

EMS Committee Meeting

1300 Called To Order

Roll Call

- In-Person: Mr. Thor, Mr. Johnson, Ms. Miller, Mr. Allen, Chief Campbell, Chief Shaw, Chief Seek, Chief Darst, R. Ahmed, D. Daniel, K. McDonald, S. Simmonds, M. Wells-Whitworth, S. Pelczar, M. Fischer, R. Morris, E. Berlehner, R. Carter, J. Jones, M. Deats, M. Jaskowiak, K. Adams, R. Jackson, A. Scott
- Zoom: P. Ledet, J. McGee, S. Trainor, S. Woleben

Meeting passed to Pelczar

S. Pelczar vision of this committee is acting as representatives of our colleagues as well as liaison to the Board during decision making processes.

Mr. Thor agrees and this was the intention of making employees members of this committee.

Meetings are assigned a 2 hour time limit and frequency of meetings is fluid, determined at each meeting based on necessity.

Mr. Thor wants this committee to have input on interdepartmental issues as well.

Mr. Thor recommends building a list of pending issues, and triaging that list.

Work groups can be assigned to specific topics.

Follow-up from Chief Campbell in reference to action items from previous meeting

No email will be sent after DC meetings. Command staff doesn't want to disincentivize DC's going to discuss these meeting with their crews. DC's have been instructed to make visits to every station and every crew to forward these points. A conscious effort is being made to standardize the message sent from Command down to field crews via DC's.

Chief Campbell is setting and annual goal for all Field employees to spend 6 hours in ALARM, and vice versa. This is intended to bridge the divide between the staff members and give some insight to the other sides work life.

Discussion regarding the hourly requirements, both more and less.

Chief Campbell changes topic to pay rate and schedules discussion

As compared to ESD11, MCHD falls in the middle for IC pay and below Attendant pay.

K. Adams feels that ESD poses less of a threat to retention and more of a threat to recruitment.

The figures on this handout are limited to base pay rates. Education, experience, language, etc pay is not included. Each service offers their own slightly different incentives.

Mr Johnson reminds the committee that ESD11 UHU's will be very high, by design.

M. Jaszowskiak feels that 24/48 w/ Kelly day is much worse than the schedules currently offered by MCHD.

M. Jaszowskiak feels that some of MCHD's fringe benefits are under appreciated and under advertised.

R. Jackson makes the point that we all seem to agree that 9-day is not the best option for MCHD, but we need to begin exploring other options as a solution.

What is the ideal schedule?

Most everyone agrees either 24/72 or the current "debit day" schedule.

Carter reaffirms the effects felt by the recruiting committee as well as the challenges posed by COVID. Word of mouth is the biggest recruiting tool, but the recruiting committee has not been able to make visits to schools for recruiting purposes as normal.

A Scott thinks that the focus should be more on longevity and retention.

M Fischer feels that a large portion of the organization is happy with our current work schedule.

Benefit presentation by Mr Allen

Committee felt that this information was very eye-opening.

Mr. Thor would like this information disseminated to the employees to show how valuable our benefit package is.

Friday, May 21, 2021

Work group focusing on schedule is formed

R. Morris (Chair), R. Carter, J. Jones, P. Raymon, M. Jaskowski

Next meeting scheduled for 6/10/21 at 0900

Mr Thor asks committee members to reach out to our colleagues and seek out topics for discussion as well as gauge interest in schedule change.

Meeting is adjourned at 1450