

BERKELEY COUNTY EMERGENCY AMBULANCE AUTHORITY

MINUTES

THURSDAY, AUGUST 22, 2019

Members Present

Sandy Hamilton
David Irvin
Mike McGinnis
John Taylor
Doug Copenhaver

Employees Present

Brian Costello
Lois Ilardi
Joy Shreck
Chris Lovelace
Ryan Barry
Chad Winebrenner
Brinton Byers
Carla Robinson
Jenna Mulligan
Andrew Hoffmann
Dustin Paul
Travis Fournier
Tara Bartley
Deb Nichols
Michael Barrett
Tracy Harmison

Visitors Present

Christine Costello

Members Not Present

Bill Polk
Nic Diehl

David Irvin gave the Opening Prayer.

David Irvin led the Pledge of Allegiance.

David Irvin called the meeting to order at 5:00 p.m.

Approval of Agenda

Action Taken

Sandy Hamilton moved to approve the agenda as presented. There was a second to the motion.

Vote: Ayes, Unanimous.
Motion Carried.

Approval of Minutes

Action Taken

Sandy Hamilton moved to approve the Minutes of June 27, 2019 meeting. There was a second to the motion.

Vote: Ayes, Unanimous.
Motion Carried.

PUBLIC COMMENTS

Brian Costello read an email received from Charles Hall in reference to the family health insurance and the BCEAA paying half of the premium for the employee. Mr. Hall believes there are several benefits for the Authority and for the County. 1) Employees can report for duty knowing that there is help for the times that dependents suffer some sort of health issue; 2) the program is effective inducement for recruitment of new employees; and 3) patients receive the undivided attention of the emergency medical personnel delivering care.

EMPLOYEE COMMENTS

There were no comments from the employees.

REPORTS

-President

Irvin had no report at this time.

-EMS Director

-Financials

Costello went over the financials with the board. Costello explained that a lot of expenses are front loaded. Costello explained that the Ambulance Fee revenues are up over last year with the help of adding around 400 new accounts through the Occupancy Permits. Costello and Robinson explained that Direct Billing is \$35,000.00 behind what they were this time last year due to holding bills waiting for customers to pay their fees would explain the decrease in collections.

Copenhaver stepped out of the meeting at 5:11 pm and stepped back in at 5:13 pm.

Costello spoke in reference to doing capital repairs to Stations 98 and 96 for the next fiscal budget year. Costello explained that the office station will attend the ABC Conference in Hershey, PA in mid to late October 2019. Barry spoke in reference to the EMS Competition in November 2019 being held in Las Vegas.

-Field Chief

Winebrenner advised the calls for FY 18-19 were 9713 responses and 6600 transports and for July 2019 were 798 responses and 555 transports. Winebrenner mentioned there are 13 new hires of which 6 are paramedics. Winebrenner informed the board that they had just received the new F150 duty vehicle. Winebrenner spoke in reference to training and retaining paramedics which includes insurance benefits and pay.

COMMITTEES

-Finance Committee – David Irvin

Irvin reported that there were no current meetings.

-Equipment Committee – Brinton Byers

Byers advised that it would be roughly 2 weeks to get the new F-150 equipped and on the road.

-Facilities Acquisition Committee – John Taylor

Irvin advised that the final payment on the building of roughly \$35,000.00 will be sent to the builder. Costello advised that with the help of Bill Polk, there is free government package of Comcast in the new building.

-Ad Hoc Committee on Human Resources- Sandy Hamilton

Hamilton reported that they had not met.

-Grant Writing Committee – EMS Director

Costello advised that there was nothing on the grants at this time.

RESCUE CHIEFS

-Company 30 Hedgesville VFD – Chief Nichols

Chief Nichols was not present.

-Company 50 Back Creek Valley VFD – Lieutenant Randy Lily

Lieutenant Randy Lily was not present.

-County Fire Department – Director Gochenour

Director Gochenour was not present.

UNFINISHED BUSINESS

-Occupation of New 97 Update (EMS Chief)

Costello advised that they are putting cabinets in the charting room that they didn't think about doing before and are picking up a few more chairs in the common area. Costello added the first employee meeting was held in the new building in July. Costello advised a few retirees have visited the site. The board discussed having an open house. Copenhaver advised that the 1st or 3rd Thursday of the month is best for the Council.

-Infrastructure Improvement Updates (Dep. Chief & Director)

NEW BUSINESS

-Exonerations*

There were a total of 9 exoneration requests submitted for approval.

Action Taken

Mike McGinnis moved to authorize the President to recommend to the County Council approval of 9 exonerations in the amount of \$520.00. There was a second to the motion.

Vote: (5) Ayes, Copenhaver recused himself from the vote.

Motion Carried.

-Family Insurance Coverage (Discussion/Action)*

Irvin began by saying that he appreciates the comments that were sent over by his predecessor, Charles Hall. Irvin advised that this came about four months ago when they were making sure that employees were adequately compensated they were looking at the total benefit package and noticed there is a discrepancy when it comes to benefits. Irvin suggested that when an employee takes advantage of family health coverage, they have more benefits than those who don't take this option. McGinnis reached out to Alan Davis and discussed what the Counties plan offers their employees. Irvin asked if the County desired that the Ambulance Authority match what the Council offers. Copenhaver advised that it wasn't correct, they are two different entities. Copenhaver brought up the amount the Ambulance Authority pays for an employee to opt out of the insurance coverage adverse to what the County pays. Costello disagrees with taking the family insurance 50% discount away from the employee and feels it will hurt the retention and

recruitment. There was a discussion in reference to paying 50% for family health insurance. McGinnis wished to speak and began with saying he appreciating Mr. Hall's comments in his email. McGinnis advised that in their committee they discussed what the employee receives to opt out of the insurance vs. taking the insurance coverage. McGinnis added that paying for employee only coverage is the normal in public industry and feels it is very generous. McGinnis felt the County benefit structure reduces compensation equalities. McGinnis believes the Ambulance Authority should adopt the same structure used for the County employees and should start next year and no one should be grandfathered. McGinnis continued by saying adopting the County package would save future boards from having to deal with this issue. Hamilton is conflicted with this issue and is unable to make a decision tonight. Copenhaver advised to the employees that there is no one who worked harder to get them their pay level than Mike McGinnis. Taylor commented that while the Ambulance Authority is financially successful you don't need to cut back, it's when things get tight you make cuts. Irvin recommended that they table the issue, review the County plan and come back next month prepared to vote. Irvin suggested looking into what is needed for recruitment and retention to keep us competitive. Hamilton has a problem with hiring someone and they choose the family health care benefit, and later it is taken away.

Action Taken

Doug Copenhaver moved to table the Family Insurance Coverage until September 2019 meeting. There was a second to the motion.

Vote: Ayes, Unanimous.

Motion Carried.

EXECUTIVE SESSION

Executive Session was not needed.

OPEN COMMENTS

-BCEAA Board of Directors

-Donations to the Sunshine Fund

There was nothing collected for the Sunshine Fund.

ADJOURNMENT

Action Taken

Mike McGinnis moved to adjourn the meeting at 6:30 p.m. There was a second to the motion.

Vote: Ayes, Unanimous.

Motion Carried.

The next meeting of the Berkeley County Emergency Ambulance Authority is scheduled for **Thursday, September 26, 2019 at 5:00 pm** at 400 W. Stephen St, Suite 205, Martinsburg, WV 25401.

Respectfully Submitted and Approved,

Carla Robinson – Business Operations
Manager & Secretary/Treasurer

Date

David Irvin – President

Date