

**TOWN OF TRUMBULL  
CONNECTICUT**

Trumbull Emergency Medical  
Service Commission

William Schietinger, Chairman



TEMS  
250 Middlebrooks Avenue  
Trumbull, CT 0661  
203-452-5146

Joseph Laucella, Chief

Trumbull Emergency Medical Service Commission  
Special Meeting  
April 28, 2015  
6:00 pm  
Trumbull EMS Headquarters

**Present:** Commissioners Dr. Shea Gregg, Matthew Wheeler, Joel Hirshfield, Diane Mayo, Thomas Kiley. Philip Lukianuk entered the meeting at 6:35 pm.

Also Present: Chief Joseph Laucella

**Absent:** William Schietinger

The meeting was called to order by the Vice-Chairman, Diane Mayo, in the absence of Mr. Schietinger followed by the Pledge of Allegiance.

The purpose of the Special Meeting was to interview the staffing companies who submitted RFPs to staff BLS crews at Trumbull EMS. Three companies submitted proposals; all were interviewed by the Commission.

**Vintech Management Services**

Vintech is the current company providing BLS coverage at Trumbull EMS. This arrangement began in April 2013. John Barbagallo, Human Resources, John Wheeler, Finance, and Michael Sereno, Supervisor, presented to the Commission.

**Key Points:**

1. This is an EMT level provider for TEMS.
2. Company started 17 years ago and currently serves 17 clients in CT.
3. Feel it is valuable to have supervisors on site which provide quick decisions instead of looking for management staff for resolution.
4. Provide on-line training for staff which allows them to implement any new updates as required. This training is also offered, free of charge, to volunteer services.
5. Looking to put on one additional assistant supervisor, who would report to Mr. Sereno, that would be available on weekends.

6. Relationship has been great with TEMS leadership.
7. Personality and talent of the staff that is hired works well in this service.
8. Experience of the members – company requires two years minimum experience but there are other considerations which may be reviewed such as prior experience in a busy service. Experience level can also be dictated by the individual client.
9. Same staffing model as currently in place.
10. Staffing requests made through supervisor and are pulled from immediate area for coverage.
11. Total staffing is 250 with 165 paid each week.
12. Retention is almost 100% in Trumbull. Turnover is mostly for better employment opportunities.
13. FTOs provided to the service to train volunteers at no additional cost.

### **Priority One Staffing**

Mike Martinez, President, and Brian Ryan, Field Services Supervisor, presented to the Commission.

#### Key Points:

1. Company started in 2015.
2. Started out with providing training to other services at all levels.
3. In 2014 saw a need for EMS staffing; currently has two clients.
4. Provides both staffing and training which makes it different from other companies.
5. Staff can be provided quickly and professionally upon request.
6. Staff has many years of experience.
7. Currently 25-26 staff on roster. All are Part-Time.
8. Owners volunteer with the staff at times so they see what is needed at various sites.
9. To staff Trumbull, they would need to hire additional staff.
10. All staff is subjected to a background check and drug testing.
11. Currently 30-40 pending applications for employment.
12. Experience of the members – company requires one year minimum experience unless the client has other requirements.
13. What makes you stand out above the other companies – all the training that can be provided at all levels.

Mr. Lukianuk entered the meeting at 6:35 pm.

14. Both felt they have the pulse of the region and understand the needs of the services and staffing requirements.
15. Perks include uniform, gift cards for over and above service.
16. Staff evaluations are conducted by the company with client input.
17. Retention rate – stated most employees have 10+ years of experience. All staff who started with the company remain as employees.
18. Compensation – EMTs start at \$15/hour with no benefits unless full time and then they would have insurance. Currently no full-time EMT positions.
19. Turnover is small but they have only been in business since 2014.

## **Emergency Resource Management**

Robert Ziegler, President, and Frank Posca presented to the Commission.

### Key Points:

1. Company started in 2002.
2. Located in Portland, CT.
3. Currently has staff of approximately 60.
4. Provide staff at any level – EMT, EMTA and Paramedic.
5. Feels they have competitive pricing.
6. Owners stand high on professionalism and integrity and hold their staff to the same level.
7. Business philosophy may be different but they feel they have a reputable business with their clients.
8. Clients tell staff what is needed.
9. Certifications are tracked; monthly training is provided.
10. Certifications are held in data banks which reminds staff when certs are due.
11. Provide coverage when needed with no advance notification.
12. Only billed for hours provided – bi-weekly.
13. Monroe is the closest client.
14. Staff needs to be cross trained/credentialed in the service before they are assigned.
15. Staff hired for Trumbull would be dedicated and credentialed in Trumbull before they start.
16. Client site coordinator would be on site 36 hours per week.
17. QA is done on 10-20% of the charts each week or on any charts in question.
18. What makes you stand apart from the other companies – they do not sit behind a desk but work with their employees at client sites and feel the employees appreciate that. This allows them to know all their staff.
19. Take pride in being selective in the staff they hire.
20. 12 Full-Time, 6 Permanent Part-Time for 30 hours per week, rest are Part-Time. Full-Time employees have medical, dental and vision coverage. Plus sick time for both Full and Permanent Part-Time employees.
21. Additional staff would need to be hired to cover Trumbull.
22. Compensation is \$15-\$16 per hour and tenure in the system is also considered. Sometimes it is dictated by the client.

### **Adjournment**

There being no further business, motion was made by Mr. Lukianuk, seconded by Mr. Wheeler, to adjourn the Special Meeting at 7:10 pm.

Respectfully submitted,

Barbara Crandall  
Clerk