

**RESOLUTION R-2022-27**

**A RESOLUTION AUTHORIZING THE EXECUTION OF AMENDMENT #1 OF AGREEMENT NO. 117 BETWEEN THE CITY OF WHEATON, ILLINOIS AND METRO PARAMEDICS, INC. FOR PARAMEDIC SERVICES AND EMERGENCY MEDICAL SERVICES ("EMS") BILLING SERVICES**

**WHEREAS**, the City of Wheaton, DuPage County, Illinois ("City") and Metro Paramedic Services, Inc. ("Metro") entered into an Agreement dated March 23, 2020, for Paramedic Services and Emergency Medical Services Billing Services Agreement (City Agreement No. 117, hereinafter "Agreement") which provides the City with Paramedic Services and Emergency Medical Services Billing Services for five (5) years; and

**WHEREAS**, the paramedic/EMS personnel industry is currently experiencing difficulties in recruiting and retaining high performing paramedic/EMS personnel due to the effects of the on-going COVID-19 pandemic; and

**WHEREAS**, Metro has undertaken numerous efforts with no increased cost to the City, such as increasing the starting base pay, to recruit paramedics to fill open paramedic positions with the City; and

**WHEREAS**, despite Metro's recruiting efforts, the City continues to have several open paramedic positions; and

**WHEREAS**, based on current market conditions and the availability of paramedic personnel to fill paramedic positions the City and Metro have determined that is for their mutual benefit to enter into this Amendment #1 to Agreement No. 117 to increase the starting base pay for paramedic staffing for the remaining three (3) years of the agreement, effective May 1, 2022, through April 30, 2025; and

**WHEREAS**, the circumstances necessitating the change in the starting base pay for paramedic staffing were not reasonably foreseeable at the time Agreement No. 117 was signed.

**NOW, THEREFORE**, BE IT RESOLVED, by the Mayor and City Council of the City of Wheaton, Illinois, that:

Section 1. The foregoing recitals are incorporated into and made a part of this Resolution as findings of the Mayor and the City Council.

Section 2. The Mayor is authorized to sign, and the City Clerk is hereby directed to attest to Amendment #1 to Agreement No. 117 between the City of Wheaton and Metro Paramedic Services, Inc. at the pricing set forth in the First Amended Fee Proposal Worksheet (Amendment 1 Exhibit 1) and Exhibit 9 Employee Salary and Benefits Package (Amendment 1 Exhibit 2) which is incorporated into Amendment #1 to Agreement No. 117. A copy of that certain City of Wheaton Amendment #1 to Agreement No. 117 is on file with the City Clerk's

office as Exhibit A to this Resolution R-2022-27 and is hereby incorporated into this Resolution as if fully set forth herein.

Section 3. The City Manager is hereby authorized and directed to execute a change order reflecting the change in price for the starting base pay for paramedic staffing consistent with Amendment No. 1 to Agreement No. 117 and the findings made in this resolution.

**ADOPTED** this 4<sup>th</sup> day of April 2022.

ATTEST:

Mayor

  
\_\_\_\_\_  
\_\_\_\_\_

City Clerk

	<u>Roll Call Vote:</u>
Ayes:	Councilwoman Fitch
	Councilwoman Robbins
	Councilman Weller
	Councilman Barbier
	Councilwoman Bray-Parker
	Councilman Brown
	Mayor Suess

Nays:	None
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Absent:	None
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Motion Carried Unanimously



**AMENDMENT #1 OF AGREEMENT NO. 117  
AGREEMENT BETWEEN THE CITY OF WHEATON, ILLINOIS  
AND METRO PARAMEDIC SERVICES, INC. FOR PARAMEDIC SERVICES  
AND EMERGENCY MEDICAL SERVICES ("EMS") BILLING SERVICES AGREEMENT**

This Amendment #1 ("**Amendment #1**") to Agreement No. 117 (the "**Agreement**") is entered into as of this \_\_\_\_\_ day of \_\_\_\_\_ 2022 (the "**Effective Date**") by and between the CITY OF WHEATON, an Illinois municipal corporation ("**City**"), 303 W. Wesley Street, Wheaton, IL 60187, and METRO PARAMEDIC SERVICES, INC. ("**Metro**"), located at 395 W. Lake Street, Elmhurst, Illinois 60126-1407. City and Contractor are at times collectively referred to hereinafter as the "**Parties**" and individually as "**Party**."

