

CITY OF SEATTLE

RESOLUTION 31831

..title\_\_

A RESOLUTION requesting that the Department of Finance and Administrative Services, [the Seattle Fire Department](#), and the [CityCentral](#) Budget Office [include in the City's negotiate a contract for Basic Life Support Eemergency Sservices that includes provisions that provide to emergency medical technicians \(EMTs\); a prevailing wage and benefits comparable to other emergency workers employed in comparable cities and similar sectors in the City of Seattleguaranteeing wage and benefit standards for emergency medical technicians \(EMTs\); and requesting the departments to provide additional analysis, data, and information. requesting the draft contract be provided to the City Council for approval prior to its execution.](#)

..body

WHEREAS, emergency medical technicians (EMTs) do vital, life-saving work in Seattle every day, assessing, treating, and transporting people in all manner of emergencies, from psychiatric crises to car crashes to strokes; and

WHEREAS, American Medical Response, Inc. (AMR), a nationwide for-profit corporation providing [Basic Life Support and Advanced Life Support](#) ambulance services in 40 states and the District of Columbia, is owned by Kohlberg Kravis Roberts & Co., a global investment firm that reports managing \$176 billion in assets as of March 31, 2018; and

WHEREAS, the 430 EMTs employed by AMR [and serving the City of in](#) Seattle are members of Teamsters Local 763; and

WHEREAS, in 2011, The City of Seattle ("City") entered into a five-year contract, with a two-year extension expiring in 2018, with AMR to provide Basic Life Support ambulance services; and

WHEREAS, the [City's Cityentral](#) Budget Office, under the authority of the Mayor, is reviewing a proposal from AMR for a successor contract to provide Basic Life Support ambulance services beyond 2018; and

1 WHEREAS, the 2011 contract between the City and AMR states: “The combined compensation  
2 and fringe benefit program for field personnel, on-site management and EMS dispatch  
3 personnel should provide a financial benefit to those personnel that is, at least,  
4 substantially equivalent to the average rate of compensation for similar private sector  
5 field personnel in similar sized and cost-of-living areas of the United States”; and

6 WHEREAS, EMTs are employed in various ways by government agencies; for example, some  
7 EMTs are employed directly by the government agency and some are employed by a  
8 third party such as AMR; and

9 WHEREAS, EMTs employed by AMR in Seattle provide Basic Life Support services and have a  
10 wage scale that goes from \$15.54 an hour as the starting wage and progresses, based on  
11 longevity with the company, to a top wage of \$24.96 an hour; and

12 WHEREAS, are paid \$15.54 an hour; the starting wage of \$15.54, according to AMR EMTs, is  
13 28 percent less than the starting pay for EMTs employed by AMR in comparable and  
14 lower cost-of-living cities in Northern California, according to the 2015 collective  
15 bargaining agreement between the United Emergency Medical Services Workers  
16 AFS CME 4911 and AMR (West); and

17 WHEREAS, according to AMR; EMTs, EMTs in Seattle employed by AMR, which is a private  
18 company, in Seattle are paid 34 percent less than EMTs employed by the federal  
19 Veterans Administration in Seattle as determined by the U.S. Department of Labor,  
20 Employment Standards Administration, Wage and Hour Division; and

21 WHEREAS, the EMTs employed by AMR have significantly lower wages and fewer benefits  
22 than Seattle Fire Department firefighters and Medic One paramedics, whom they work  
23 alongside every day; and

1 WHEREAS, some EMTs employed by AMR in Seattle report having a substandard healthcare  
2 plan that forces many workers to forego necessary healthcare; and

3 WHEREAS, a starting wage of \$15.54 an hour, if the individual works full-time, equates to  
4 \$32,323 a year ~~which and may cause an EMT in Seattle to be severely rent-burdened,~~  
5 given that the median rental price of a one-bedroom apartment in Seattle is \$2,000 a  
6 month; and at \$15.54 an hour, a Seattle EMT would have to work 75 hours a week with  
7 no vacations to avoid being cost burdened by the median Seattle apartment (\$1,880 per  
8 month according to *The Seattle Times* on April 10, 2018); and

9 WHEREAS, EMTs in Seattle report that low pay has forced them into debt and financial  
10 precarity, including unstable living conditions, long commutes to work each day, and  
11 even homelessness, along with dependence on food banks and other public assistance to  
12 provide nutrition for their children and themselves; and

13 WHEREAS, EMTs employed by AMR in Seattle report that low pay and inadequate healthcare  
14 have resulted in unacceptably high turnover among their coworkers, ~~putting at risk~~  
15 ~~Seattle residents who depend on continually inexperienced EMTs for life-saving~~  
16 ~~ambulance services;~~ and

17 WHEREAS, the City has a significant interest in the uninterrupted provision of the critical  
18 services provided by EMTs; NOW, THEREFORE,

19 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

20 Section 1. The Seattle City Council requests that the Department of Finance and  
21 Administrative Services (FAS), the Seattle Fire Department (SFD), and the ~~Central City~~ Budget  
22 Office (CBO) ~~include in~~ ~~the negotiate into~~ The City of Seattle's contract for Basic Life Support  
23 Emergency Services provisions that require those that contractors and their subcontractors;

1) pay EMTs in Seattle ~~the prevailing-~~ wage similar to ~~the wage~~ ~~ese-~~ paid to EMTs in ~~comparable~~ cities ~~of comparable size and cost of living and not less than \$25 an hour and 2),~~ ~~with~~ provide ~~mental health and healthcare~~ benefits comparable to ~~the firefighters and~~ other emergency workers employed ~~directly by~~ ~~in similar sectors in~~ ~~T~~the City of Seattle.

Section 2. The Seattle City Council requests that FAS, SFD, and CBO exercise their oversight authority and actively monitor the City’s contract for Basic Life Support Emergency Services, including wages and benefits outlined in Section 1 of this resolution, during the entire contract term for compliance with all terms of the contract.

Section 3. The Seattle City Council requests that the Executive provide the City Council with a draft of the City’s contract with AMR for Basic Life Support emergency services once it has been negotiated. The Seattle City Council requests that the Executive provide the City Council with a draft of the City’s contract with AMR for Basic Life Support emergency services once it has been negotiated, ~~for approval by the City Council prior to its execution.~~

Section 4. The Seattle City Council requests that the FAS, SFD, and CBO require any future City of Seattle contracts for Basic Life Support attempt to retain all qualified employees of previous contracts at similar wages, benefits, and job classifications.

~~Section 5. The Seattle City Council requests that FAS, SFD, and CBO to provide the City Council with:~~

A. data that compares the ~~prevailing-~~prevailing wages and benefits of EMTs providing Basic Life Support services in cities of comparable size and cost of living, as well as the criteria used to determine comparable cities; and

B. information on how EMTs are scheduled and suggested ways to insure EMTs have adequate rest between shifts and advance notice of their scheduled hours; and

1 A.C. a report outlining how the City can promote greater EMT workforce stability  
2 through specific measures including but not limited to increasing average EMT wages in Seattle  
3 to \$25 an hour. existing barriers and costs associated with increasing average EMT wages in  
4 Seattle to \$25.00 per hour.

1 Adopted by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2018,

2 and signed by me in open session in authentication of its adoption this \_\_\_\_\_ day of

3 \_\_\_\_\_, 2018.

4 \_\_\_\_\_

5 President \_\_\_\_\_ of the City Council

6 Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

7 \_\_\_\_\_

8 Monica Martinez Simmons, City Clerk

9 (Seal)