



JEFFERSON COUNTY EMERGENCY SERVICES AGENCY

419 Sixteenth Avenue
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Minutes
March 8, 2017

On March 8, 2017 the JCESA Board held a special meeting to discuss the proposed budget and the motion made during the February meeting to conduct a class and compensation study. This meeting was held at 7:00p.m. in the JCESA Operations Center, located at 419 Sixteenth Avenue, Ranson West Virginia 25438. Board Members present: Chairman Chris Conroy, Vice Chair Jane Tabb, Treasurer Andrew Arnold, Member Jason Turner, and Member Steve Sowers.

Prosecuting Attorney Nathan Cochran was also present.

Roll Call

Call to Order

Items for the Board Meeting:

1. **Class and comp study.** A discussion took place reference the following: We are the only hybrid system in WV. There is nothing in the way of class and comp to compare us to in WV. In addition, we are paying people the exact same (hourly) and expecting more out of them (suppression duties). Typically there is different compensation if someone is a fire fighter EMT/ heavy apparatus driver. Also, most places have professional development road maps that clearly give the employee the expectations that will help them to be successful in their career advancement. And.....it's not all about money. What are employees truly attracted to? What will retain them? The answer isn't always money. People want to feel appreciated and that they are making a difference. Plus, being a little Agency that has been growing.....are there pay disparities that equate to risk and liability? Do we need an adjustment of some salaries? What do we do about part time dual role compensation? Does fringe effect the adjustment for part timers? If so how much? Should we hire more casual labor? Clearly we have been experiencing a retention problem. Each time you on board it cost approximately 7500 per employee (sometimes higher, sometimes lower). We spent 67,000k in on boarding expenses this past year alone. Not all of the recommendations the consultant should make will cost money. Those that do will include implementation time. It all must be comparable to Fire EMS salaries in WV and the surrounding area of the eastern panhandle. We don't want the Volunteers training drivers and losing drivers the next year.



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This study will pay for itself in one year if we retain 3 employees that are on the fence reference pay or any other issue we can capture and mitigate! After careful discussion, it was agreed upon to continue with the study because the benefits the study will bring to the Agency are clear and concise. Further, Nathan Cochran stated that the study will hold up in court and bring benefits to the Agency in the future as they continue to grow.

2. **Capital Budget items for fiscal year 2018:** How do we obtain a chase car for the one that is currently in deplorable condition? More discussion to follow.....
3. **Staffing considerations:** We discussed getting the failure/scratch data for the ambulances to the volunteer leadership to verify. We are seeing a trend of 15% or so a month of the ambulances meeting scratch time. This is the data we need to report to the Commission every month and we want to make sure it is accurate. There was some discussion on NFRIS data and how it is reported. Chairman Conroy asked the Director to verify with the Fire Marshals Office of how fire loss is captured and is there a possibility that there is duplication of those reporting figures. A brief discussion occurred about researching data to verify the effectiveness of staffing and deployment of JCESA staff. The Operations Committee of the Board will be assisting Director Pouget with this task.

Public Comment (Limit 5 minutes per person)
none

Board Member Comments
none

Adjournment
Chairman Conroy made a motion to adjourn the meeting. The motion was seconded by Treasurer Andrew Arnold. The motion passed 5-0.

Members of the public are invited to attend the meeting. The JCESA Operations Center is handicapped accessible. Members of the public having any questions about the meeting may contact JCESA at 304-728-3287 during normal business hours.