



**MEETING MINUTES
BOARD OF SUPERVISORS
AD HOC EMERGENCY MEDICAL SERVICES COMMITTEE
COUNTY OF MONO
STATE OF CALIFORNIA**

90 West Granite Ave, June Lake, CA 93529

July 16, 2015

These minutes are meant as a summary only. A copy of the audio file is available in the Clerk's office upon request

1:11 PM Meeting called to Order by Chairman Fesko.

*Present: Chairman Fesko, Lynda Salcido, Dave Robbins, Leslie Chapman, Mike Geary, Frank Frievalt, Bob Rooks, Ralph Lockhart, Rick Mitchell, Rosemary Sachs.
Absent: Dr. Rick Johnson, Fred Stump, Jack Copeland*

*Break: 2:42 p.m.
Reconvene: 2:48 p.m.
Adjourn: 4:02 p.m.*

Pledge of Allegiance led by Chairman Fesko.

1. OPPORTUNITY FOR THE PUBLIC TO ADDRESS THE BOARD

No one spoke.

2. AGENDA ITEMS

A. Meeting Minutes

Departments: Clerk of the Board

Approve minutes of the Regular Meeting held on July 2, 2015.

Rooks moved, Frievalt seconded

Vote: 9 yes; 0 no; Robbins abstained

EMS15-03

B. Review Current Salaries and Benefits

Departments: Clerk of the Board

Information regarding current program costs due to salaries and benefits. Any additional information or attachments will be distributed at the meeting.

Leslie Chapman:

- Her understanding of this item was to review the current salary structure. Within salary line item is 40 work week plus 16 OT, holiday pay is 8% of PERSable income. Uniform allowance and maintenance. OT and comp time. Certification pay is \$600/year for employees to cover their own certifications. Benefits include health coverage; the Jan 1 amount is up 21.6%, plus dental, vision, life insurance, and survivors benefits. Other fringe benefits include Medicare, SDI, unemployment, and retiree health. Also offered is a 401(a) agreement with a \$ county match. Side funding: PERS discovered they weren't saving enough money to pay for all retirees, so the County has to pay side fund plus regular retirement payments.
- The back page is tied to a theoretical person who makes \$20/hour to show how the front page breaks down for this person. Self explanatory.
- The total cost to the County is how we have to look at employees.
- Regularly scheduled OT is subject to PERS, unscheduled is not. We need a pool of reserves. 4 reserve employees were added this week. When a shift needs to be covered, first look to reserve employees then to OT employees.
- Typical salary range is about \$17-24 per hour.

Chairman Fesko:

- When talking about salaries, we need to ask what is the true cost per employee?
- You can try to control OT but in reality you will always have some and how do you budget for it? Looking forward, he's trying not to dwell on that, but look at the whole program overall and make it more efficient.
- The budget is slightly less than last year. Just about the same, with a slight increase in revenues, but additional, uncontrollable costs, such as health insurance and PERS costs. He's trying not to get too caught up in the numbers. Need COUNTY WIDE, FISCALLY SUSTAINABLE, HIGH QUALITY (3 goals).

Frank Frievalt:

- He hears "cut the budget, so cut OT". Benefit costs don't multiply with OT. We need to ask when was it cheaper to exercise OT. With shift work, we can't pick up one person and split them across multiple shifts. We should be using OT as long as it's being used responsibly and if it makes financial sense.

Ralph Lockhart:

- Understanding is that Medics work on a 2x24 hour shift schedule, 4 off, 2 on, 4 off work schedule.

C. EMS Models Workshop

Departments: Clerk of the Board

(Bill VanLente) - Interactive workshop led by Bill Van Lente regarding potential EMS models for Mono County. Any additional information or attachments will be distributed at the meeting.

Bill Van Lente:

- Introduced himself, went over handout. Encouraged committee to think outside the norm. This is a process, we can move forward even without all the information. Has used this process before and it's worked every time. Any one at any time can call for a process check, to see if we should be where we may have ended up in the discussion.
- Basic approach, besides generating ideas, is we want to diverge as many ideas as we can, then synthesize and combine those ideas. Nice to end up with 3 models to give to supervisors, with pros and cons, or we might find a consensus with only 1 model.
- He doesn't want to start with everything we can't do.

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- 1st step is silent writing. Write down things that your best 5 or so ideas for design and model for the program.
- Then reporting of the ideas, clarify the idea to make sure we understand the idea, not debate it.

Frank Frievalt:

- He is assuming his definition of high quality is the same as everyone's. He asked Bill VanLente if the committee would be allowed to come to agreement on working definitions for "County-wide", "Fiscally Sustainable", and "High Quality", prior to the start of the nominal group technique exercise, as these are the three qualifications the committee has repeatedly confirmed as requirements of any EMS system for the County. Mr. VanLente agreed this would be important to do, but suggested that it should be done after this part of the process.

Lynda Salcido:

- Goals include making sure we meet ICEMA standards for response times.

Ideas were presented by committee members and discussed among the committee.

Chairman Fesko:

- Thank you to Bill VanLente and Sue Robbins for volunteering their time.

Next meetings:

8/6 in Lee Vining

8/20 in Lee Vining

9/3

9/17

ADJOURN

ATTEST

TIMOTHY E. FESKO
CHAIRMAN

HELEN NUNN
SR. DEPUTY CLERK OF THE BOARD