



Town of Colchester, Connecticut

127 Norwich Avenue, Colchester, Connecticut 06415

Board of Finance
Regular Meeting Minutes
June 6, 2018 @ 7PM
Town Hall Room 1

RECEIVED
COLCHESTER, CT
2018 JUN -8 AM 10:15
Gayle Furman
TOWN CLERK

Members Present: R. Tarlov, R. Lepore, M. Egan, A. Migliaccio, and A. Bisbikos

Members Absent: T. Kane

Others Present: First Selectman A. Shilosky, BOS: R. Coyle, J. Ford, CFO M. Cosgrove, ROV D. Mrowka

1. **CALL TO ORDER** – R. Tarlov called the meeting to order at 7:00 pm.
2. **ADDITIONS TO THE AGENDA** - None
3. **APPROVAL OF MINUTES: May 16 Regular Meeting & May 16 Public Hearing** -
A. Migliaccio MOTIONED to approve the minutes of the May 16th Regular Meeting, SECONDED by M. Egan. R. Lepore ABSTAINED. All other members present voted in favor. MOTION CARRIED. 4/0/1

A. Migliaccio MOTIONED to approve the minutes of the May 16th Public Hearing, SECONDED by M. Egan. R. Lepore ABSTAINED. All other members present voted in favor. MOTION CARRIED. 4/0/1
4. **CORRESPONDENCE** - None
5. **DEPARTMENT REPORTS** – Reviewed at the 2nd meeting of the month
 - a. **Tax Collector**
 - b. **Finance**
6. **FIRST SELECTMAN**
 - a. **Transfer requests** - None
 - b. **First Selectman's report** A. Shilosky reported that the contract for the webpage is going before the BOS at tomorrow's meeting. A/C has been installed in the switch room. That was part of the issue, the room would over heat and there for the switches would also. A transfer has been completed from equipment reserve for computers at the Firehouse.
7. **OLD BUSINESS**
 - a. **OpenGov – Policy Committee update** – R. Lepore reported that the committee has met twice. They have put together some framework and are working on filling that in. She believes a draft will be available by the 1st meeting in August if not sooner. M. Cosgrove stated that she needed to get an approval from BOE that they are on board with sending the information to OpenGov. She is also not sure what report to send to OpenGov and had to contact another town to see what reports were needed for initial mapping of OpenGov.
 - b. **Paramedic Program – status of additional research** – R. Lepore stated she emailed a copy to R. Tarlov of the questions that Laura was able to provide the answers on. Please see attached document. BOS will review and see where to go from here. The money will not be asked for in this year's budget, but 19-20 budget.
8. **NEW BUSINESS**
 - a. **Review of Board of Finance Bylaws – Discussion and Possible Action** – Board members discussed bylaws mostly pertaining to the issues that resulted from the FOI hearings. A. Bisbikos

MOTIONED to approve the attached amendments to the bylaws, SECONDED by R. Lepore. All members voted in favor. MOTION CARRIED. 5/0

9. **LIAISONS' REPORTS** – M. Egan reported the Building Committee is still on schedule with the school project. The Committee does well with making sure change orders are addressed with everyone. A. Migliaccio reported the Police Commission is working on a traffic issue. She also reported that BOS is reviewing the ordinances that have been presented by the Charter Revision committee to review, revise or discard. R. Tarlov reported that YSS is discussing how to recruit new members. The last Community Conversation has a small turn out. YSS feels it's partly due to it being later in the school year. They also want to address paying for janitorial overtime when using the school for a fundraiser. A. Bisbikos reported the EDC stated that WOW is still interested in doing business here in town. Dunkin Donuts has been approved in Westchester and is in progress. Parks & Rec is having a name the 57 Fest contest.

10. **CITIZENS COMMENTS** - None

11. **ADJOURNMENT** – A. Migliaccio MOTIONED to adjourn the meeting at 7:57 pm, SECONDED by M. Egan. All members voted in favor. MOTION CARRIED. 5/0

Respectfully Submitted,

Jeanie Campbell, Clerk

Attachments:

BOF Bylaw Amendments

BOF New Bylaws

Paramedic Question & Answers

Motion by Board of Finance for amendments to Bylaws:

ARTICLE 6. MEETINGS

Section 7. All members participating in the meeting may vote. **MOVE TO NEW SECTION 9:** ~~Board members may participate and vote at the meeting via a speaker phone provided that the means of communication does not hinder the quality of the discussion and that any members of the public attending can clearly hear the discussion.~~ Any vote that results in a tie does not achieve a majority and therefore fails. For matters that require a decision a new motion can be proposed and voted on again until a majority is achieved.