**WHEREAS**, the City and Metro entered into Agreement No. 117, executed on March 23, 2020, in which the Contractor agreed to provide Paramedic Services and Emergency Medical Services for the City; and

**WHEREAS**, the paramedic/EMS personnel industry is currently experiencing difficulties in recruiting and retaining high performing paramedic/EMS personnel due to the effects of the on-going COVID-19 pandemic; and

**WHEREAS**, in May and August of 2021, Metro increased the starting base annual pay for paramedic positions with the City to \$53,000 and then to \$60,000 in an attempt to fill open paramedic positions, with no increase in cost to the City; and

**WHEREAS**, Metro has undertaken numerous other efforts to recruit paramedics to fill open paramedic positions with the City; and

**WHEREAS**, despite Metro's recruiting efforts and the current \$60,000 starting base annual pay, the City continues to have several open paramedic positions; and

**WHEREAS**, based on current market conditions and the availability of paramedic/EMS personnel to fill paramedic/EMS positions the City and Metro find it necessary to amend Agreement No. 117 to increase the starting base annual pay for paramedic/EMS positions to provide a competitive wage and attract paramedic/EMS applicants to fill open positions as they arise.

**NOW, THEREFORE**, in consideration of the mutual covenants set forth herein and for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the City and Metro agree as follows:

1. The recitals set forth above, are incorporated as if fully set forth herein and represent the intent of the Parties.
2. All provisions of Agreement No. 117 shall remain in full force and effect, except as modified herein by this Amendment #1.
3. In the event of any conflict or inconsistency between the provisions of this Amendment #1 and Agreement No. 117, the provisions of this Amendment #1 shall in all respects govern and control.

4. As of the Effective Date of this Amendment #1, the City shall pay Metro in accordance with Metro's First Amended Fee Proposal Worksheet dated \_\_\_\_\_, 2022, and the terms and conditions set forth therein, a copy of which is attached hereto and incorporated as if fully set forth herein as **Amendment 1 Exhibit #1.**

5. Exhibit 9, "Employee Salary and Benefits Package" which is attached to Exhibit B, Metro's Response to the City's RFP for Paramedic Services and Emergency Medical Services ("EMS") Billing Services and is incorporated into Agreement No. 117 is hereby amended as set forth in the "First Amended Exhibit 9" a copy of which is attached hereto and incorporated as if fully set forth herein as **Amendment 1 Exhibit #2.**

6. Metro shall pay a wage and other benefits to paramedics providing services under Agreement No. 117 at the wage rates and benefits set forth in **Amendment 1 Exhibit #2.**

IN WITNESS WHEREOF, the Parties hereto have caused this Amendment #1 to be executed by their duly authorized representatives as of the date and year written above.

**CITY:**

City of Wheaton

By: 

City Manager

Date: 4/5/2022

Attest: 

**CONTRACTOR:**

Metro Paramedics, Inc.

By: 

Date: 3/10/2022

Title: Vice President

Attest: 



**AMENDMENT 1 - EXHIBIT #1****FIRST AMENDED  
FEE PROPOSAL WORKSHEET****February 18, 2022****PARAMEDIC STAFFING****Company Name:** Metro Paramedic Services, Inc.

<b><u>Year 1 (May 1, 2020 – April 31, 2021)</u></b>	<b><u>\$1,904,960.53</u></b>	<b>Total Annual Cost Year 1</b>
Monthly Invoice	<u>\$158,746.71</u>	
Hourly Rate per Paramedic	<u>\$34.86</u>	

**For Illustration Purposes Only- Year 1**

Price Per Day per Paramedic	<u>\$836.64</u>
Price Per Day for 19 Paramedics	<u>\$15,896.16</u>

