

Minutes LMC Meeting – March 2022

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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 March 31, 2022

Present: Kevin Miller, Jeff Czysen, Brett Hopper, Amanda Layne, Aaron Florin, Scott Nisbit, Angie Fox, Ron Gray, Dustin Hadley, Jodi McKusick, Mike Oliverius, Scott Tomek, Anne Handahl, Matt Miron and Dave Matteson.

Minutes taken by Amanda Layne.

Meeting called to order at 1336.

Minutes from February 2022 meeting approved as submitted.

AHEMS Updates

Finances

The net operating income for February 2022 was \$957,000 which was \$194,000 ahead of plan. Year-to-date Net Operating income is at \$3,033,000 which was \$1,219,000 ahead of plan. Net revenue was \$41,000 behind plan, total salaries were \$144,000 ahead of plan and non-salary expenses were \$197,000 ahead of plan. Billed transports were favorable to plan by 612. RCM is behind but estimates will be caught up by July 2022.

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!

IAEP 167 Updates

Board of Director Elections

Amanda Layne and Albert Reiff were re-elected in their positions. Adam Harvey was elected as Cambridge District Vice President and Aaron Florin was elected Metro Paramedic District Vice President.

Committee Reports

Staffing Committee

Post bid meeting was March 21, 2022. We discussed changing weekend requirements to be based on percentages instead of straight numbers. Also looking at how much PTO we give out per day. There was also a discussion about the number of open shifts that there will be and whether shifts should be

removed. The next meeting is April 18, 2022 to finalize bid rules. The Fall/Winter bid will start the week of July 5, 2022.

Safety Committee

Report from Scott Tomek. There is one out on COVID leave. We did go 19 days without anyone on COVID leave. Prior to that the longest stretch was six hours. If things stay the same in the next few weeks, we will may see changes to masking policies. Looking at assaults against EMS. Our area is more aggressive with pressing charges than other areas of the country. Mega Mover trials have been going on in New Ulm. We will be looking at rolling out to other areas. We are looking into being able to purchase radio mics with option dollars. They are looking a belt called Doty to assist with lifting patients up off the ground. They have been approved. We will be getting them ordered and then will roll out education.

Communications/Operations Committee

Report given by Aaron Florin. The last two meetings' attendance have been on the light side. Nikki will be taking over for Hayley as co-chair. They did talk about sending 610/510 level zero page or maybe use a tone.

Wellness Well Being Advisory Committee

Report given by Jeff Czysn. Bethany Worm has taken the position as supervisor and will start April 9, 2022. Two members have joined to focus on nursing mothers and pregnancy. Peer Support meeting have been happening virtually and looking to be in person in April. Dogs do what dogs do. Hero Invitational Hockey Tournament this weekend and we will covering the registration fee.

Rumor Control

None.

Standing Reports

Managers doing union work report

There were 119 hours reported for January 2022, 423.5 hours reports for February 2022 and 490.75 hours reports so far for the month of March 2022.

Outsourcing Report

None at this time due to continued technical difficulties with Work Day.

Action Item Review

Post Moves/Posting Locations Review

Dave and Albert were able to meet and review data. They were able to come up with some good ideas to change posting coverage. Dave will be discussing ideas with Kevin soon.

Open Shift Policy

This will be removed as policy is complete.

CO Detectors

This is one on hold for now due to cost. It is significant expense to order 70ish units.

New Business

Open Shift Policy

There were a few suggestions for amendments that will be included when it is submitted for approval.

Nursing Mothers Policy

They will be adding an addendum with Mother's Room location and access information to current policy.

Fitness for Clinical Duties

IEM is Carol Frazee's position. Moving employees to STS or EIT with failed lift test is addressed. Staffing will be point of contact for employees returning to work. Employee, IEM and leader will collaborate on employee's return to work requirements and shifts.

Truck Seatbelt

They looked into the seatbelt that came off and don't know how that happened. They do check seatbelt connections on regular basis. They will continue to monitor.

OSHA Inspection

The trucks that have been smelling of exhaust have been tested and test under OSHA thresholds. We will get more detailed reports in the next few months. Maintenance states they believe they have isolated pin hole leaks in exhaust near the air intake that may be the cause. They are working on replacing exhausts due to age.

End of Shift in West Regions

The "end of shift" button not being used. A reminder has been sent out to use in West Regions and Buffalo.

EMT Trainee

This would be a job class where employees are hired and paid to complete EMT course up to 24 hours a week and would spend remaining time working shifts in EIT or STS. This would create a career path for EMS. This would have to be an LOU and could address paid study time.

New Uniform Options

The rollout for navy blue polos will be for replacement of existing white shirts. There will also be navy blue maternity shirt options and a brass only navy blue polo type shirt. Photos will be added to policy and options will be added soon.

Next Meeting Date:

April 28, 2022 at Mounds View Conference Room at 1330.

Adjourned at 1539 hours.