Section 8. **MOVED FROM SECTION 7:** Board members may participate and vote at the meeting via a speaker phone **or other electronic means** provided that the means of communication does not hinder the quality of the discussion and that any members of the public attending can clearly hear the discussion. **NEW:** At the beginning of the meeting, the Chairperson shall identify people attending by phone or other electronic means by first and last name. When there are multiple participants, each shall identify themselves before speaking.

Section 9. NEW: Other than the First Selectman, who by Charter is an ex-officio member of the Board of Finance, members of the Board of Selectmen and the Board of Education attending the Board of Finance meeting in person, by phone or other electronic means are members of the public. As a courtesy to these two Boards, and because they often have information important to this Board's business, at the discretion of the Chairperson, their members will be permitted to comment outside of Citizens Comments. They must be recognized by the Chairperson, and state their name and position, before speaking.

TOWN
OF
COLCHESTER

BOARD OF FINANCE
BYLAWS

Approved: Board of Finance, 06/06/2018
Date

Record of Revisions:

Section	Change	Revision Date
All	Newly Adopted	2/1/2012
Article 5 Section 1	Previously read "At a December Board meeting following a municipal election a Chair and Vice Chair will be elected."	11/20/2013
Article 6 Section 8	Previously read "The dates of Board meetings for the following year shall be set by vote from the members of the Board present at one of the December regular meetings and the forwarded to the Town Clerk prior to year end."	12/4/2013
Article 8 Section 3	Previously read "Liaisons to the Departments, Boards and Commissions overseen by the Board will be assigned by the Chair at a December Board meeting following a municipal election or as necessary following vacancies."	
Article 4 Section 2	Rights and Privileges of the Chair clarified by addition of last sentence	10/21/2015
Article 6 Section 7	Voting of membership clarified including interpretation of votes that result in a tie.	
Article 4 Section 2	add: and shall maintain order	10/5/2016
Article 6 Section 5	<p>Delete: The agenda shall contain a Public Comment section where the public shall have the right to address the Board on matters not otherwise on the agenda. Requests to speak on items on the agenda shall be made to the Chairman. Decisions on such requests shall be made by the Chairman unless objection is raised by any member, in which case, a vote of the Commission shall decide. Add:</p> <p>The Board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during the portion of any Board meetings so designated for such purpose. Citizens' Comments shall be subject to the following guidelines: (1) If deemed necessary, in order to provide time for maximum citizen participation, the Board of Finance may establish a provision at a meeting to limit comments. In such a case, three (3) minutes will be allotted to each speaker at each warned citizen's comments. The Board may decide by a majority vote to extend the 3 minutes of time allotted.</p> <p>(2) Comments will be made, standing, or for those unable to do so, sitting, from where they are seated. Citizens are+B15 not to move to aisles, or to the front of the room, to speak.</p> <p>(3) Speakers may provide written testimony or handouts to the Board, which will become part of the public meeting record.</p> <p>(4) Speakers are only permitted to make presentations to the Board using PowerPoint, overhead projectors, or other electronic/digital programs with the prior approval of the Chairman.</p> <p>(5) All speakers must identify themselves by name and town of residence.</p> <p>(6) The Board will not respond to comments made during Citizens' Comments, with the exception that the Chairperson only may respond if, in the discretion of the Chairperson, such comments require an immediate response.</p> <p>At some meetings, such as budget workshops, the Board at their discretion may add periods for Public Discussion. Citizens' Comments Guidelines with the exception of item (6) above will be followed.</p>	

Article 6 Section 7	<p>Move to new Section 8: Board members may participate and vote at the meeting via a speaker phone provided that the means of communication does not hinder the quality of the discussion and that any members of the public attending can clearly hear the discussion.</p>	
Article 6 Section 8	<p>Moved From Section 7: Board members may participate and vote at the meeting via a speaker phone or other electronic means provided that the means of communication does not hinder the quality of the discussion and that any members of the public attending can clearly hear the discussion.</p> <p>NEW: At the beginning of the meeting, the Chairperson shall identify people attending by phone or other electronic means by first and last name. When there are multiple participants, each shall identify themselves before speaking.</p>	
Article 6 Section 9	<p>NEW: Other than the First Selectman, who by Charter is an ex-officio member of the Board of Finance, members of the Board of Selectmen and the Board of Education attending the Board of Finance meeting in person, by phone or other electronic means are members of the public. As a courtesy to these two Boards, and because they often have information important to this Board's business, at the discretion of the Chairperson, their members will be permitted to comment outside of Citizens Comments. They must be recognized by the Chairperson, and state their name and position, before speaking.</p>	6/6/2018
Article 6 Section 10	<p>Previous Section 8 is now Section 10</p>	

ARTICLE 1. NAME, PURPOSE AND AUTHORIZATION

Section 1. The name of the board shall be the 'Board of Finance of the Town of Colchester' (hereinafter referred to as the Board).

