

# EMS committee meeting 6/10/21

Called to order at 9 AM by Scott Pelczar

Roll call:

Peter Ledet, Rex Morris, Megan Jaszkwiaak, Madison Deats, Scott Pelczar, Russell Carter, James Campbell, Brett Allen, Donna Daniel, Richard Jackson, Amanda Scott, Randy Johnson, Melissa Miller, Chris Grice (BOD), Michael Parker (zoom), Michael Fischer(zoom)

Minutes of previous meeting were discussed.

Agenda items for current meeting were read

First up was an update from the scheduling task committee:

The special committee met with Mr. Allen to learn and discuss the financial impact of the 4 scheduling options being examined for consideration.

Several spreadsheet style documents were circulated for committee members to refer to while Russell Carter discussed each option.

Russell discussed the differences of each as far as weekly hours worked, cost to move to each schedule type, how many additional Staff would be needed to fulfill each schedule, etc.

Request was made that hard copies of documents be provided for everyone in the future

Special point was made that the new scheduling options being considered are for current 24 hour trucks at this time and do not affect the peak truck schedules currently in place.

Questions posed:

Have we spoken to departments that have these schedules and asked how they manage coverage as far as PTO, vacation and float pools?

What would implementation of a new schedule look like? How long would it take? How would it be decided which trucks shifted first?

Discussion moved on to requesting a tax assessment for long-term feasibility

Discussion was presented regarding hourly wage versus annual salary. Further research will be required on the matter.

Decision was made to table any vote on moving to new schedule until further research and discussion can provide clearer answers to questions.

EMS committee is being encouraged to take new information of different schedules and discuss with field staff individually to try and get an idea of general feelings involving shifting to a new schedule in the future.

Motion was made and carried to table any further scheduling discussion until scheduling task committee can do further research and EMS committee has opportunity to talk to field staff.

Discussion moved to next article on agenda which was communication.

Mr. Grace asked about “chief meeting” improvements and suggested sending out details via email that impact field staff in addition to chiefs making the rounds to meet with crews.

A monthly newsletter was proposed with: board meeting follow up, “Chiefs corner“, updates from various departments with live links to information.

M Jaskowiak volunteered to begin a mock up of newsletter

Discussion about concept of “managing up“ for the purpose of information sharing and normalizing requesting information between perceived or actual ranks within the organization. This includes encouraging interaction with board members to learn how decisions are made that affect the organization as well as educating board members about field operations so they can make more informed decisions.

Discussed next meeting tentatively July 16, 10 AM.

Meeting was adjourned at 10:58 AM

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