

**Clear Lake Area Ambulance Service**  
**457 3<sup>rd</sup> Av – P.O. Box 215**  
**Clear Lake, Wi**

**Special Meeting of the Board of Directors**  
**Monday August 20<sup>th</sup>, 2018**  
**Special Meeting Minutes**

Meeting called to order by President Larry Reindahl @ 7:30pm.

Members Present: Charlie Barney, Todd Ostberg, Pete Cogbill, Marie Bannink, Mike Stafne, Tim Prusek, Roger LaBlanc, Larry Reindahl, Richard Buhr

Others Present: Adam Vnuk, Jamie Wood, Keri Aquino, Al Bannink, Sara Vnuk

**Discussion of the per capita proposals from the 3<sup>rd</sup> quarter meeting:**

**Increase POC Wages to \$3.00/hr for all hours:** A discussion was held regarding the proposal to increase wages across the board for all EMT's to \$3.00 per hour. Currently for a 24 hour shift that includes 12 hours of week day day-time coverage, EMT's are making an average of \$2.25/hour; \$3/hr during the day and \$1.50/hr during the night. Director Vnuk advised the board that the \$1.50 is the lowest in the entire region and makes recruitment and retention difficult if not impossible. Vnuk had just recently interviewed a potential Advanced EMT who was interested in joining but could not afford the drive here for \$1.50/hr and the possibility of getting a call and declined the position. It was Vnuk's hope that by increasing to \$3/hr across the board, there would be a potential to bring some new people on board who have otherwise turned us down in the past as well as reward current EMT's for the sacrifices they make to ensure schedule coverage.

**Addition of Part Time Employees:** A discussion was held about the possibility of adding Part Time EMT's to the service to supplement the Paid On Call staff during daytime hours. The goal would be to have 1 part time employee on staff Monday through Friday from 6am to 4pm. The second crew position would then be staffed by existing POC staff for a full crew. Risks and benefits were discussed among the board including cost benefit of adding the employees.

**Equipment/Sinkable/Replacement Fund:** A discussion was held about the possibility of adding a dedicated equipment fund for replacement of aging equipment and provide a financially sound footing for the service. The discussion included that the service has had a positive cash flow for the past 4 years; however, due to uncovered depreciation costs around \$27,000, the service was showing an audited loss of \$10,000 to \$17,000 per year. Discussion continued about the benefit/need for such a fund and there was a disparity between municipalities as to how they currently cover depreciation costs.

**Voting on the proposals from the 3<sup>rd</sup> quarter meeting:**

**Increase POC Wages to \$3.00/hr for all hours:** Charley Barney motion to approve the raise to \$3/hr for all hours; Mike Stafne 2<sup>nd</sup> the motion. Voice vote approved.

**Addition of Part Time Employees:** Charley Barney motioned to postpone the discussion of part-time employees for 6 months, seconded by Tim Prusek, Voice vote approved.

**Equipment/Sinkable/Replacement Fund:** Charley Barney motioned to postpone the discussion of an equipment fund for 6 months, seconded by Marie Bannink, voice vote approved

**Records Request Concerns:** Al Bannink brought to the board a concern about a delay in recent records requests/refunds that came through the village office. Director Vnuk provided feedback and information about both instances that were brought up. No further discussion.

**Motion to adjourn** by Richard Buhr, 2<sup>nd</sup> by Charley Barney to adjourn. Approved

Next regular meeting will be Monday October 22<sup>nd</sup> 2018 at the Clear Lake Village Hall.