

**EMERGENCY
SERVICES
IMPROVEMENT
REQUESTS**

Budget Comparison Report

Account Number	2023-2024 Total Activity	2024-2025 Total Activity	2025-2026 YTD Activity Through Jun	Comparison 1 Budget		Comparison 1	%	
				Parent Budget		to Parent		
				2025-2026 Budget Director	2026-2027 Budget Director	Budget Increase / (Decrease)		
Fund: 0002 - GENERAL SUPPLEMENTAL								
Function: 1200 - EMERGENCY SERVICES/EMERGENCY SERVICES								
Expense								
0002-41-1200-000-11900	IMPROVEMENT REQUESTS	0.00	0.00	0.00	0.00	20,058.15	20,058.15	0.00%
Budget Detail								
Budget Code	Description	Units	Price	Amount				
Budget Director	2% to 3.5%	0.00	0.00	7,228.18				
Budget Director	Clerk II to Clerk III	0.00	0.00	9,061.30				
Budget Director	EMT Part if 3.5% Raise	0.00	0.00	298.14				
Budget Director	EMT Part Time from 0.20 to 0.25	0.00	0.00	3,470.53				
Total Expense:		0.00	0.00	0.00	0.00	20,058.15	20,058.15	0.00%
Total Function: 1200 - EMERGENCY SERVICES/EMERGENCY SE		0.00	0.00	0.00	0.00	20,058.15	20,058.15	0.00%

Woodbury County Emergency Services

Board Presentation March 17th, 2026

Goal-

To have an additional Paramedic or two on shift as a second crew

To have the additional crew on at what has been determined the busiest time of day.

To have the additional crew on at what has been determined the busiest day of the week.

To get maximum benefit for the number of Paramedics approved.

To bring in and retain professional experienced medics to respond to all emergencies.

A review from January 2025-December 2025:

Busiest Time of the Day-10AM-11AM

The range is busiest from 8AM-Noon and then again at 5PM then downward.

Busiest Day of the Week

Sunday	189
Monday	183
Thursday	181
Wednesday	178
Saturday	178
Friday	172
<u>Tuesday</u>	<u>171</u>
Total	1,252

Shifts Considered

- **Currently-24 hrs. On 48 hrs. Off 232, 216, or 224 hrs. scheduled for 28 days**
- 10 hrs. Monday through Friday 8am-6pm 200 hrs. scheduled for 28 days
- 12 hrs. Monday through Friday 8am-8pm 240 hrs. scheduled for 28 days
- Two days 12 hrs. 8am-8pm Two days Off repeating 168 hrs. scheduled for 28 days
- “Flight rotation” 2 days On, 3 days off, two days on, two days off, three on to equal 168 hrs. scheduled for 28 days “See attached example”

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: Woodbury County Emergency Services is requesting a 1.5% wage increase for staff to include both full-time and part-time employees.

Justification: As Director, I am requesting a 1.5% wage increase **above any cost of living that the Board of Supervisors** may approve within the FY27 budget cycle year. The increase would close the gap that other professional EMS/Fire services are compensating their respective employees.

Financial Impact: \$8,961.72 TOTAL

Regular budget funding: Wage Plan Employees \$224,454.16

Full time EMT and AEMT \$3,300.80 increase

Regular budget funding: Wage Plan Employees Part Time \$49,172.48

Part time EMT and AEMT \$732.12 increase projected (varied hours)

\$4,032.92 COMBINED increase FY27 Regular Budget Wage Plan Employees & Part time

Paramedic budget funding: Wage Plan Employees \$315,710.01

Full time paramedic \$4642.80 increase

Paramedic budget funding: Wage Plan Employees Part time \$19,488.25

Part time paramedic \$286.60 increase projected (varied hours)

\$4,928.80 COMBINED increased FY27 Paramedic Budget Wage Plan Employees & Part time

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
0002-41-1200-000-10003	WAGE PLAN EMPLOYEES	+ \$3,300.80	1.5% INCREASE
0002-41-1200-000-10100	WAGE PLAN EMP. PART TIME	+ \$732.12	1.5% INCREASE
0002-36-1201-000-10003	WAGE PLAN EMPLOYEES	+ \$4642.80	1.5% INCREASE
0002-36-1201-00010100	WAGE PLAN EMP. PART TIME	+ \$286.60	1.5% INCREASE
Total:		+ \$8,961.72	

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: Emergency Services request to reclassify Dawn Zahnley from a Clerk II Grade 5/Step 5 to a Clerk III Grade 5/Step 5.