Section 2. The Board shall be responsible for developing and presenting to the Town voters the budgets for all Town departments and the overall Town government and shall have all of the powers and perform all of the duties conferred or imposed upon boards of finance by the General Statutes and Town of Colchester Charter § C-601C.

ARTICLE 2. OFFICE OF THE BOARD

Section 1. The office of the Board shall be at the Colchester Town Hall where Board records will be maintained. Copies of all official documents, records, and similar items will be filed or recorded with the Office of the Town Clerk.

Section 2. All correspondence shall be addressed to the Board of Finance, 127 Norwich Avenue, Colchester, CT 06415.

Section 3. Copies of all agendas, minutes and resolutions of the Commission shall be filed with the Office of the Town Clerk.

ARTICLE 3. MEMBERSHIP

Section 1. The Board shall consist of six (6) members elected in accordance with the provisions of the General Statutes and the Town of Colchester Charter § C-202, § C-203, § C601.

Section 2. All members of the Board shall participate fully in Board meetings and activities and shall have such duties as may from time to time be assigned by the Board.

Section 3. Resignation from the Board shall be in written form and transmitted to the Town Clerk who shall promptly forward same to the Board of Finance.

Section 4 The Board shall fill vacancies in accordance with Town of Colchester Charter § C601D.

ARTICLE 4. OFFICERS AND THEIR DUTIES

Section 1. The officers of the Board shall consist of a Chair, and a Vice Chair.

Section 2. The Chair shall preside at all meetings and hearings of the Board and shall maintain order and have the duties normally conferred by parliamentary usage on such officers. The Chair shall have the authority to appoint committees, call special meetings, and generally perform other duties as may be prescribed in these By-Laws. The Chair has the same basic rights and privileges as all other members, including the right to make motions, to speak in debate, and to vote on all motions.

Section 3. The Vice Chair shall act for the Chair in his absence and have the authority to perform the duties prescribed by that office.

Section 4. All correspondence addressed to the Board shall be presented by the Chairman to the Board at its first meeting held after such mail has been delivered. All mail shall be deemed "received" when so presented.

ARTICLE 5. ELECTION OF OFFICERS

Section 1. At the first meeting subsequent to the second Monday after a Municipal election a Chair and Vice Chair will be elected.

Section 2. Nominations shall be made from the Board membership in attendance and elections of the officers specified in Section 1 of Article 5 shall follow immediately thereafter.

Section 3. A candidate receiving a majority vote from the members of the Board present shall be declared elected and shall serve for two (2) years.

Section 4. Vacancies in offices shall be filled by vote of the Board following the procedures in Sections 2 and 3. The newly elected officer shall serve the unexpired term of the member he has replaced, or until his successor shall take office.

Section 5. An officer can be removed from their position, without cause or by a vote of four members of the Board.

ARTICLE 6. MEETINGS

Section 1. Regular meetings will be held at 7:00 p.m. on the first and third Wednesday of every month, except when the Town Hall is closed due to public holiday or some other reason. In the event of such a scheduling conflict, an alternative meeting date may be scheduled by the Board. All meetings of the Board are open to the public as required by the Connecticut General Statutes.

Section 2. Special meetings shall be called as necessary by the Chair. Notice of such meeting shall be posted in the Office of the Town Clerk in accordance with State Statutes.

Section 3. At all meetings of the board four members shall constitute a quorum and the concurrence of three votes shall be necessary for the transaction of business.

Section 4. Robert's Rules of Order, shall govern the proceedings at the meetings of this Board except as modified by State and Federal Statutes and the Ordinances and Charter of the Town of Colchester or by these By-Laws.

