

Bayfield County Clerk

Lynn M. Divine, *County Clerk*

Kim Mattson, *Accountant*

Gail M. Reha, *Bookkeeper*

Jeran Delaine, *Deputy Clerk*

Paige Terry, *Clerk III*



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BAYFIELD COUNTY

AD HOC EMS ADVISORY COMMITTEE

Larry Fickbohm (County)	Steve Sandstrom, <i>Chair</i> (County)	
Brett Frierhood (EMS)	Lyn Cornelius (EMS)	
Rob Puls (EMS)	Jan Victorson, <i>Vice-Chair</i> (EMS)	
Sandy Raspotnik (Town)	Dan Vaillancourt (Town)	Eric Neff (Town)
David Larson (Village)	Colleen Beagan (City)	Scott Kluver (City)
Michael Lang (Tribal)	David Trudeau (Citizen)	Vacant (Citizen)

Alternates: Gary Victorson Beverly Steele Clyde Clauson Tam Hofman

Advisory Members: Lynn Divine, *County Clerk*
Mark Abeles-Allison, *County Administrator*
Kelly Pederson, *UW Extension Community Development Educator*
Meagan Quaderer, *Emergency Management Director*
Paige Terry, *County Clerk's Office*

RE: Bayfield County Ad Hoc EMS Advisory Committee Meeting

Dear Committee Members:

Please be advised that the Bayfield County Ad Hoc EMS Advisory Committee meeting will be held on **April 25, 2022 at 6:00 p.m.** This meeting will be held in-person in the Bayfield County Board Room at 117 E 5th St, Washburn, WI 54891. Committee members and the public will be able to participate in the meeting in-person and remotely via voice either by using the internet link or phone number below.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

+1 715-318-2087,,80137049# United States, Eau Claire

Phone Conference ID: 801 370 49#

[Find a local number](#) | [Reset PIN](#)

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For ease of participation, participants are encouraged to attend the meeting in person. Please keep in mind that masks will be required for in-person attendees as we anticipate difficulties practicing social distancing.

Please contact Bayfield County at 715-373-6181 or 715-373-6100. If you have access questions prior to the meeting. During the meeting if you have connection issues, please email mark.abeles-allison@bayfieldcounty.wi.gov.

Any person wishing to attend who, because of a disability, requires special accommodations, should contact the County Clerk's office at 715-373-6100, at least 24 hours before the scheduled meeting time, so appropriate arrangements can be made.

1. Call to Order

2. Roll Call
3. Introductions of guests and committee members.
4. Public Comment
5. Discussion and Possible Action, Minutes from the February 28, 2022 Ad Hoc EMS Advisory Committee Meeting
6. Chair overview and recap of Advisory Committee purpose and calendar plans.
7. Presentation and Discussion of Subcommittee Findings & Reports, identify questions and/or concerns.
8. Discussion and Possible Action regarding Final Report format.
9. Discussion and Possible Action regarding next steps.
10. Discussion Regarding Future Meeting Dates
 - a) Monday, June 6, 2022 at 6:00 PM
11. Adjourn

Sincerely,

LYNN M. DIVINE
Bayfield County Clerk
LMD/pat

Bayfield County Clerk

Lynn M. Divine, *County Clerk*

Kim Mattson, *Accountant*
Gail M. Reha, *Bookkeeper*

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Minutes of the:
Bayfield County Ad Hoc EMS Advisory Committee
February 28, 2022 6:00 p.m.

Meeting Held in the County Board Room, Courthouse Building, Washburn, WI
& Remotely

The meeting of the Bayfield County Ad Hoc EMS Advisory Committee was called to order at 6:02 p.m. by *Committee Chair*, Steve Sandstrom.

Members Present: Larry Fickbohm, Steve Sandstrom, Brett Frierhood, Lyn Cornelius, Rob Puls, Jan Victorson, Sandy Raspotnik, Dan Vaillancourt, Eric Neff, Colleen Beagan, Scott Kluver, David Trudeau (arrived late)

Alternates Present: Beverly Steele, Clyde Clauson, and Tam Hofman

Members Excused: David Larson, Michael Lang, and Gary Victorson

Other members present: *County Administrator*-Mark Abeles-Allison, *County Clerk*-Lynn Divine virtually, *Emergency Management Director*-Meagan Quaderer virtually, *UW Extension Community Development Educator*-Kellie Pederson virtually, and *Clerk III*-Paige Terry virtually

Item 3. Introductions by Name and Municipality/Agency: Introductions of the attendees were as follows:

