for the expansion of the Logistics Division to improve workflow and oversight while increasing our ability to expand EMS operations. The Logistics Division through EMS is responsible for ensuring vehicle readiness, inventory management, deployment of resources to disaster scenes, major incidents, and coordination of the flow of all the background items, which allows EMS to function seamlessly in response to calls and treatment of patients. This role is integral to compliance with Local, State, and Federal Regulations for the ordering, tracking, storage, and accountability of all medical supplies and medications. Additionally, this position will improve inventory management with

the goal of reducing the overall cost of inventory and increasing the efficiency and effectiveness of EMS Logistics.

The financial impact for the remainder of this fiscal year includes regular salaries and fringe benefits projected at \$376,174. The ongoing fiscal impact is estimated at \$1,148,164 annually. There is sufficient Budget in Fund 408 (EMS) Reserves for this addition.

EMS Fund (408) Net Income and financial position as of April 2025 is \$7.7 Million.

FISCAL IMPACT:

The Amendment will increase the revenue and expenditure appropriations of Fund 408 by \$358,761 in Fiscal Year 2025 by a transfer from the Fund 408 Reserves account. The ongoing fiscal impact is estimated at \$1,148,164 annually.

LEGAL CONSIDERATIONS/SIGN-OFF:

N/A

PERSONNEL

Addition of eleven FTE's to include ten Paramedics and one EMS Logistics Chief.

POLICY/REQUIREMENT FOR BOARD ACTION:

Increases and decreases in revenue must be approved by the Board per Florida Statute 129.06 - Execution and Amendment of Budget.

IMPLEMENTATION/COORDINATION:

N/A

ATTACHMENTS:

1. ABA 25-099
-