

## Jen Jenkins

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**To:** Mark Jinks  
**Subject:** RE: Budget Memo referencing Medic Pay Scale

**From:** Megan Ellzy [<mailto:M.Ellzy@afdlocal2141.org>]  
**Sent:** Thursday, April 21, 2016 12:33 PM  
**To:** Steve Mason; Mark Jinks  
**Cc:** Robert Dubé  
**Subject:** Budget Memo referencing Medic Pay Scale

City Manager Jink and HR Director Mason,  
I have already expressed my concerns about the budget memo that was sent to City Council but I wanted to forward my concerns to you.

Our membership is greatly concerned because the numbers are not accurate to what firefighter/medics (dual role providers) in other jurisdictions are being paid. The numbers do not include medic incentives nor does it include additional riding pay dual role providers in other jurisdictions receive. Additionally, it includes the 10% transition pay which I have discussed with you before it's inaccuracies for being used in base pay. For the single role medics they are compared to dual role medics in other jurisdictions and not true comparators.

They also reference the EMS Supervisor position being phased out. So we are going to punish our member who cannot transition to an EMS Captain due to the fact that they cannot go through fire school because their position may eventually be phased out even though they may still work here for another 10 to 15 years? There is an obvious disparity at this rank and it should be addressed.

Based on the numbers City HR has given you a Medic IV is making between \$60,683 and \$105,083 where as a Firefighter IV who does the same job and works the same work week but is just in a different retirement plan is making between \$53,014 and \$91,802. Our members were OK with this disparity before because we had been told that the difference in salary was due to the 5% VRS employees (Medics) received to offset VRS costs and because of the 10% transition pay to make up for the money lost from medics changing from a 42 hour work week to a 56 hour work week. Our medics who took fire school and became a dual role provider to help our department become a dual role provider system were actually losing money each pay check because they were moved to a 56 hour work week. In order to make them whole again the 10% transition pay was added to keep this from happening. Now City HR has stated that the 5% and 10% should be part of the numbers when comparing salary. So in affect Medic IV doing the same job as a Firefighter IV in the same department are making \$7,000 to \$14,000 more than the Firefighter IV's. How is this acceptable?

Furthermore, the Fire Chief is attempting to change our department from a single role provider system to a dual role provider. In this system we will need firefighter/medics to make the system work. Getting this system up and running is largely based on having the single role medics switch over to become dual role providers (Medic IV and EMS Captains). By not including them in this budget cycle you are going to further disincentivize them from switching over.

I would be happy to speak with you in person regarding this or on the phone.

**Megan Ellzy**  
**President**  
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