- 1) Larry Fickbohm – County Board Supervisor
- 2) Bev Steele – Representative for Town of Clover
- 3) Dan Vaillancourt – Supervisor for Town of Lincoln
- 4) Jeff Bellile – Director for Washburn EMS
- 5) Lyn Cornelius – Service Director for Bayfield Ambulance
- 6) Jan Victorson – Representative for Iron River Ambulance
- 7) Kellie Pederson – UW Extension Community Development Educator
- 8) Sandy Raspotnik – Representative for Town of Washburn
- 9) Scott Kluver – Representative for City of Washburn
- 10) Meagan Quaderer – Bayfield County Emergency Management Director
- 11) Steve Sandstrom – Committee Chairman
- 12) Mark Abeles-Allison – Bayfield County Administrator
- 13) Colleen Beagan – Representative for City of Bayfield
- 14) Tam Hofman – EMS Council President
- 15) Clyde Clauson – Clerk for Town of Orienta
- 16) Rob Puls – Representative for Great Divide Ambulance Service
- 17) Eric Neff – Supervisor for Town of Barnes
- 18) Brett Frierhood – Director for Barnes Ambulance Service
- 19) Chris Pribek – Director for Ashland Fire/EMS
- 20) Stuart Matthias – Ashland Fire Chief

Item 4. Discussion and Possible Action, Minutes from the January 24, 2022 Ad Hoc EMS Advisory Committee Meeting: *Motion by Cornelius, seconded by Victorson to approve the Minutes of the Monthly Bayfield County Ad Hoc EMS Advisory Committee Meeting held on January 24, 2022. Motion carried.*

6:05 p.m. - Dave Trudeau joined meeting

Item 5. Presentation and Discussion Regarding Topic Summary Documents:

- a) **Review Priorities from Topic Discussions:** Pederson reviewed the four main areas of concern; Legislative Issues, Organization of Services, Staffing Shortages, and Training that were brought forward by the EMS agencies that gave presentations during the listening sessions at the previous meetings. The top-ranking solution presented was; identify comprehensive legislative agenda to support rural EMS services and fell under legislative issues topic area.
- b) **How do We Proceed with Priority Topics?:** The committee discussed how the group would pursue addressing a more specific topic at future meetings and how the group would like to move forward. It was suggested that the committee divide itself into three subcommittees that would be responsible for addressing the main topic areas with Legislative Issues and Organization of Services being combined into one topic area.

Motion by Raspotnik, seconded by Beagan to divide the committee into three groups/subcommittees to focus on the three main topic areas previously discussed. Motion carried.

Motion by Kluver, seconded by Cornelius to have each of the subcommittees be in charge of one of the following focus areas; Legislative Issues/Organization of Services, Staffing Shortages, and Training. Motion carried.

Fickbohm asked if recruitment would fall under staffing. Sandstrom answered yes. Quaderer informed the committee members that each subcommittee would be provided with all previously discussed documentation due to the interrelations of the topics.

The committee discussed the responsibilities of the subcommittees.

Motion by Kluver, seconded by Raspotnik to charge each subcommittee with reviewing all information that has been collected, work to identify solutions to the identified problems, propose an implementation plan for possible solutions to the committee as a whole, review all plans and forward to the County Board. Motion carried.

Quaderer suggested that, should subcommittees decide to branch out to other sources for more information, to include source information in the reports. The committee discussed how each of the committees would move forward with organizing meetings and obtaining the necessary information to conduct meetings. Quaderer reiterated that herself and Pederson would collect all current documentation and provide it to each of the subcommittees.

The committee members and meeting attendees divided themselves into the following subcommittees:

Legislative Issues/Organization of Services:

Eric Neff
Colleen Beagan
Scott Kluver
David Trudeau
Jan Victorson
Tam Hofman
Clyde Clauson
Chris Pribek

Training:

Tam Hofman
Lyn Cornelius
Bev Steele
Steve Sandstrom
Jeff Bellile

Staffing Shortage:

Rob Puls
Stuart Matthias
Dan Vaillancourt
Brett Frierhood
Sandy Raspotnik
Lyn Cornelius (alternate)
Larry Fickbohm

Discussion took place on the procedure for coordinating the meetings between the three sub committees. The committee agreed to hold off on determining the chair and vice-chair for each subcommittee until each of the subcommittees were able to meet for their first meeting.

Item 6. Legislative Update: Victorson informed the committee that the EMS Council recently sent in a letter to show its support for SB 826 and stated that the Council has heard a reply from Senator Bewley's and Representative Meyers' offices. Kluver reported that the bill was recently passed at assembly but is waiting to be heard in front of the senate. Abeles-Allison briefly reviewed an announcement released by Governor Evers' office that announced \$30 million in funding that would be put towards supporting rural EMS agencies. Victorson reviewed the process for EMS agencies to receive funding.