Section 5. While meetings are open to the public they are not public hearings. The Board may permit any individual or group to address the Board concerning any subject that lies within its jurisdiction during the portion of any Board meetings so designated for such purpose. Citizens' Comments shall be subject to the following guidelines:

- (1) If deemed necessary, in order to provide time for maximum citizen participation, the Board of Finance may establish a provision at a meeting to limit comments. In such a case, three (3) minutes will be allotted to each speaker at each warned citizen's comments. The Board may decide by a majority vote to extend the 3 minutes of time allotted.
- (2) Comments will be made, standing, or for those unable to do so, sitting, from where they are seated. Citizens are not to move to aisles, or to the front of the room, to speak.

- (3) Speakers may provide written testimony or handouts to the Board, which will become part of the public meeting record.
- (4) Speakers are only permitted to make presentations to the Board using PowerPoint, overhead projectors, or other electronic/digital programs with the prior approval of the Chairman.
- (5) All speakers must identify themselves by name and town of residence.
- (6) The Board will not respond to comments made during Citizens' Comments, with the exception that the Chairperson only may respond if, in the discretion of the Chairperson, such comments require an immediate response.

At some meetings, such as budget workshops, the Board at their discretion may add periods for Public Discussion. Citizens' Comments Guidelines with the exception of item (6) above will be followed.

Section 6. At a meeting the Board may vote to go into Executive Session only for those purposes identified in the Freedom of Information Act. The minutes must record the times at which an Executive Session begins and ends.

Section 7. All members participating in the meeting may vote. Any vote that results in a tie does not achieve a majority and therefore fails. For matters that require a decision a new motion can be proposed and voted on again until a majority is achieved.

Section 8. Board members may participate and vote at the meeting via a speaker phone or other electronic means provided that the means of communication does not hinder the quality of the discussion and that any members of the public attending can clearly hear the discussion. At the beginning of the meeting, the Chairperson shall identify people attending by phone or other electronic means by first and last name. When there are multiple participants, each shall identify themselves before speaking.

Section 9. Other than the First Selectman, who by Charter is an ex-officio member of the Board of Finance, members of the Board of Selectmen and the Board of Education attending the Board of Finance meeting in person, by phone or other electronic means are members of the public. As a courtesy to these two Boards, and because they often have information important to this Board's business, at the discretion of the Chairperson, their members will be permitted to comment outside of Citizens Comments. They must be recognized by the Chairperson and state their name and position before speaking.

Section 10. The dates of Board meetings for the following year shall be set by vote from the members of the Board present at one of the November regular meetings and the forwarded to the Town Clerk prior to year end.

ARTICLE 7. ORDER OF BUSINESS

Section 1. Unless otherwise determined by the Chair, the order of business at regular meetings shall be:

1. CALL TO ORDER
2. APPROVAL OF PREVIOUS MEETING MINUTES
3. CITIZENS COMMENTS
4. ADDITIONS TO THE AGENDA
5. DEPARTMENT REPORTS
6. FIRST SELECTMAN'S REPORT

- 7. CORRESPONDENCE
- 8. LIAISON REPORT
- 9. OLD BUSINESS
- 10. NEW BUSINESS
- 11. CITIZENS COMMENTS
- 12. ADJOURNMENT

Section 2. The order of business for work and special meetings will be determined by the Chair.

ARTICLE 8. COMMITTEES/ LIAISON ASSIGNMENTS

Section 1. Membership on committees shall be appointed "ad-hoc".

Section 2. Special Committees may be appointed by the Chair for purposes and terms, which the Board approves.

Section 3. Liaisons to the Departments, Boards and Commissions overseen by the Board will be assigned by the Chair at the first meeting subsequent to the second Monday after a Municipal election or as necessary following vacancies.

ARTICLE 9 CODE OF CONDUCT

Section 1. Each member of the Board must disqualify himself: from discussion or acting on an issue by which he will derive a direct or indirect gain or suffer a direct or indirect loss.

Section 2. No member can appear before the Board representing himself or another party .

ARTICLE 10. AMENDMENTS

Section 1. These By-Laws shall be reviewed at a December Board meeting following a municipal election.

Section 2. These By-Laws may be amended by a majority vote of the seated Board.

ARTICLE 11. ADOPTION

These By-Laws shall be adopted by vote of the Board and shall become effective on the date adopted.

Adopted:

Robert J Tarlov
Chairman Robert Tarlov

06/06/2018
Dated

Joint Board Meeting Questions
Paramedic Presentation
04-18-2018

1. Are there standards to when a paramedic would be used and to bill for services?

Paramedics are automatically dispatched to certain high acuity calls such as difficulty breathing and chest pain. Paramedics can also be requested by crews on scene of other calls that require a higher level of care which may not have been apparent at the time of the 911 call or if the crews are unable to handle the call at the basic level as in the case of a patient who worsens during transport. There are several distinct levels of paramedic service during transport as well as a paramedic assessment for calls that are downgraded by the paramedic on scene to a basic level of care. These levels and their corresponding billing rates are set by the State of Connecticut.