Justification: The Clerk II position with Emergency Services has expanded from a Clerk II position to include additional administrative duties and responsibilities to support the Director.

A vast majority of duties and responsibilities she handles daily are above Clerk II level in my opinion as director. Dawn maintains her Iowa EMT Certification and has for nearly 25 years, 21 as an employee with Emergency Services and can respond as needed to assist on calls. Her education, certifications in multiple modalities, and years of experience make her an asset to the department. The experience and knowledge skill set helps to maintain required documents such as state EMS inspections and licensing and communication with the following entities: Iowa Department of Public Health, Bureau of Emergency and Trauma Service, Iowa Board of Pharmacy, service Medical Director, Iowa Donor Network, and Iowa Medical Examiner. An additional task assigned is oversight of scheduling training, monitoring patient care documentation and assisting the director with budgets. She ensures deadlines are met for reports, she manages personnel work schedules. At the local level, she serves as the point of contact for the rural fire and EMS services and serves as the secretary of the County EMS association.

Financial Impact:

FY27 Clerk II \$26.17/hr. for FTE .80 (2086 hrs.=1668.8 hrs.) **\$43,672.50** (Wages ONLY)
 (the remaining .20 wages are for FTE (EMT) .20 (of 2764 hrs.) at the hourly rate of \$25.11 2% COLA or \$25.48 3.5%)

FY27 Clerk III \$30.47/hr. for FTE .80 (2086 hrs.-1668.8 hrs.) **\$50,484.34** (Wages ONLY)

The financial impact would be \$6,811.84

FYI..

If moved to FY27 Clerk III \$30.47/hr. for FTE 1.0 (2086 hrs.) \$63,560.42 (Wages Only)

FY27 Clerk II \$26.17/hrs. for FTE .80 (1668.8 hrs) with EMT FTE .20 (2764 hrs.= 552.8 hrs.) 2% COLA \$64,734.14 (Wages Only)

Which is total of 2,221,60 hours per year

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
0002-41-41-1200-000-10007	Organized Employees	\$50,484.34	.80 FTE from Clerk II to Clerk III .20 FTE from EMT PT
	Total:	\$50,484.34	

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: Adjust the Wage Plan EMP Part Time from FTE .20 back to FTE .25

Justification: This request will transition all the Wage Plan EMT Part Time FTE set at .25. Now with one of the EMTs advanced to Paramedic they moved .05 FTEs to the Paramedic Budget to create that FTE. We are asking to have all Wage Plan Part Time all levels be .25 FTE positions.

Financial Impact:

With 2% COLA the financial impact would be \$3,470.53

With 2% COLA and 1.5% proposed increase the financial impact would be \$3,521.56

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
0002-41-1200-000-10100	Wage Plan Emp. PT (2% COLA)	\$17,352.67	
0002-41-1200-000-11000	FICA-CNTY Contribution	\$ 1,075.87	
0002-41-1200-000-11000	FICA-CNTY Contribution	\$ 251.61	
0002-41-1200-000-11100	IPERS	\$ 1,593.84	
	Total:	\$20,273.99	
0002-41-1200-000-10100	Wage Plan Emp. PT (3.5%=2% COLA + 1.5%)	\$17,607.85	
0002-41-1200-000-11000	FICA-CNTY Contribution	\$ 1,091.69	
0002-41-1200-000-11000	FICA-CNTY Contribution	\$ 255.31	
0002-41-1200-000-11100	IPERS	\$ 1,617.28	
	Total:	\$20,572.13	

Budget Comparison Report

Account Number	2023-2024 Total Activity	2024-2025 Total Activity	2025-2026 YTD Activity Through Jun	Parent Budget	Comparison 1 Budget	Comparison 1 to Parent Budget	%	
				2025-2026 Budget Director	2026-2027 Budget Director	Increase / (Decrease)		
Function: 1201 - EMERGENCY SERVICES/EMERGENCY PARAMEDIC SERV.								
Expense								
0002-36-1201-000-11900	IMPROVEMENT REQUESTS	0.00	0.00	0.00	0.00	508,891.03	508,891.03	0.00%
Budget Detail								
Budget Code	Description	Units	Price	Amount				
Budget Director	2% to 3.5% on existing positions	0.00	0.00	6,635.56				
Budget Director	3 FTE Positions additional 1.5%	3.00	1,339.37	4,018.11				
Budget Director	6 part time additional 1.5%	6.00	334.85	2,009.10				
Budget Director	Add 3 FTE EMS Positions	3.00	119,871.18	359,613.54				
Budget Director	Shift 6 part time Paramedic from .05 to .25	6.00	22,769.12	136,614.72				
Total Expense:		0.00	0.00	0.00	0.00	508,891.03	508,891.03	0.00%
Total Function: 1201 - EMERGENCY SERVICES/EMERGENCY P		0.00	0.00	0.00	0.00	508,891.03	508,891.03	0.00%

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: To add 3 FTE EMS operation officer positions. The positions requested would be three (3) paramedics. This request and the re-established paramedic would provide additional staffing to handle increased need for EMS response.