Item 7. Public Comment: None

Item 8. Discussion Regarding Possible Agenda Topics for March Meeting: The committee agreed that no meeting would be held in March, but the committee would expect to hear reports from each of the subcommittees in April.

Item 10. Discussion Regarding Future Meeting Dates:

- a) March Meeting - **CANCELLED**
- b) Monday, April 25, 2022 at 6:00 PM
- c) Monday, May 23, 2022 at 6:00 PM

The committee discussed who would be responsible for setting up the first meeting for the three subcommittees. Cornelius volunteered to coordinate and set up the first meeting for both the Training and Staffing Shortage subcommittees and Victorson volunteered to coordinate the first meeting for the Legislative Issues/Organization of Services subcommittee.

Item 11. Adjourn: There being no further business to discuss, *a motion was made by Neff to adjourn the meeting. Motion carried. Meeting adjourned at 7:42 p.m.*

Sincerely,

LYNN M. DIVINE
Bayfield County Clerk
LMD/pat

Staffing Sub-Committee Proposed Solutions

Item 1

Solution Statement: Provide and require mandatory counseling after critical events and calls.

Background: Burnout from involvement in critical calls can be a large reason EMS providers leave the field or reduce their involvement. Since EMS is a mentally and emotionally demanding field, some people may look at the availability and ease of access to mental health services as a consideration before choosing whether to join and contribute or not.

Bayfield County provides their employees access to the Employee Assistance Program which includes mental health among other services provided. The County has offered the Towns access to this program for their employees, some of which have done so. This is a big step forward, however a number of problems have been identified with these services.

One of the first problems encountered is that while access to the program has no cost, the cost of any services rendered is the responsibility of the individual. Secondly, the providers of these services are local which creates an apprehension in EMS personnel to seek help due to the potential for every day public interaction with these providers. And last, the EAP is intended for all employees, not just EMS, and therefore the providers likely do not specialize or have experience in working with EMS personnel and the specific challenges faced.

Critical Incident Stress Debriefings (CISD) administered by a Critical Incident Stress Management (CISM) team are held when such an incident is identified. Historically these have been conducted for more extreme situations and not on a routine basis. While this seems reasonable, it has been observed that in many cases smaller and more benign call types and non-response events could benefit from this process.

Implementation Plan: Conduct more routine CISDs after incidents and events that have a high potential to affect the mental health of EMS providers in Bayfield County. Identify and utilize, preferably non-local, EMS focused mental health providers to work with personnel when needed beyond the initial CISD.

Funding Sources: CISDs are generally conducted at no cost with the members of the CISM team volunteering their time. While increasing the rate of these Debriefings may require potential funding as it would be a further burden on the CISM team, the potential for additional and more costly individual services at a later date may be reduced as more potential issues could be handled quicker and not allowed to grow into a bigger problem.

Possible funding sources for EMS specific mental health provider access include agency/Town/County budgets, workers compensation insurance, and grants. While existing budgets may not provide for these services future budgets may given its effect on EMS personnel, the Services, and the communities. Using the fact that EMS mental health issues are almost universally originated by an incident occurring while working, either paid or volunteer, these services should be covered under workers compensation insurance as with any on-the-job injury. Finally various grants may provide a funding source, specifically the upcoming

Staffing Sub-Committee Proposed Solutions

Funding Assistance Program (FAP) related grant program announced by the State of Wisconsin.

Item 2

Solution Statement: Increase on-call wages to \$5 per hour.

Background: Volunteer EMS Services in Bayfield County provide many monetary incentives to personnel for being ready for and responding to medical emergencies. Although this happens in varied methods, processes, and amounts, nearly all provide a stipend in some way for hours while on-call to respond. Usually documented in a schedule or calendar, and sometimes with specific rules and requirements, on-call hours are those times individual personnel commit to responding to any dispatched incidents. Inherently this limits the distance able to be traveled and activities they may participate in while on-call, always with the potential of needing to drop everything to respond.

Wages for these hours currently vary from \$1 to \$5 per hour on-call. Increasing to \$5/hr across all services would help to further recognition of the job as a profession and attract more people while also incentivizing non-active personnel and rewarding active personnel.

Funding Sources: Funding sources for this item may be limited as wages are generally not covered by extra funding sources like FAP and other grant programs. In this case operating budgets may need to cover the cost increase. However, as mentioned before, most services already provide an on-call wage so this change would only require increasing it to \$5/hr. This also presents a potential opportunity for the County to provide a budgetary supplement or grant as a funding mechanism.