2. Of the 30% of transports what % used and actual paramedic?

Looks like almost 23% were transported with a medic. Of the remaining 7% some would have used a paramedic to do an ALS assessment. Other calls would have been BLS downgrades, missed intercepts or medic not available calls. Do not currently have the ability to break those figures down.

3. Is 8 minutes standard to a set service or all services?

All Services

4. How often do the supplies need to be replenished and for how much money?

As supplies are used or become expired is how often they would need to be replaced and \$20,000/year has been allocated to supplies/equipment.

All medications and many supplies expire and need to be replaced as this occurs.

5. Does the \$100,000 include a buildout for the Firehouse to house the Paramedic program?

Currently there is no plan to build out. Included in the money are things such as narcotic boxes and locked security that would be needed.

The current plan was developed to minimize budget impact and involves working within the existing infrastructure. Would be delighted to put together a “State of the Art” proposal to include building expansion and renovation and training classrooms, etc if desired.

6. Would a new ambulance need to be purchased or would an old one be used?

The old ambulances would be used, and would need to be equipped. There is interest in purchasing a “fly car.”

The existing ambulances (along with their corresponding replacement scheme) would be utilized. Both would need to be retrofitted with additional equipment and supplies in order to meet state standards for a paramedic level vehicle. These costs have been factored in to the expense estimates already provided.

There is interest in purchasing a paramedic intercept vehicle which would give the paramedic the ability to return to service from calls that do not require paramedic level and to potentially be available as an intercept medic to surrounding towns on a mutual aid basis.

7. What is the difference between minimal and acceptable as well as acceptable and optimal?

Extra hours between minimal & acceptable

Acceptable & Optimal is a position and response car/equipment

Minimal includes half time paid hours for the EMS Chief with the expectation that the other half continues to be volunteered.

Acceptable includes full time hours for the EMS Chief.

Optimal includes the purchase of a paramedic intercept vehicle and replaces a FF/EMT position that had been converted to paramedic level.

8. What is included in the \$371,238 estimated expense?

Breakdown is included in the Paramedic Program Estimated Expenses-Detail.

9. Do the different levels affect revenue?

No-revenue is the same

Implementation of the Optimal proposal has the potential to positively impact revenue stream. The purchase of the paramedic intercept vehicle will allow the medic to be able to respond to more calls more quickly and possibly be available on a mutual aid basis to other towns.

10. Is this an annual expense?

Startup expenses are a one-time outlay. The initial purchase of a paramedic intercept vehicle would not be an annual expense. All other expenses are anticipated to be annual expense. Note: Set aside replacement costs for the paramedic vehicle have been factored into the proposed annual expenses.

11. When we use a Norwich or Middlesex paramedic who bills for services?

Depends on the insurance

12. Is the cost for the mutual aid agreement included in the annual cost?

No-they get the billing for the patient

When another services comes in to transport our patient and/or provide paramedic level services to our patient, the mutual aid provider receives the revenue stream from that patient.

Typically this is not a direct cost. They get the billing for the patient so we lose the potential revenue from that patient. There are providers who would be willing to negotiate a mutual aid contract that requires us to pay directly for their service. We have not sought this type of agreement.

13. If we have the same revenue on 3 options, what do we gain?

Revenue projections were conservative. They could change, especially with the “fly car” being able to take the paramedic to another location.

Gaining a full time EMS Chief position is a major gain. It is currently a Full Time “volunteer” position.

Replacing the FF/EMT position will keep that level of staffing at its current level which is already minimal.

Obtaining a paramedic intercept vehicle

Important to keep in mind that we actually gain is an increased level of emergency medical service for everyone who lives in or passes through Colchester. It is a bonus that we can anticipate being able to cover our expenses with the program.

14. Do paramedics automatically go out?

Paramedics are sent out based on a set of questions asked by the 911 operator. If they respond and a patient is not in need, with the “fly car” the paramedic can go to another call.

15. Is it your assumption that the revenue will outweigh the expenses at some point?

Yes

Definitely. Other programs have done it with early success. Too many variables at play to be able to commit to something that cannot be guaranteed. The expectation is that revenue would outweigh expenses within the first three years.

16. Can you clarify the hire FT FF/EMT and replace FF/EMT?

There would be a need to create a position which would be bumped up from a FF/EMT therefor needing to replace where the bump came from.

