

Minutes LMC Meeting – January 2021

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AT THE NEXT MEETING THESE MINUTES WILL BE APPROVED
THE APPROVAL PROCESS MAY CHANGE SOME SENTENCE STRUCTURE OR
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Minutes of the Regular LMC Meeting of January 28, 2021

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

Minutes taken by Amanda Layne.

Meeting called to order at 1334.

Minutes from October meeting approved as submitted. There were no meetings in November or December.

AHEMS Updates

Finances

The operating income for December 2020 was \$326,000 which was \$1,077,000 unfavorable to budget. Net revenue was \$620,000 behind plan, total salaries were \$161,000 behind plan and non-salary expenses were \$276,000 behind plan. RCM was extremely behind. Billed transports were unfavorable to plan by 456.

****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!****

River Falls Update

Things in River Falls are going really well. We are still working through some radio issues.

Broadway Update

We finalized the purchase of the building just before the end of the year. It is in the demo and construction phase. We should hold LMC out there in the future to see the building. The shop will be the main resident. We gain two stalls, more parking, more lifts and the ability to lift ambulances higher. We will also move STS as report to work location instead of Grand. The Unity report to work location will stay the same. Broadway will be used for a posting location for BLS and possibly critical care which have not been finalized yet. The main inventory from Mounds View will move to Broadway eventually. Once the brewery moves out we will look at moving more to that portion of the building. We will also be moving educators and some other staff to Broadway.

IAEP 167 Updates

Ratification Vote

There is a tentative agreement and the union is holding information meetings this week. Ratification voting will start Monday, February 1 and will be completed Thursday, February 4.

Officer Elections

The 2021 Board of Director elections are scheduled for the end of February. The positions up for election are Treasurer, VP Wright County, VP Cambridge, VP EIT and VP Dispatch/Grand/Forbes.

Committee Reports

Staffing Committee

Staffing committee met on December 7, 2020 for pre bid meeting. Metro bid for Spring/Summer 2021 bid will start February 2, 2021 and will be complete March 5, 2021. Hiring is going well and after March 1, we will be within three FTEs for BLS EMTs.

Safety Committee

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

Communications/Operations Committee

The committee last met on November 30, 2020. They added a new member and are still looking for a representative from the West Regions. They caught up on a lot of old business and made Hayley Czyson the Co-Chair. They are looking at getting ride-alongs and sit-alongs set up.

Rumor Control

None.

Standing Reports

Managers doing union work report

There were 48.5 hours reported for September 2020, 42 hours reported for October 2020, 47.99 hours reported for November 2020, 18 hours reported for December 2020 and 36.25 hours reported for the month of January 2021.

Outsourcing Report

There was \$37,864.35 reported of outsourced work for the month of November 2020 and \$13,576.92 reported for the month of December 2020.

Action Item Review

Pagers

We will be getting rid of pagers completely. We are working on developing transition strategy to move away from pagers.

EMS Vehicle Operations and Usage Policy

They would like to include incorrect fueling into the EMS Vehicle Operation and Usage policy. Our policy does not line up with corporate policy completely.

Sleep Study

It is back. They are looking for ambulance service from 50 to 300 employees. Have asked if we can do it but have not heard back. It would be a 24-week commitment if we do. Employees would need to check in each quarter and compensation would be \$35. Will work on getting 50 employees interested to enroll. IAEP will also post a message about it.

Open Committee Positions

Kevin needs to identify what is needed by communicating with committee chairs. Then openings can be advertised. Amanda does know what is needed for Staffing Committee and will post for openings. We will add an action item to update the charter.

Back Machine/Fitness Group

Getting together in February.

Uniform Policy Revision Workgroup

No update at this time. Kevin has a draft and is waiting on contract negotiations to see if changes will be needed.

New Business

EMS Certification Policy

It was updated and rewritten by Susan and legal. It includes certifications for WI EMS employees. It lists certifications required for each job class. The job class of interfacility dispatcher needs to be removed as it no longer exists.

Community Paramedic Job Description

They are working with home care with readmission patients and doing a good job. The job description required re-writing to open up for hiring outside for Community Paramedics only and not as combination Community Paramedics and 911 Paramedics.

Special Transportation and Lead Pay

Special Transportation does have two people that train in new hires. They receive lead pay when they are training.

Dispatch Scheduling and Bid

Since Angie has been promoted, the dispatch bid will now be completed by a union member and a supervisor. Angie and Brett have worked out many issues that have come up through discussion. There was some headaches with the transition. The dispatch bid will be starting at the same time as the metro. They are working on cleaning up rules for the interfacility dispatching shifts.

Use of Personal Vehicles During Shift

Management is in the process of writing a procedure to handle this topic. This causes also of angst for both supervisors and for employees. Employees are getting moved more and more. Some employees are getting notice and some not. The option of using a truck is not always available because of the limit of the number of trucks that we have. Employees are paid for miles in accordance of the IRS rules. If an employee is punched in and in a crash then they would be under work comp but not insurance due to paying for mileage.

Outstate Critical Care Runes and Airvow2

At this time they are stopping airvow2 runs until a policy is written by Dr. Stevens. We have paused to develop a process for critical care and then it will be adopted in the regions.

Next Meeting Date:

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

Adjourned at 1520 hours.