

## EMS Committee 05/03/2021

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1300 Call to Order

Roll Call

Mr. Bagley, Mr. Grice, Mr. Johnson, Mr. Allen, Chief Campbell, Chief Shaw, Russell Carter, Peter Ledet, Micheal Fischer, Rex Morris, Scott Pelczar, Madison Deats, Richard Jackson, Jason Jones, Kelcie Adams, Megg Jaskowiak, Michael Parker, Amanda Scott, Rubina Ahmed, and Donna Daniel in person; Chief King, Brady Walding, Patrick Raymon, and Eric Berlehner via Zoom.

Opening Statements by Mr. Bagley and Mr. Grice

This is a unique approach to EMS decision making.

“process improvements groups”

Opening statements by Chief Campbell

Optimism about the make up of the committee and the work to be done.

1307 Mr. Thor joins via Zoom

Opening statement from chairperson Mr. Thor

Welcoming and encouraging hard questions and discussions.

1310 Dr. Dickson joins in person.

Action Item: Mr Grice would like name tags for committee members, at least until names are learned.

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Michael Parker and Amanda Scott volunteer as committee secretaries.

1312 Mr Chance joins in person.

Committee Members would prefer to wait to select a chair person.

Action Item: Mr Thor would like someone to attend the May board meeting, even if a chair person has not been selected.

Mr Chance gives a few statements

Excited to have a direct line to the front-line employees as opposed to hearing things 2nd hand from command staff.

Mr Johnson gives a few statements regarding the application process for this committee, and encourages focusing on the list of things submitted by committee members during that process.

Pelczar suggests starting a discussion on communication as it was the most highly suggested area of improvement.

Multiple people request a more specific topic. Communication is too broad.

Parker suggested a discussion on the dissemination of information between departments, more specifically from Command Staff, through DC's, to field crews.

Mr Grice - is a bullet point breakdown sent out by supervision?

No, but it should be.

Who is that appointed person?

Deputy Chief?

Chief Campbell? 10 EMS updates in 10 minutes?

Some supervisors visit and discuss sup meetings

Adams kudos to Chief Currie for visiting stations and discussing policy changes. It becomes clear that not all crews have the luxury of visiting with DC's regularly.

Chief King clarifies attendance of chief meetings (i.e. Not every Chief is able to attend every Chief meeting.), and it is not always possible to visit every crew. DC leadership styles vary greatly, there is certainly inconsistency.

Chief Shaw suggests a bullet pointed summary of DC meetings sent out monthly.

Mr Chance shows that this is not a unique problem. Multiple sources of information, multiple sources of dissemination, etc. results in the message becoming distorted. 9/11 commission suffered the same challenges.

Carter suggests a recap the Chief meeting before adjournment, so that everybody is on the same page and delivering the same message, in an effort to cut down on missed information or misunderstandings of what information is being sent out.

M. Jaskowiak asserts that the information is available. It must be sought, but it is published. Chief Campbell's "10 EMS updates in 10 minutes" was highly valued and resulted in a very consistent message understood by the entire group.

Cross talk regarding people not always checking their email, despite the policy.

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Shaw knows that this issue can be paralyzing, not a new challenge, will almost certainly require constant discussion and will likely never feel “solved”.

Multiple inputs regarding workgroups. Size, experiences, work loads, etc.

Mr Chance compares this committee to the GTAC (Governor's Trauma Advisory Council) model which is work group to committee, similar to the chambers of Congress.

Mr Bagley is worried about the loss of valuable discussion in work groups.

This committee will function both ways, top-down, bottom-up. Committee will relay information and understanding of Board decisions, while also bringing our own sets of questions and topics for the Board and Command Staff.

Chairperson can work directly with Admin and Board to address items. This is the model used by the board for interaction with the admin.

Mr Grice suggests the committee to address “small” concerns in small groups, informally.

Subject is shifted towards specifically communication between ALARM and the Field crews

Carter suggests returning to allowing and encouraging ALARM members to ride on the truck.

Deats responds to some crosstalk involving ALARM decision making. This is subjective, dispatchers have different styles and experiences.

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M. Jaszowskiak just wants to try to develop a healthier working relationship between ALARM and the Field.

Deats responds and gives examples of subjectivity.

Discussions regarding breakdowns of communication and understanding.

This can be addressed via professional development. Can ALARM present at CE for new policies? Can ALARM start getting on the truck? Annual ALARM shifts for field crews?

Lengthy discussion regarding shift schedule. 9-day vs debit day vs etc.

Lengthy discussion regarding ESD 11 transition, retention, etc.

Mr Chance wants ideas for retention.

It is made clear by committee members that MCHD is severely lack in work-life balance when compared to our neighbors.

More discussion regarding the limitations of MCHD to get to a Debit Day schedule, namely budget. Debit day will increase payroll budget by 1/3, adding an additional shift to every 24 hr unit.

1458 Meeting adjourned with closing statements by Mr Bagley