17. Can you provide a staffing pattern on how the 24/7/365 will be met?

The proposal includes sufficient hours to cover 24/7/365 however specific implementation will be influenced by a number of factors that are difficult to determine at this time. One possible implementation would be:

A shift paramedic: 0700 Mon – 0700 Tues; 0700 Thurs – 0700 Fri

B shift paramedic: 0700 Tues – 0700 Weds; 0700 Fri – 0700 Sat

C shift paramedic: 0700 Weds – 0700 Thurs; 0700 Sun – 0700 Mon

Per Diem paramedic: 0700 Sat – 0700 Sun

18. How many new Employees will be needed to achieve the 24/7 schedule?

1 FT staff member is a minimum, 2 would be better with 88 hours of per diem coverage. Which would be the equivalent of 4 employees? More like 5 to make it really work well.

Difficult to determine the break between full time employees and per diem staff until we can actually start recruiting. Most paramedics work multiple jobs and may not be available for a full time commitment. However, there are a number of highly skilled paramedics with other jobs who may be interested in picking up a regular shift in Colchester on a per diem basis. There is also the potential for union interest in these happenings that may influence how positions are filled.

19. Can you investigate another town for the problems, experiences and input they have?

KB Ambulance is a fairly recent regional startup. They have been “wildly” successful. (Their words.) They began making money and were able to cover expenses the very first year. They did however run into some difficulties with a local commercial ambulance from whom they were recruiting staff. They recommend reinvesting heavily into equipment and training in order to keep staff interested and engaged (employee retention) and to further expand services. They say it has been a fairly smooth process for them.

20. What is the vacancy rate across the State?

This is not something that is currently tracked by the State.

21. Can you really choose the minimal option and be successful?

Yes, you lose potential however

22. Would the car would with the Acceptable option?

Yes

Purchase of the paramedic intercept vehicle could work with any of the levels of implementation. Estimated outlay is \$75k for a used vehicle with necessary supplies. Also requires set-aside replacement costs currently estimated at \$11,786 annually.

23. Can you provide data from a comparable town for the past 3-5 years?

Madison EMS: 2013 population -18814, non-profit, 1800 calls, 1400 transports

The Madison Emergency Medical Services went live with their paramedic program in 2011. They already held the PSA for R5 services for their town. Initially they contracted with Middlesex Paramedics to provide the paramedic using Madison supplies, trucks and equipment using a 2 EMTs in an ambulance and the Middlesex paramedic in a fly car. They ran only the fly car at night. He says they very quickly discovered that they could provide the more service to their community for the same price by doing it themselves. They now operate 2 ALS ambulances 24 / 7 /365.

They use three funding streams to support the service. The town provides the ambulances and the building along with \$555k annually for running the program. Madison Emergency Services retains the billing stream and donations received (approx. 10% of budget). He says they require all of those to be able to run the program and have needed up to \$75k some years to make up shortfall.

The have 14 Full Time positions including the EMS Director and Deputy Director. There are 6 Full Time paramedics and 6 Full Time EMTs. The rest of their staff of 40 is comprised of Part Time paramedics and EMTs. There are no volunteer positions.

As far as hurdles, Director Chris Bernier says they have difficulty retaining personnel as they tend to want to move on to fire/medic positions. Madison EMS is Ambulance only, no Fire.

24. Can we look into housing a program here with a paramedic from somewhere else?

Middlesex Medics are interested in theory but don't have available staffing and would need to hire based on our specific needs. Their Director is willing to pursue this but requires Executive Board approval before he can cost this out as he needs **“ to propose it to our executive staff for approval since it would be a considerable amount of hours above our current staffing levels.”**

I have not pushed him on this because it will require considerable time and effort on his part to pull this together on this and I am not clear that this is the path we want to pursue. Don't want to burn our resources and goodwill on this unless we are committed to actually moving in this direction.

A staffing agency in theory indicated they would provide a paramedic for \$38 per hour. However, they would also need to hire more staff as they do not currently have the number of paramedics available to meet our needs.

There are commercial agencies who could be willing to run the paramedic program for a year at low or no cost. However, these “free” periods are typically followed by exorbitantly expensive program costs once the towns native resources have moved on to other agencies. More than one town has lost its program in this way.

Also remember that when you bring in a paramedic from somewhere else, the providing entity of necessity charges an up-fee beyond what they are paying the paramedic. At least in theory we should be able to do this at lesser expense ourselves.