Legislative Issues Subcommittee Report for April 25, 2022

Over the course of several meetings, the Legislative Issues Subcommittee met and developed the following listing of concepts/ideas/positions for the full committee to review, further develop and/or advocate for. In addition, the subcommittee understands that the other subcommittees may have items that should be added to this list and awaits their comment and reports. While some of the ideas are more detailed than others, the subcommittee did not want to draft details and rather focused on conceptual ideas. This document is a summary of discussions to be presented to the full committee and Portions of this document may then be forwarded to the County Board and other organizations as we continue to discuss and refine before presenting to legislators. Legislation and/or new policy at agency level must be well vetted. It was suggested that the legislative agenda should be reviewed each year until such point as the EMS situation stabilizes.

Legislative Proposals –

1. Cross-coverage issues as discussed at the large committee level may have liability concerns with having an EMT working with another service when the EMT is unfamiliar with equipment and procedures. To eliminate the liability would require a law change to the “Good Samaritan Law” to allow for EMTs from other services to serve as a legal crew member for a service that might not have enough responders. The Good Samaritan law is: "Any person who renders emergency care at the scene of any emergency or accident in good faith shall be immune from civil liability for his or her acts or omissions in rendering such emergency care. This immunity does not extend when employees trained in health care or health care professionals render emergency care for compensation and within the scope of their usual and customary employment or practice at a hospital or other institution equipped with hospital facilities, at the scene of any emergency or accident, en route to a hospital or other institution equipped with hospital facilities or at a physician's office." *Is this a good idea to support? Consensus is that ambulance service directors should provide input on whether to pursue this as it boils down to a major liability policy change.*
2. The Bayfield-Ashland Counties EMS Council is working with the State of Wisconsin EMS Office to develop clear guidelines and procedures for pre-planned cross-credentialing between services. The Council will develop guidelines that include memorandum or understandings between ambulance services and EMR/EMT credentialed personnel including guidelines for participation and potential disciplinary actions.
3. Advocate for reciprocity of EMT training from other states. *Discussion – consensus was that we are not experts in the training differences. This can be brought up to large group/service directors as to whether to pursue. Additional discussion: The state EMS Office has taken steps to minimize the steps required to become licensed in Wisconsin when an EMT is licensed in another state. There may still be questions for those that are only Nationally Registered.*
4. Improve the process for other medical professionals to serve as EMR/EMTs. *Discussion - Pribek reported that a form needs to be completed by other medical professionals (e.g. doctor, nurse) who want to serve as an EMR/EMT. Once filed, the service director and the medical director need to sign off on the request. There is great benefit to an in-hospital staff person taking and EMR course in order to be familiar with pre-hospital*

equipment and procedures. Also need to research whether specialized RN to EMR/EMT courses might be available through Northwood. This may be another liability issue like item #1. Is this something that we would want to pursue?

5. Ask the State to establish a program to cover initial expenses for EMR/EMT training in exchange for two years of service at any EMS agency within the state. A similar program could be established for paramedics. *Discussion addressed the concern expressed on inequity of call volume among agencies. Consensus is it doesn't matter as both large and small services need EMTs and that is the overall goal. Victorson reported that many years ago, the state paid for EMT training until it became a college credit course. Consensus to advocate for this item with the full committee and beyond.*
6. Establish a program to provide significant grants to EMT agencies for ambulances or other big-ticket equipment on a periodic basis. This could be a rotating system that each agency gets an award every so many years. Discussion on the existing Funding Assistance Program (FAP) and how it could be modified or funded at a higher level on a continuing basis. *Discussion – Consensus that consistent, reliable funding is needed for all services to address staffing and operational expenses. Periodic grants will not work for that. For capital expenses, grants may work, and possibly expand the funding to the existing FAP program to assist on that front. Subcommittee advocates pursuing stable funding increase options at all levels.*
7. Exempt increases in EMS expenditures from levy limits. *Discussion – it is ok to pursue this, but the preference is to obtain more funding as opposed to putting this burden on the property owners.*
8. Provide other funding options (e.g. sales tax) to municipalities to help fund EMS emergency operations, particularly in tourist areas. *Discussion on several concepts. It was suggested a wide range of ideas to propose to legislators to see what options they preferred. Options discussed at this time (including #7 above) are:*
 - A. *Suggestion to propose an additional County-wide sales tax to help fund EMS county wide. Abeles-Allison reported that the existing ½ percent sales tax generates approximately \$1.2 million annually. An additional sales tax would require Legislative approval.*
 - B. *Suggestion to establish a \$1 fee for each recreational vehicle registration. This was proposed in the past on motor vehicles but the DOT was not supportive. [1989], Recreational vehicles are licensed through the DNR (?) It would be a way to help more tourist related activities to contribute to EMS.*
 - C. *Suggestion to establish a program for businesses to collect a voluntary contribution for EMS modeled after the Bayfield Recreation Center program. Beagan will get more details about revenue generated from that. She stated it is really a voluntary one percent of profits from participating businesses that contribute to the fund. A thought of having “tip jars” for EMS was also considered. Logistical/cash-control issues would need to be worked out with such a program. The goal is to have a more active fundraising campaign.*

