RESOLUTION NO. ______- 2019

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA RESCINDING RESOLUTION NO. 158-2017 AND SETTING FORTH THE REVISED BONUS [FINANCIAL INCENTIVE] PROGRAM FOR MONROE COUNTY FIRE RESCUE BILLING CONTRACT EMPLOYEES.

WHEREAS, in February 2014, the Monroe County Board of County Commissioners ("BOCC") and the Board of Governors of Fire and Ambulance District No. 1 ("Board of Governors") approved an employment agreement for the position of Billing Supervisor, in order to bring the function of billing and collection for Monroe County Fire Rescue ground and air ambulance runs in-house; and

WHEREAS, in April 2014, the BOCC and the Board of Governors approved an employment agreement for the position of Billing Specialist, also for the purpose of bringing the function of ambulance billing and collection in-house; and

WHEREAS, both employment agreements set a base salary for each position, and then state that in lieu of any annual merit or cost-of-living adjustment, the employees will be eligible for a financial lump sum incentive based upon billing and collections performance; and

WHEREAS, in July 2014, the BOCC passed Resolution No. 100-2014 and the Board of Governors passed Resolution 114-2014 in order to establish a financial incentive program in order to incentivize the employees to increase collections; and

WHEREAS, in July 2015 the BOCC passed Resolution No. 182-2015 to clarify the baseline collection time period; and

WHEREAS, in June 2017, the BOCC passed Resolution No. 158-2017 and the Board of Governors passed Resolution No. 159-2017 to specify that net collections will be used to measure billing collection performance; and

WHEREAS, staff desires to clarify the definition of the “evaluation period” and the definition of “baseline collections rate”;
NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY
COMMISSIONERS OF MONROE COUNTY, FLORIDA:

Section 1. Resolution No. 158-2017 is hereby rescinded in its entirety.

Section 2. Monroe County Bonus Program
1. For the purpose of this resolution, the terms "bonus" and "financial incentive" are used interchangeably.
2. For the purpose of this resolution, the term "Collections" refers to collections from all sources not including Medicaid.
3. For the purpose of this resolution, the term “Net Collections” refers to gross collections from all sources not including Medicaid, net of all non-collectable (mandatory) contractual allowances, refunds, and the write-off portion of Trauma Star resident waivers.
4. The evaluation period ("Evaluation Period") shall run from May 1 to April 30.
5. The "Baseline Collection Rate" shall be 33.70%.
6. For every one (1) percentage point increase in Collections as a percentage of non-Medicaid billed amounts over Baseline Collection Rate achieved by the end of the Evaluation Period, each employee shall receive a one-time lump sum bonus ("Bonus Amount") in the amount of one percent (1.0%) of the employee's unloaded base salary, up to a maximum increase of ten percent (10%) of the Baseline Collection Rate, which will translate to a maximum bonus of ten percent (10%). The bonus amounts will be calculated one time annually, at the end of the Evaluation Period. The bonus amounts will not be added to the base salary and will not be used for computing average weekly wage for any other purpose, including but not limited to FRS, unemployment or workers' compensation.
7. The bonus amounts shall be paid by the BOCC and the BOG in proportion to the amounts collected by and for each entity at the end of the Evaluation Period. Each bonus program must be approved by the BOCC and the BOG. If, for any reason, the bonus program is not approved by resolution by both entities, then each entity will be responsible for paying its portion of the Bonus Amount, i.e., the total Bonus Amount, multiplied by the percentage of Collections attributable to ground ambulance (in the case of the Board of Governors) or air ambulance (in the case of the BOCC).
8. This bonus program shall continue from year to year until revised by the BOCC and shall apply to whatever personnel hold the position of Billing Supervisor and Billing Specialist. In subsequent years, percentage increase in Net Collections shall be used in comparison to the Baseline Collection Rate, and shall be the collection rate for the preceding twelve months, i.e., May 1 to April 30.
9. To be eligible for the bonus, the employee must be employed by Monroe County on the day that the Bonus Amount is paid out, following the end of the Evaluation Period.
PASSED AND ADOPTED by the Board of County Commissioners of Monroe County, Florida this 21st day of August, 2019.

Mayor Sylvia Murphy
Mayor Pro Tem Danny Kolhage
Commissioner Michelle Coldiron
Commissioner Heather Carruthers
Commissioner David Rice

(SEAL)
ATTEST: KEVIN MADOK, CLERK

BOARD OF COUNTY COMMISSIONERS
OF MONROE COUNTY, FLORIDA

BY ____________________________
Deputy Clerk

BY __________________________
Mayor Sylvia Murphy

MONROE COUNTY ATTORNEY
APPROVED AS TO FORM

PEDRO J. MERCADO
ASSISTANT COUNTY ATTORNEY

Date 8/7/19