Justification: There is a need to add staff for EMS coverage. Stats show that highest call volume and need for assistance is during the daytime when volunteer members are unavailable. The funding would provide 3 additional paramedics.

Financial Impact: \$359,613.54

Paramedic budget funding: Wage Plan Employees

One (1) Paramedic Operations Officer FTE \$119,871.18 per paramedic

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
	Wage Plan Paramedic		
0002-36-1201-000-10003	WAGE PLAN EMPLOYEES	233,859.27	
0002-36-1201-000-11703	LTD INSURANCE	826.20	
0002-36-1201-000-11701	LIFE INSURANCE	115.20	
0002-36-1201-000-11100	IPERS-CNTY CONTRIBUTION	21,479.97	
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	13,863.15	
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	3,242.19	
0002-36-1201-000-11300	EMPLOYEE HOSPITALIZATION	85,170.24	
0002-36-1201-000-11702	DENTAL INSURANCE	1,057.32	
	Total:	\$359,613.54	

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: Adjust the Paramedic Budget Wage Plan Employees Part time from .05 FTEs to .25 FTEs

Justification: The part time Paramedic FTE hours .05 need to be adjusted to reflect the correct hours for time budgeted. The current calculation used to determine hours and wages for part time paramedics creates a deficiency from the start. This change would create a realistic budget number that anticipates use of benefits earned by employees.

Currently there are three part time EMT/AEMTs calculated at .25 FTEs which are fiscally realistic.

There are six part time Paramedics calculated at .05 FTEs, which is not an accurate representation of the schedule we operate.

Financial Impact:

With 2% Board of Supervisors suggested COLA the financial impact would be \$97,826.77

With 3.5% (2% COLA plus 1.5% requested) the financial impact would be \$99,835.87

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
			<u>6 PT PM @ .25 FTE</u>
0002-36-1200-000-10100	PM Wage Plan Emp. PT	19,488.27	116,929.62
0002-36-1201-000-11100	IPERS-CNTY CONTRIBUTION	1,790.00	10,740.00
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	282.58	1,695.48
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	1,208.27	7,249.62
EACH PART TIME PARAMEDIC AT THE 2% BOARD ADJUST.		\$22,769.12	\$136,614.72
0002-36-1201-000-10100	WAGE PLAN EMP. PART TIME	19,774.87	118,649.22
0002-36-1201-000-11100	IPERS-CNTY CONTRIBUTION	1816.32	10,897.92
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	286.74	1,720.44
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	1226.04	7,356.24
EACH PART TIME PARAMEDIC AT THE 1.5% REQUESTED BEYOND		\$23,103.97	\$138,623.82
Total:			

IMPROVEMENT REQUEST

Department/Division Title: Woodbury County Emergency Services, Drew Baier, Director

Request: Full reinstatement of the full time paramedic position

Justification: Last year as part of the FY26 budgeting process, it was decided to freeze that position for a year after being left unfilled. Woodbury County Emergency Services is requesting full reinstatement of the FTE position and authorizing hiring within the FY27 budget year.

Financial Impact: \$119871.09 for wages and benefits

Budget Account Detail

Account Number:	Description:	Amount:	Explanation:
0002-36-1201-000-10003	WAGE PLAN EMPLOYEES	77,953.09	
0002-36-1201-000-11703	LTD INSURANCE	275.40	
0002-36-1201-000-11701	LIFE INSURANCE	38.40	
0002-36-1201-000-11100	IPERS-CNTY CONTRIBUTION	7,159.99	
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	4,621.05	
0002-36-1201-000-11000	FICA-CNTY CONTRIBUTION	1,080.73	
0002-36-1201-000-11300	EMPLOYEE HOSPITALIZATION	28,390.08	
0002-36-1201-000-11702	DENTAL INSURANCE	352.44	
	Total:	\$119,871.18	