<b><u>Year 2 (May 1, 2021 – April 31, 2022)</u></b>	<b><u>\$1,962,109.35</u></b>	<b>Total Annual Cost Year 2</b>
Monthly Invoice	<u>\$163,509.11</u>	
Hourly Rate per Paramedic	<u>\$35.91</u>	

**For Illustration Purposes Only – Year 2**

Price Per Day per Paramedic	<u>\$861.74</u>
Price Per Day for 19 Paramedics	<u>\$16,373.04</u>

<b><u>Year 3 (May 1, 2022 – April 31, 2023)</u></b>	<b><u>\$2,311,286.15</u></b>	<b>Total Annual Cost Year 3</b>
Monthly Invoice	<u>\$192,607.18</u>	
Hourly Rate per Paramedics	<u>\$42.30</u>	

**For Illustration Purposes Only – Year 3**

Price Per Day per Paramedic	<u>\$1,015.21</u>
Price Per Day for 19 Paramedics	<u>\$19,288.92</u>

<b><u>Year 4 (May 1, 2023 – April 31, 2024)</u></b>	<b><u>\$2,380,624.73</u></b>	<b>Total Annual Cost Year 4</b>
Monthly Invoice	<u>\$198,385.39</u>	
Hourly Rate per Paramedic	<u>\$44.88</u>	

**For Illustration Purposes Only – Year 4**

Price Per Day per Paramedic	<u>\$1,045.66</u>
Price Per Day for 19 Paramedics	<u>\$19,867.59</u>

<b><u>Year 5 (May 1, 2024 – April 31, 2025)</u></b>	<b><u>\$2,452,043.48</u></b>	<b>Total Annual Cost Year 5</b>
Monthly Invoice	<u>\$204,336.96</u>	
Hourly Rate per Paramedic	<u>\$44.88</u>	

**For Illustration Purposes Only – Year 5**

Price Per Day per Paramedic	<u>\$1,077.03</u>
Price Per Day for 19 Paramedics	<u>\$20,463.61</u>

**TOTAL COST OF PARAMEDIC STAFFING FOR 5 YEARS: \$11,011,024.20**

**SPECIAL EVENT STAFFING (PROJECTED 300 HOURS ANNUALLY)**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$45.00</u> Per Occurrence
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$48.00</u> Per Occurrence
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$50.00</u> Per Occurrence
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$54.00</u> Per Occurrence
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$56.50</u> Per Occurrence

**DISASTER SUPPORT SERVICES**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$56.25</u> Per Occurrence
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$60.00</u> Per Occurrence
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$62.50</u> Per Occurrence
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$67.50</u> Per Occurrence
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$70.63</u> Per Occurrence

**EMS BILLING AND COLLECTIONS**

	Fee for Collections
Year 1 (May 1, 2020 - April 30, 2021)	<u>4.00%</u> (% of amount collected)
	Fee for Collections
Year 2 (May 1, 2021 - April 30, 2022)	<u>4.00%</u> (% of amount collected)
	Fee for Collections
Year 3 (May 1, 2022 - April 30, 2023)	<u>4.00%</u> (% of amount collected)
	Fee for Collections
Year 4 (May 1, 2023 - April 30, 2024)	<u>4.00%</u> (% of amount collected)
	Fee for Collections
Year 5 (May 1, 2024 - April 30, 2025)	<u>4.00%</u> (% of amount collected)

**OPTIONS****(1) SURGE AMBULANCE PROGRAM**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$150.00</u> Per Occurrence
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$154.50</u> Per Occurrence
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$159.14</u> Per Occurrence
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$163.91</u> Per Occurrence
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$168.83</u> Per Occurrence

**(2) MEDICAR PROGRAM**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$8,237.27</u> Monthly Cost
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$8,484.38</u> Monthly Cost
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$8,738.91</u> Monthly Cost
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$9,001.08</u> Monthly Cost
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$9,271.11</u> Monthly Cost



**(3) AMBULANCE VEHICLE RENTAL PROGRAM**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$150.00</u> Per Occurrence
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$154.50</u> Per Occurrence
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$159.14</u> Per Occurrence
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$163.91</u> Per Occurrence
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$168.83</u> Per Occurrence

