

Minutes LMC Meeting – February 2021

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AT THE NEXT MEETING THESE MINUTES WILL BE APPROVED
THE APPROVAL PROCESS MAY CHANGE SOME SENTENCE STRUCTURE OR
WORDS, BUT SHOULD NOT SIGNIFICANTLY CHANGE THE CONTENT

Minutes of the Regular LMC Meeting of February 25, 2021

Present: Kevin Miller, Brett Hopper, Jeff Czyson, Dave Matteson, Karen Kozer, Angie Fox, Matt Miron, Anne Handahl, Amanda Layne, Dan Seiberlich, Ron Gray, Bradi Larson and Aaron Florin.

Minutes taken by Amanda Layne.

Meeting called to order at 1333.

Minutes from January 2021 meeting approved as submitted.

AHEMS Updates

Finances

The operating income for January 2021 was \$5,614,000 which was \$548,000 unfavorable to budget. Net revenue was \$182,000 behind plan, total salaries were \$9,000 ahead of plan and non-salary expenses were \$167,000 behind plan. Billed transports were unfavorable to plan by 635.

****Every year AHEMS creates a budget to guide operations and provide expectations for recapitalization of the organization. When you hear us use the term “behind plan” this refers to the fact we are performing at a rate that will leave us short of our established goal. This does not mean we are losing money; we’re just not making the amount we targeted before January 1st. Likewise, the term “ahead of plan” refers to the fact we are doing even better than was predicted which is a wonderful situation!****

Broadway Update

Construction is in full swing. The timeline will be delayed a bit due to some issues that came up. Hoping to move staff there at the end of March. Allina has put one million dollars into the building.

Overtime on Paystub

This was brought up at the membership meeting last night. There are different overtime rates listed per week and seem to be more than the 1.5 rate. This is because the overtime rate is based on the average of all pays including premium pays. Kevin had sent an email out about this in the past and states he will resend it out as a reminder.

Surge Staffing Bonus Pay

The surge staffing pay will sunset at the end of March. The day surge trucks have been removed from the schedule but the night trucks remain as they are aiding in night transfers. The number of surge shifts being utilized has not been tracked.

IAEP 167 Updates

2020 Elections

IAEP elections were held at the end of February 2021. Colin Brown was elected as Treasurer, Angie Griep was elected as District Vice-President EIT, Dean Eull was elected as District Vice-President Wright County, Jodi McKusick was elected as District Vice-President Dispatch/Forbes/Grand and Noah Peterschick was elected as District Vice-President Cambridge.

Committee Reports

Staffing Committee

Staffing committee has not met since the last LMC meeting and will meet again after the Metro Bid is complete in March. We are hiring six EMTs and ten paramedics in March and seven EMTs in April. The next school to graduate is Anoka Tech.

Safety Committee

No report from safety committee at this time. Last met in late December 2020.

Communications/Operations Committee

The committee has not met since last LMC. Next meeting was scheduled March 10 but may need to be rescheduled. The chairs are looking to set up a meeting with Kevin to discuss long term goals and expectations.

Rumor Control

Allina EMS Being Sold

Nope. No way. Not true. We are doing very well as a business unit and Allina just invested four million dollars into a new building and two million dollars into trucks.

New Trucks Have Been Picked

The new trucks have not been picked. The truck survey has been completed. There were many responses and will give the group a lot to work with. Lanenberg and Egan are working with a smaller group on picking the new trucks. They are hoping to have specifications developed this year and requests for the new trucks in 2022.

Dispatch gets to do what they want

There is a rumor that dispatch is told to go below minimums and use critical care to "get transfers done". This is not true.

Standing Reports

Managers doing union work report

There were 36.25 hours reported for January 2021 and 15 hours reported for the month of February 2021.

Outsourcing Report

There was \$27,477.52 reported of outsourced work for the month of January 2021.

Action Item Review

EMS Vehicle Operations and Usage Policy

Incorrect fueling was added to policy and will be reviewed by LMC.

Sleep Study

We have been asked to change from sleep study to a sleep fatigue and teamwork study. Will send out video and write up communication to staff.

Update Committee Charters

Kevin will be updating charters for all committees and then will identify open positions on committees.

Back Machine/Fitness Group

The committee met in February. The goal was to create an on duty fitness program while at a base or in trucks. They are looking into discounts available for fitness through Allina and lifetime, looking at products that can be used at the base, nutrition information for first responders and fitness items that are available through Aspen Mills that could be purchased with uniform allowance.

Uniform Policy Revision Workgroup

Kevin has a draft that is working on. Needs to add pictures and possibly looking at different shirt options. Should be done by next meeting.

New Business

Vehicle Damage/Crash Policy

The updated policy was presented. The crash policy will be updated to state "animal strike" instead of "deer strike". This means that preventable crashes will go back to being subject to discipline after policy has been sent out.

Moving Bases in the West Corridor

Kevin will need to look more into this. There have been two resignations in the West Corridor in a short time frame and they will be looking into possible options reorganize some areas.

Employee Relations

The Employee Relations team at Allina has taken over all investigations and grievance meetings. The process was abrupt and may be unclear on both sides. More information about this new process should be shared with staff and leaders for clarification.

New Language Interpreter Program

Allina purchased a new language program that we will be utilizing. This program will be an app on the phones and laptops. It can be used as a call or video chat. The video option allows us to use the program for American Sign Language interpretation. This program is used by other public safety services and well liked.

Next Meeting Date:

March 25, 2021 at Mounds View Conference Room at 1330.

Adjourned at 1509 hours.