

**HIGHLAND RESCUE TEAM AMBULANCE DISTRICT
BOARD OF DIRECTORS MEETING MINUTES
Highland Station – 317 South Lookout Mountain Road
January 14, 2013**

THE MEETING WAS CALLED TO ORDER 4:07pm

BOARD MEMBERS PRESENT: Robb Gair presiding, Jim Espy, Wendy Henke, Stephen Carpenter, and Ed Daniels.

OTHERS PRESENT: Chief Jones, Christina Shea, Barbara DeBoer, Jill Ridenhour, Carl Joyce, Dr. Jeff Beckman, Ron Quaife.

MINUTES OF PREVIOUS MEETING were approved as written.

FINANCIAL REPORT: Written report given by Christina Shea. We looked at yearend numbers compared to the 2012 amended budget. Total revenue was above target because of fee revenue. Expenses were below target. HRT ended the year with a positive net change in Fund Balance of 41K.

Ms. Shea asked whether we would like our audit early (before April) or later. The consensus was to schedule the audit early.

Robb Gair- He is very pleased with the financials in regard to budget.

Ed Daniels – We should have a discussion about our target for our Fund balance.

Assistant Chief Wells – We are running right at 6 months of cash, which is what we had targeted.

NEW BUSINESS

Dr. Jeff Beckman is the Medical Director at Exempla EMS/ Pre-Hospital services and is the individual that all the EMS personnel at Highland work under. He also sits on the State emergency trauma board. Robb Gair requested Dr. Beckman tell us how he views his role here.

Dr. Beckman did his residency at Denver Health and has been an emergency Physician for the last 10 years. He has seen a lot of great change at Highland that he attributes to Chief Wells. His role is to practice oversight and allow members to practice under his license. He lives in Genesee and because of this feels an obligation to give back. “Ron Quaife is the heart and soul of our EMS program” remarked Dr. Beckman. They have developed a QA QI program to ensure we are meeting all the benchmarks of EMS. In reviewing the charts, he feels Highland gives excellent care despite our low volume of calls. He feels very privileged to be working with this organization.

Ed Daniels – What do you see looking forward for the next few years for prehospital care?

Dr. Beckman- Medicare will probably be one of the big changes – they are talking about bundling care 3 days before a hospital visit and 3 days after for billing purposes. Also community paramedics doing patient visits in the home instead of a transport to the hospital- more treatment and release scenarios.

Ron Quaife – There is a new level of certification- it is an advanced EMT. He compares it to an intermediate “lite”. He feels we will see the elimination of the Intermediate level within the next 10 years. The big difference is an AEMT can’t interpret an EKG strip.

Assistant Chief Wells – there are a couple of community paramedic programs in the state now. We started a discussion with Lutheran last year about this. The state is waiting to see how these programs will be funded.

Ms. Henke – Since St Anthony’s is closer, can we take patients to Lutheran?

Assistant Chief Wells- we go to where the Patient requests if we can. If the Patient is unstable we go to the closest facility, or if there is no preference we go to the closest facility which is St Anthony's. Ron Quaife- Dr. Beckman is one of the few medical directors that regularly comes out and does some of our trainings.

Robb Gair – “Having Ron Quaife around (21 years) is a great asset for Highland. Thank you Jeff for all that you do. We need to get word out to the community about all these great resources we have. If you need anything from us that you're not getting, please feel free to contact the Board.”

CHIEF'S REPORT- Written report given by Chief Sharon Jones.

December call volume was typical; 22 transports and 38 calls.

We have 20 people who would like to join, 3 of which are paramedics. We will have a February orientation class.

Chief Jones - we look for people that want careers in medicine and we are happy when they leave to pursue that.

Ed Daniels – it is great we offer people a career path, a place they can get experience.

Training date and subjects set for 2013.

Annual party is Feb 8th at Mt Vernon CC, all Board members are invited.

9health Fair is April 13th.

Billing Report written by Jill Ridenhour.

Jill – Medicare is a struggle. They have switched from Trailblazer to A... I don't know what our future holds with them. I spend a lot more time on the phone with the insurance companies than I used to. They pay a bit slower. I have to fight a little harder for our patients to be covered and the insurance companies know better.

Robb Gair- Bad debt seems higher this month.

Ms. Shea – it is 2 months accounted for here.

Ms. Ridenhour – I spend a little longer before sending accounts to collections because the last 2 years times have been tougher for everyone.

OLD BUSINESS

Meeting schedule –

Barb DeBoer- before I file this with Jefferson County, I want to make sure we want to meet on Tuesday, in November because of the Veterans Day holiday.

The Board agreed to the schedule as presented.

Education requirements for Chief – This issue came up because many volunteers here do not have college degrees. They have advanced education skills – paramedics.

Ed Daniels wanted to hear what the team thought about this.

Chief Jones -I have heard back from just 2 people about this. They both feel life experience is just as important as education.

Ms. Henke- what is the education background of the team?

Chief Jones – Probably 70% don't have a bachelor's degree. We have a lot of young people that are just beginning their careers.

Ed Daniels -Sharon are you worried about not having enough candidates for Deputy Chief if we don't change this.

Chief Jones- this is a hard subject because a bachelor's degree goes a long way in preparing someone for Chief.

Ed Daniels- I always think it is a good standard to have. The only thing that would override my opinion is there is a problem with finding a new Chief. It doesn't sound like there's a big demand to change it.

Robb Gair- I am all about building a pool of potential candidates of leaders. I don't want to discourage people putting themselves on a leadership path. Personal characteristics are the real indicator. I would like to open the pool up- I would like to see a degree, but don't want to limit it.

Jim Espy - Most of my management experience was overseas. Some people were put in leadership positions and they did not have degrees - some failed and some rose to the occasion. I do not want to limit members. If there is no chance they will be in that position, they won't want to try. The change will provide a bigger pool to pull from. A degree does add to peoples resume but a degree is not for everyone.

Steve Carpenter - Perhaps some concerns are you will not have any Chief candidates at all. I am a little concerned about this. I would like to see a degree but I don't believe it is necessary.

Ed Daniels- Ray has a PHD, Sharon masters and we have come a long way under their direction. I don't think we can minimize the importance of a college degree. Since the team is not more vocal about it why should we be so concerned about it?

Chief Jones- one of the 2 people that got back to me felt this should be a Board decision.

Ed Daniels - one thing is clear we need to pay a bit more attention to the succession of Chief and what we can do to help possible candidates get ready.

Chief Jones - I need to get you a name in May, maybe we should table it until then and see if it is even is an issue

Robb Gair- I don't want to table it. I would like to change the wording to "Bachelor's degree preferred".

Ed Daniels- What is Ray's position?

Assistant Chief Wells - my position is quite clear. You are asking a lot of someone without a degree. There is a lot to be done when you run a public sector entity. You have got to know how to solve problems. The Chief is not about being a good EMS provider; it is about being a public sector manager.

Chief Jones- I don't think writing preferred will really make a difference.

Robb Gair would like to move that we change the requirement for District Chief to preferred Jim Espy seconded it. Ed Daniels voted no, all others Board Members voted yes.

The meeting was adjourned at 5:27pm