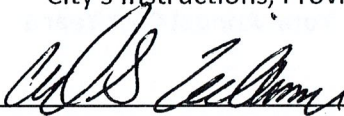
**(4) ONE (1) FULL TIME SOCIAL WORKER**

Year 1 (May 1, 2020 - April 30, 2021)	<u>\$12,897.27</u> Monthly Cost
Year 2 (May 1, 2021 - April 30, 2022)	<u>\$13,284.18</u> Monthly Cost
Year 3 (May 1, 2022 - April 30, 2023)	<u>\$13,682.71</u> Monthly Cost
Year 4 (May 1, 2023 - April 30, 2024)	<u>\$14,093.19</u> Monthly Cost
Year 5 (May 1, 2024 - April 30, 2025)	<u>\$14,515.99</u> Monthly Cost

**(5) ONE (1) FULL TIME EMS MANAGER**

<b>Year 1 (May 1, 2020 - April 30, 2021)</b>	<b><u>\$171,319.17</u> Total Annual Cost Year 1</b>
Monthly Invoice	<u>\$14,276.60</u>
Hourly Rate for EMS Manager	<u>\$82.36</u>
<b>Year 2 (May 1, 2021 - April 30, 2022)</b>	<b><u>\$176,458.74</u> Total Annual Cost Year 2</b>
Monthly Invoice	<u>\$14,704.90</u>
Hourly Rate for EMS Manager	<u>\$84.84</u>
<b>Year 3 (May 1, 2022 - April 30, 2023)</b>	<b><u>\$181,752.50</u> Total Annual Cost Year 3</b>
Monthly Invoice	<u>\$15,146.04</u>
Hourly Rate for EMS Manager	<u>\$87.38</u>
<b>Year 4 (May 1, 2023 - April 30, 2024)</b>	<b><u>\$187,205.08</u> Total Annual Cost Year 4</b>
Monthly Invoice	<u>\$15,600.42</u>
Hourly Rate for EMS Manager	<u>\$90.00</u>
<b>Year 5 (May 1, 2025 - April 30, 2025)</b>	<b><u>\$192,821.23</u> Total Annual Cost Year 5</b>
Monthly Invoice	<u>\$16,068.44</u>
Hourly Rate for EMS Manager	<u>\$92.70</u>

**TOTAL COST OF EMS MANAGER FOR 5 YEARS**      **\$909,556.72**

**INCUMBENT PERSONNEL**Do you plan to utilize some of the City's current paramedic staff? Yes ☒ No ☐**\*If yes, please include your process in the Organizational Capacity section of your submittal.**Bidder has examined copies of all the bidding documents and of the following Addendums  
(receipt of all which is hereby acknowledged)Addendum # 1 Date: 11/22/19 Addendum# \$4.00 Date: 12/4/19Addendum # 2 Date: 11/22/19 Addendum# \_\_\_\_\_ Date: \_\_\_\_\_Addendum # 3 Date: 11/25/19 Addendum# \_\_\_\_\_ Date: \_\_\_\_\_We hereby agree to furnish and deliver the specified item/service to the City of Wheaton in accordance with the  
City's Instructions, Provisions, Specifications and Agreement for the price(s) listed in this Fee Proposal:  
\_\_\_\_\_  
Signature12/2/2019  
\_\_\_\_\_  
DateMichael G Tillman  
\_\_\_\_\_  
Printed NameVice President  
\_\_\_\_\_  
TitleMetro Paramedic Services, Inc  
\_\_\_\_\_  
Company Name395 W Lake St, Elmhurst, IL 60126  
\_\_\_\_\_  
Addressmtillman@metroparamedics.com  
\_\_\_\_\_  
Email



