

Glenville-Cashiers Rescue Squad

PO Box 919

Cashiers, NC 28717

Jackson County Commissioners and Don Adams:

The Glenville-Cashiers Rescue Squad is contracted to provide 9-1-1 ambulance coverage to the southern end of Jackson County. We currently have 17 full time employees and roughly 13 part time employees who fill in when needed. Of our 17 full time employees, we have one EMS director, 4 Senior medics, and 12 others. Our senior medics are classified as both supervisors and FTOs. Our senior medics have an average of over 24 years of experience, and the rest of our employees have an average of 10.7 years of experience. Our crews work a 24/72 shift, which means that 3 weeks out of the month they acquire 8 hours of standard overtime and have a "short week" only logging 24 hours. We have 2 trucks on 24 hours a day. We have our main station at 79 North Norton Rd. and we also rent a small cottage near our planned site for Station 2 on HWY 64 East to provide a faster response time to other parts of our district.

Our district covers approximately 150 square miles covering from the Macon County Line, to the Transylvania County Line and from the South Carolina State Line to the Power House on 107 North. We do have to go into South Carolina to get to part of district around White Water Falls. We also take transports from Highlands Cashiers Hospital to other faculties when it is appropriate, and never accept one when we already have truck out to ensure that our district is covered. Last year we ran 996 calls, which is not as many as other agencies however our transport times tend to be longer. We transport to multiple hospitals in the area depending on the patients needs and where we are closest. We transport to Highlands-Cashiers Hospital, Transylvania Reginal, Angel Medical Center, Harris Reginal, and Mission when it is needed for trauma, stroke, and cardiac issues, we will utilize medical helicopters when necessary and when they are available to better our patient's outcomes.

We require that our employees are or become paramedics. If they are not a paramedic when hired it is a condition of their full-time employment that they become a paramedic. We do this to ensure that our community gets the best care possible in all situations. We strive to provide our patients and the community with the best care possible. Our goal is to treat everyone like family and how we would want our families to be treated.

The EMS budget that we are given covers everything from payroll, medical supplies and medications needed to the equipment that we carry to provide care and even fuel to run our trucks. Our EMS does not receive any other funding to assist with these costs. Our budget is everything that it takes to provide 9-1-1 services to the southern end of Jackson County. As you know you provide 2 ambulances for our service and the Rescue Squad provides 2 more to ensure that when trucks are needed, they are there and ready to run calls.

Currently our starting paramedic pay is \$16.00 an hour we would like to increase this to \$19.20 which is the same of as other area agencies. We also would like to increase our employees based on years of service. We currently have two Senior Medics with over 30 years of experience and service to our

agency. By adding this step program, we will be able to pay based of years of service, making it easier to retain our employees.

Currently we do not offer any form of retirement for our employees we are asking for the funds to start a 5% 401K for our employees. This along with the projected raises would help us recruit and maintain our employees in the coming years.

In the last 5 years we have had a 50% turn over rate within our agency. We know that this is an issue that many agencies face. For us in most cases they are leaving for jobs with higher pay and more benefits. By adding a 401K and increasing our pay to compete with other agencies we will be able to retain our experienced employees to provide the best care to our community.

In total we are asking for \$289,676 to be added to our budget to increase employee pay to be comparable to other agencies and add 401K for our employees.

Position	Number of Employees	Years of Experience
EMS Director	1	24
Senior Medics	4	24.25
Paramedic	10	10.7
EMT-Advanced	1	1
EMT	1	1

*EMT-Advanced and EMT are both in paramedic school and will be finishing this year.