- D. Because of the burden of the large number of non-resident property owners, and non-property owner visitors during the summer season, collect data documenting responses for patient as resident or visitor in order to document our special need for tourist and seasonal resident revenue resources that may require legislative action.
9. Consider other models for exemptions or cross funding with the County such as making EMS a utility or having a model set up such as for libraries where 30 percent of the cost is covered by the County. Have County provide funding/stipends for each service. *(1) Concept of how the County funds libraries as a model for assisting with funding for EMS was discussed. Currently, the County provides 30 percent of the revenue for each Library in the County based on a formula related to checkouts and cost per checkout. Abeles-Allision stated that the County is exempt from levy limits for EMS but would need legislative approval for sales tax to generate revenue. Details on formula would need to be determined. (2) Discussion also occurred on the possibility of making an EMS utility. This would take EMS out of general operating budgets subject to all sorts of restraints and making it a separate enterprise. A fee per property could be established like a sanitary district or water utility. This could then also be charged to tax-exempt entities such as churches, government facilities, etc. to help spread the cost. (3) Discussion on the proposed Sanders legislation at the federal level and how that would provide for additional funding for EMS services. Abeles-Allison asked for more information on the proposed legislation and how it would be structured.*
5. Consider EMS as an essential service. What is the benefit? *At this time, consensus is that the benefit is unclear as to what declaring EMS an essential service would mean. Idea of getting seasonal residents to participate as an EMS/EMT a day or two a week while they are vacationing was discussed. This would help to address more of the seasonal influx of residents and to have season residents contribute more to the community.*

A listing of agencies/organizations with point of contact was developed to assist with the advocacy of our agenda once the legislative agenda is reviewed and approved by the full committee and County Board. That listing is attached.

TRAINING IMPLEMENTATION PLAN

Incentives To Encourage New Volunteers

- Complete reimbursement of class, testing fees, uniforms, time, and travel expenses. Budget funding sources could come from the State, County, Municipalities, or local service.
- Have potential candidates/students sign a contract that we could send to collections if they do not fulfill their obligation to the service. Contract needs to be legally binding.

Training Opportunities

- Bayfield County Advisory Committee drafts a letter to Northern Technical College (NTC) with a list of requests for change at NTC. This would need to be implemented immediately so that NTC has time to change curriculum prior to fall classes. These would include:
 - A. Teaching to the National Registry, and only teaching REQUIRED skills.
 - B. Keep training at the local site, no classes in Rice Lake unless they need to make up time at the end of class and complete their testing for National Registry
 - C. Doing away with clinicals at other sites. Students would benefit from getting their patient contacts with the services they are running with. NTC would need to add Services as Training sites.
 - D. Reinstatement of the EMT/EMT bridge.
- ALLIED MEDICAL is another option for initial EMT Training. Part 1: Online Course over 100 hours, at students discretion. Cost \$695. Part 2: One week skills lab in Minneapolis, 40 hours, includes NREMT skills exam. Cost \$1250 TOTAL: \$1945. This cost does not include hotel, food for the week, or mileage. Budget funding sources could also come from the State, County, Municipalities, and local services. The State would need to be contacted to have Allied Medical list them as an approved training site so transfer of license is streamlined.
- 2023 Option: Red Cliff EMS will be having a training site once the hall is complete. Training would be through Fox Valley. More details to come at a later date.

Wisconsin Licensing Requirements for Current Medical Professional to join EMS.

- The State has still not made any changes to date. 80 hours is excessive. We would like to see a scope of practice, and teach to only the REQUIRED skills needed.

- Investigation into whether the bill Governor Evers vetoed is only with the EMR's or if extends to EMT's as well on National Registry requirements. Governor Evers stated that National Registry would remain to keep the high standards of Wisconsin, so our hands may be tied with removal of the Registry.
- State needs to evaluate the National Registry exam for pass/fail rates. Revamping of those fails to let students know what area/segment they are failing. This is all ready the standard in the Platinum Planner tests from the National Registry, and should be able to streamline to the final exam.