

Beaver Island Emergency Services Compensation Recommendation

Beaver Island Emergency Services Authority

For Adoption at June 25, 2020 Meeting

Basic Structure of BIEMS:

Emergency medical services are provided by the Beaver Island Emergency Services Authority ("BIESA") d/b/a Beaver Island Emergency Medical Services (BIEMS"). The BIESA is organized as a joint emergency services authority under the provisions of Public Act 57 of 1988. The ESA was formed pursuant to an Intergovernmental Agreement entered into by Peaine Township and St. James Township (the "Townships"). The BIESA is managed by a 5-member board of directors composed of appointees from the Townships (St. James and Peaine) on Beaver Island.

Beaver Island EMS operates out of the St James Township Governmental Center located at 37304 Kings Highway. BIEMS operates at the Advanced Life Support (ALS) level, as licensed by the Michigan Department of Health and Human Services. State Law requires that ALS services schedule a Paramedic and EMT at all times; BIEMS desires to also have an MFR scheduled at all times. In addition to traditional ambulance services, the BIESA operates a medical air evacuation service in conjunction with Island Airways to transport patients to mainland health care facilities.

Preferred Staffing

To best meet the needs of this remote island community, the following staffing scenario is considered necessary and budgeting should be focused on maintaining these minimum standards.

Paramedics	2 full-time and one part-time
EMTs	4 – 8 part-time
MRFs	3 – 5 part-time

Executive Director/Paramedic: Responsible for overall supervision and management of BIEMS and acts as primary paramedic.

Assistant Director/Paramedic: Assists the Executive Director as requested and acts as primary paramedic.

Part-time Paramedic: Fills in as needed when other paramedics not available

Emergency Medical Technician: Assists paramedics when responding to emergency calls.

Medical First Responder: Assists paramedics when responding to emergency calls

Final Recommendation of BIEMS COMPENSATION SUB-COMMITTEE*

	Wages:	Notes:
On-Call Pay EMT	\$50.00/12 hour shift	Paid to ensure that employees carry pager and are immediately available to be called into action
On-Call Pay MFR	\$30.00/12 hour shift	Paid to ensure that employees carry pager and are immediately available to be called into action
Activity Pay EMT & MFR	\$15.00/hour	If respond to request for work other than carrying a pager – includes training and responding to pager call.
Executive Director / Paramedic	Contractual Currently \$57,600	Also receives a 'cash in lieu of benefits' calculated as 30% of base pay plus \$5,000.00 – this is in lieu of insurance, retirement or other benefits
Assistant Director / Paramedic	Contractual Currently \$52,700	Also receives a 'cash in lieu of benefits' calculated as 30% of base pay plus \$5,000.00 – this is in lieu of insurance, retirement or other benefits
Part-time Paramedic	\$16.00/hour	Flights, lodging and pay \$16/hour for on call.

Other Notes: New pay to begin August 2020.

BIEMS COMPENSATION SUB-COMMITTEE established by BIESA with following members appointed: BIESA Treasurer McNamara, Board Member Turner and Director Cody Randall

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