

Callaway County Ambulance District
Board of Directors
Regular Meeting
October 16, 2007

Members Present

Georgia Ladlie, Mike Groves, Jim Gravemann, and Bryan Albaugh

Members Absent

Kathy Courtright and John Brandt

Others Present

Charles Anderson and Dr. James Stevermer

Approval of Agenda

Jim Gravemann moved the agenda be approved. Mike Groves seconded the motion. Motion carried with all present voting yes.

Approval of Minutes

Jim Gravemann moved the minutes be approved. Mike Groves seconded the motion. Motion carried with all present voting yes.

Medical Director's Report

The Medical Director's Report was presented by Dr. Stevermer. Care appeared appropriate with good documentation. There were no EOC tickets to review.

Financial Report

There were no financial reports due Barbara Niblack's vacation.

FY 2008 Budget

Charles Anderson presented the first draft of the FY 2008 operating and capital budgets.

- Operating budget revenue is \$2,452,798. Operating budget expenses are \$2,416,315.
- Capital budget capital/reserve funds are \$1,240,000. Capital expenses are \$323,000.

There was no action taken on the budget. Members agreed to review the proposal and direct comments and or changes to Charles for incorporation into the budget.

Hiring Incentives for Paramedics

Charles Anderson presented a proposal to offer hiring incentives to any current District employee who refers an applicant who is hired as a full-time paramedic as well as incentives to the newly hired paramedic.

The referring employee would receive a total incentive of \$600.00 to be paid as follows:

- \$100.00 at completion of the new employee's orientation
- \$200.00 at completion of the new employee's 3rd month of service
- \$300.00 at completion of the new employee's 6th month of service

The new employee would receive a total incentive of \$1,400.00 to be paid as follows:

- \$200.00 at completion of orientation
- \$300.00 at completion of the 3rd month of service
- \$300.00 at completion of the 6th month of service
- \$600.00 at completion of the 12th month of service

In addition to the above incentives, Charles Anderson proposed a one-time incentive of \$2,000 for two current employees who are working as EMT-Basics. These employees are close to completing the licensure process, but, since they were not employed at the District during their class, they are ineligible for tuition reimbursement.

The incentive would be paid to these employees as follows:

- \$300.00 upon licensure as a paramedic
- \$400.00 at completion of the 3rd month of service
- \$400.00 at completion of the 6th month of service
- \$900.00 at completion of the 12th month of service

Mike Groves moved to approve the hiring incentives as presented. Jim Gravemann seconded the motion. Motion carried with all present voting yes.

Assistant Director Position Description

Charles Anderson presented the position description for the Assistant Director, Operations position. Jim Gravemann moved to approve the position description. Mike Groves seconded the motion. Motion carried with all present voting yes.

Station 2 Update

Charles Anderson told the members the architect was currently working on the plans for the Station 2 renovation. He anticipates having the plans ready in early 2008. Mike requested Charlie to determine if the District could save any money by placing the order for the modular unit now to lock in the pricing.

Executive Session

Mike Groves moved the board adjourn to closed session for the preparation, including any discussion or work product, on behalf of a public governmental body or its