

TIDEWATER EMERGENCY MEDICAL SERVICES COUNCIL, INC.

Executive Committee

MINUTES

March 16, 2012 - March 28, 2012 via email

Attendance/Responses provided by:

Stewart Martin, Chair

Bruce Edwards

Dan Fermil

Jim Hoffler

1. Consider increase to salary supplement for declined full time employee health insurance – Mr. Chandler described the existing council personnel policy related to a salary supplement provided by the council to full time employees who decline council-provided health insurance coverage. The amount of the supplement has not changed in ten years. (See attached email). By majority indication by email and with no objections, the committee approved an increase to the salary supplement provided to full time employees who decline council-provided health insurance from \$2,200 to \$4,000 annually.
2. Other - none
3. Adjourn - documentation of the email string ended on March 28, 2012.

Minutes prepared by Jim Chandler

From: Jim Chandler

Sent: Friday, March 16, 2012 5:10 PM

To: 'Bruce Edwards'; 'Dan Norville'; 'Dominador Fermil'; 'Genemarie McGee'; 'John Hoffler'; 'Kent Weber'; 'Stewart W. Martin, MD'

Subject: TEMS Executive Committee feedback needed

TEMS Executive Committee – we have a current policy of providing full time employees with health insurance (full cost for employee coverage for an HMO or a high-deductible PPO combined with a Health Savings Account). For a full time employee who has coverage from another source, and declines council-provided health insurance, we offset the declined benefit with a salary supplement of \$2100 annually (essentially a taxable salary increase), divided and paid in each pay period. This amount was previously approved – many years ago – by the Executive Committee. After taxes the benefit is actually less than \$2100 depending on the employee's tax bracket. We currently have one employee with a salary supplement related to this. There is a possibility of another one coming soon.

In evaluating the cost of coverage, as it has risen over the years, I believe that supplement needs to increase. I'm not suggesting to totally offset the entire equivalent cost of coverage, but to provide a somewhat fairer incentive for a person to opt out of council coverage which yields an overall saving to us.

The average per person health premium paid by us for our nine employees currently covered is \$8082 annually. Our least expensive premium, for the youngest, healthiest person is \$5324 annually.

I propose increasing our declined health benefit salary supplement to \$4000 annually, representing about half of the current average cost for us to pay for coverage, and still substantially less than the least expensive premium.

Feel free to discuss this among yourselves (reply to all), ask questions or just give me a yes or no indication. Thank you. Jim

Responses:

Martin, 3/27/12:

Hi Jim,

This is acceptable to me...I guess costs are always rising.

-Stewart

Fermil, 3/27/12:

Jim,

I'm sorry...I thought I had responded. My response is "Yes".

Dan Fermil

Hoffler, 3/28/12 :

Fine with me. Thanks Jim

Edwards, 3/28/12:

I'm okay with it.

Bruce W. Edwards, MPA, NREMT-P