EMS Committee Meeting

August 15, 2023
Debit Day & Staffing Update

• Started the year with twenty-three 24 Hour ambulances
• In January we stated with improved staffing we would add another Debit Day truck
• Pleased to add M47 8/13/2023
Unit Hour Utilization (UHU) is defined as the time that the unit was busy divided by the total amount of time in the view. A unit is defined as busy if they are in any status other than “Out of Service” or “In-Quarters” at their home station. The following Out of Service reasons also count as busy: “ADMIN - Administration”, “CLI - Clinical”, “CS - Controlled Substances”, “DCR - District Chief Request”, “DEC - Crew/Vehicle Decon”, “EMP - Employee Illness/Injury”, “EQUIP - Equipment”, “EXCH - Vehicle Exchange”, “FLT - Fleet Accident”, “MECH - Vehicle Mechanical”, “RAD - Radio”, “Train - Training”, “DCOU - DC on Unit”.

UNIT: UHU by Unit - Last Month
7/1/2023 - 7/31/2023

24 Hour

Chiefs

Syst...
System UHU by Month 24-hour Units
August 1, 2020 - July 31, 2023

Utilization Percentage

Unit Hour Utilization (UHU) is defined as the time that the unit was busy divided by the total amount of time in the view. A unit is defined as busy if they are in any status other than "Out of Service" or "In-Quarters" at their home station. The following reasons count as busy: "ADMIN - Administration", "CLI - Clinical", "CS - Controlled Substances", "DCR - District Chief Request", "DEC - Crew/Vehicle Decon", "EMP - Employee Illness/Injury", "EQUIP - Equipment", "EXCH - Vehicle Exchange", "FLT - Fleet Accident", "MECH - Vehicle Mechanical", "RAD - Radio", "Train - Training", "DFOU - DC on Unit".
Unit Hour Utilization (UHU) is defined as the time that the unit was busy divided by the total amount of time in the view. For national benchmarking purposes, a unit is only considered busy if it is assigned to an incident in CAD.
Average Overnight Rest Hours (Last Month)

Hours of rest between 2300 and 0700

7/1/2023 - 7/31/2023

Rest hours is the sum of non-busy time between the hours of 2300 and 0700. A unit is defined as busy if they are in any status other than "Out of Service" or "In-Quarters" at their home station. The following Out of Service reasons also count as busy:

## Low Level Status Dashboard July 2023

Low Level is defined as less than 8 available ALS ambulance or MICU Units.

### Average Available ALS Ambulances July 1, 2023

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Low - Levels % of 24 hours period

• 8 or less MICU units available for response
Staffing as of August 13, 2023

290 Active Field Employees

EMS Operations Employees

<table>
<thead>
<tr>
<th>Job Title (group)</th>
<th>Employees</th>
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<tr>
<td>In Charge</td>
<td>116</td>
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<tr>
<td>Attendant Paramedic</td>
<td>94</td>
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<td>Attendant Basic</td>
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<tr>
<td>District Chief</td>
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<tr>
<td>Captain</td>
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<td>Resource Scheduler</td>
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<td>Deputy Chief</td>
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<td>EMS Administrative Coordinator</td>
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<tr>
<td>Chief of EMS</td>
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<tr>
<td>Attendant AEMT</td>
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<tr>
<td>Assistant Chief of EMS</td>
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</table>
Current Deployment Model Staffing Demand

2023 Shift Bid Staffing

- **EMT Cohort**: Active 39, Required 45
- **Attendant**: Active 94, Required 123
- **In-Charge/Capt**: Active 104, Required 129
- **District Chief**: Active 15, Required 16
Hours of work to fill our current deployment plan

In-Charge = 552 hours
Paramedic Attendant = 627

Ambulances were designed to be 12 hour units but have morphed to 24 hour units

Supplementing Paramedic Attendant hours with In-Charges, EMT’s, Debit Day, and Overtime
2024 Deployment Model Staffing Demand

2024 Shift Bid Staffing

- **EMT COHORT**: 39 Active, 45 Required
- **ATTENDANT**: 94 Active, 128 Required
- **IN-CHARGE/CAPT**: 129 Active, 128 Required
- **DISTRICT CHIEF**: 15 Active, 16 Required
2024 Deployment Model

- Twenty-four 24-hour Debit Day units
- 3 24-hour split peak units (M15, M20, M26)
- 4 MICU peak 12 hour units
- 3 In-Charge and 3 Paramedic Attendant Floats positions per shift
- 2 – 4 BLS units utilizing Cohort Employees
Hiring

• 16 Attendant Paramedics are completing phase 2 in the next 2 week.

• 18 EMT NEOPs were released in June and assigned to float pool. 15 of the 18 will start paramedic school in January.

• Hiring process is open until August 31st
  • Offering up to 15 Paramedics

• Hiring process for June 2024 Cohort will be in November

• On-boarded 59 new employees in last 12 months
Time – Off Report

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Hours</th>
<th>Scheduled</th>
<th>Call-Off</th>
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<tbody>
<tr>
<td>MAY</td>
<td>5563.44</td>
<td>2494.5</td>
<td>1420.76</td>
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<td>5526.2</td>
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<td>JULY</td>
<td>5655.52</td>
<td>2768</td>
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Scheduling

• Average 2 call-offs per day
  • Typically results in relocating staff from demand unit to fill 24 hour unit
• Averaged staffing 30 units per day in July
  • June averaged 30 units
  • May averaged 29 units
  • April averaged 28 units
Cohort Employee Update

• 20 Students currently in Paramedic School At LSC - Montgomery
  • 7 in January Cohort
    • Supplementing staffing and attending clinical shifts
  • 13 in June Cohort
    • Supplementing staffing demand filling Attendant Paramedic vacancies.
• We anticipate all will be successful in the summer semester and continue in the program.
• 18 EMT’s are currently working in the 911 system filling Attendant Paramedic vacancies.
  • 15 will attend paramedic school in January 2024
  • Pool to staff BLS units in 2024 shift bid
Fleet Update

- 3 remaining remounts on Chevy 5500 chassis
  - One being delivered this week
- 10 Dodge 4500s at MCHD for future 12’ Frazer remounts
  - Remounts will continue after the 4 new Dodge trucks are built
- 3 Dodge 5500s at Frazer for new 14’ ambulances being built
  - Waiting for one more Dodge to be delivered
  - This will grow our fleet from 48 trucks to 51 (one new ambulance will be a replacement)
  - Additional new trucks will help with deployment
  - Anticipated deliver Q42023
FY23-24 Update

• The budget final approval is August 28th, 2023

• DCS
  ➢ Exploring new portable ventilators
  ➢ Clinical innovation

• Operations
  ➢ Learning Best Practices
  ➢ In Charge and Captain training
  ➢ Stations 16, 42, 46, 47

• Headcount
  ➢ Truck Expansion (Debit Day and BLS)
  ➢ EMT/Cohort Chief
  ➢ Occupational Health Specialist (HR)
  ➢ Alarm staffing