## AMENDMENT 1 - EXHIBIT #2



### Employee Salary and Benefits Package

#### Front-Line Paramedic Firefighter Salary Structure

	Year 3 (5/1/22-4/30/23)		Year 4 (5/1/23-4/30/24)		Year 5 (5/1/24-4/30/25)	
	Annual	Hourly Equivalent	Annual	Hourly Equivalent	Annual	Hourly Equivalent
Starting Wage	\$ 70,021.12	\$ 21.04	\$ 71,771.65	\$ 21.57	\$ 73,565.94	\$ 22.11
Complete 1 Years of Service	\$ 71,771.65	\$ 21.57	\$ 73,565.94	\$ 22.11	\$ 75,405.09	\$ 22.66
Complete 2 Years of Service	\$ 73,565.94	\$ 22.11	\$ 75,405.09	\$ 22.66	\$ 77,290.21	\$ 23.22
Complete 3 Years of Service	\$ 75,405.09	\$ 22.66	\$ 77,290.21	\$ 23.22	\$ 79,222.47	\$ 23.80
Complete 4 Years of Service	\$ 77,290.21	\$ 23.22	\$ 79,222.47	\$ 23.80	\$ 81,203.03	\$ 24.40
Complete 5 Years of Service	\$ 79,222.47	\$ 23.80	\$ 81,203.03	\$ 24.40	\$ 83,233.11	\$ 25.01

#### Salary Structure for Paramedic Firefighter In-Charge

Note: Metro usually operates its contract with a Chain-of-Command type structure, which starts with a front-line Paramedic>Paramedic In-Charge>Field Triage Paramedic>EMS Manager (optional)>Metro's Operation Manager.

Metro's proposal includes additional compensation for the Paramedic-In-Charge (one per shift). The hourly range for the Paramedic-In-Charge is \$26.50 - \$27.05 depending upon qualifications and experience the applicant considered for the position.

#### Salary Structure for Field Triage Paramedic

The starting salary for the Field Triage Paramedic is \$48.08 per hour, with anticipated 3% increases per year thereafter.

#### Salary Structure Wheelchair Van Driver

The starting salary for the optional Wheelchair Van Driver is \$20.00 per hour, with anticipated 3% increases per year thereafter.

**FIRST AMENDED  
EXHIBIT 9**



## AMENDMENT 1 - EXHIBIT #2

### Salary Structure for Social Worker (Clinical)

The starting salary for the optional Social Worker is \$45.00 per hour, with anticipated 3% increases per year thereafter.

### Salary Structure for EMS Manager

The starting salary for the optional EMS Manager is \$50.00 per hour, with anticipated 3% increases per year thereafter.

### Vacation

The Company provides paid vacation time to regular full-time employees.

Entitlement (Policies)	Level	Min	Max	Accrual	Qualifer	Carryover
Vacation Metro Paramedics	Less than 1 year	0	288	Biweekly 0.0193/hour worked Max 1.85 per pay period	FT	All on Jan 1
	1 to 2 years	0	288	Biweekly 0.0385/hour worked Max 3.70 per pay period		
	2 to 10 years	0	288	Biweekly 0.0577/hour worked Max 5.54 per pay period		
	10+ years	0	288	Biweekly 0.0770/hour worked Max 7.39 per pay period		
Vacation Metro Paramedics	0 to 9 years	0	288	Biweekly 0.0577/hour worked Max 5.54 per pay period	FT	All on Jan 1
Grandfathered	9+ years	0	288	Biweekly 0.0770/ hour worked Max 7.39 per pay period		

### Sick

Employees working 24 hour shifts will accrue up to forty-eight (48) hours of sick pay annually.

### Health

Eligible full-time employees are offered the choice of two (2) health insurance plans provided through BlueCross BlueShield of Illinois. Plan descriptions attached.

### Dental

Eligible full-time employees are offered the choice of three (3) dental insurance plans provided through Guardian. Plan descriptions attached.

### Vision

Eligible full-time employees are offered the choice of one (1) vision insurance plan and may select from either the VSP Signature Network or Davis Vision Network. Plan description attached.

## **AMENDMENT 1 - EXHIBIT #2**

### **Life**

The company will provide life insurance to each eligible employee at no cost to the employee. Employees may elect to purchase additional life insurance on themselves, their spouse and/or their child(ren). Plan descriptions attached.

### **Retirement**

Eligible employees may elect to make Traditional and/or Roth 401(k) contributions into our company sponsored 401(k) plan offered through Principal. The company will match \$0.25 per \$1.00 contributed by the employee up to 6%. Plan descriptions attached.