

**CITY OF SEATTLE**

**RESOLUTION \_\_\_\_\_**

..title

A RESOLUTION requesting that the Department of Finance and Administrative Services and the Central Budget Office negotiate a contract for Basic Life Support emergency services that includes provisions guaranteeing wage and benefit standards for emergency medical technicians (EMTs); and 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 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 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 Central 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

WHEREAS, the 2011 contract between the City and AMR states: “The combined compensation and fringe benefit program for field personnel, on-site management and EMS dispatch personnel should provide a financial benefit to those personnel that is, at least,

1 substantially equivalent to the average rate of compensation for similar private sector  
2 field personnel in similar sized and cost-of-living areas of the United States”; and

3 WHEREAS, EMTs employed by AMR in Seattle are paid \$15.54 an hour, 28 percent less than  
4 the starting pay for EMTs employed by AMR in comparable and lower cost-of-living  
5 cities in Northern California, according to the 2015 collective bargaining agreement  
6 between the United Emergency Medical Services Workers AFSME 4911 and AMR  
7 (West); and

8 WHEREAS, EMTs employed by AMR in Seattle are paid 34 percent less than EMTs employed  
9 by the federal Veterans Administration in Seattle as determined by the U.S. Department  
10 of Labor, Employment Standards Administration, Wage and Hour Division; and

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

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

16 WHEREAS, at \$15.54 an hour, a Seattle EMT would have to work 75 hours a week with no  
17 vacations to avoid being cost-burdened by the median Seattle apartment (\$1,880 per  
18 month according to *The Seattle Times* on April 10, 2018); and

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

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

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

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

8 Section 1. The Seattle City Council requests that the Department of Finance and  
9 Administrative Services and the Central Budget Office negotiate into The City of Seattle's  
10 contract for Basic Life Support emergency services provisions that require those contractors and  
11 their subcontractors to pay EMTs in Seattle wages similar to those paid to EMTs in comparable  
12 cities, and not less than \$25 an hour, with benefits comparable to the firefighters and other  
13 emergency workers employed directly by The City of Seattle.

14 Section 2. The Seattle City Council requests that the Executive provide the City Council  
15 with a draft of the contract for Basic Life Support emergency services once it has been  
16 negotiated, for approval by the City Council prior to its execution.

