

## **Minutes LMC Meeting – March 2023**

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### **Minutes of the Regular LMC Meeting of March 30, 2023**

Present: Kevin Miller, Scott Nisbit, Angie Fox, Aaron Florin, Ron Gray, Dustin Hadley, Niki Fortune, Jeff Czyson, Albert Reiff, Nicole Holm, Dave Matteson and Anne Handahl.

Minutes taken by Amanda Layne.

Meeting called to order at 1335.

Minutes from January 2023 meeting approved as submitted. There was no meeting in February due to weather.

#### **AHEMS Updates**

##### Finances

The net operating income for February 2023 was \$324,000 which was \$433,000 behind plan. Net revenue was \$57,000 ahead of plan, salary expenses were \$307,000 behind plan and non-salary expenses were \$99,000 behind plan. Billed transports were behind plan by 84. Gross charges were ahead of plan by \$516,000, salaries and benefits were behind plan by \$486,000, utilities and maintenance were ahead of plan by \$63,000 and bad debt was ahead of plan by \$93,000.

**\*\*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!\*\***

##### Tiered Response Update

We have one more group that has to complete the ALS training and then all EMTs will be trained into ALS. All new incoming EMTs will be completing training over 16 weeks which will include ALS training. This past weekend was the soft opening for these trucks. They are looking at how many FTEs will be needed to add these trucks to the bid for the Fall.

##### Community Paramedic Update

There was a question about Home Health Care filing in Community Paramedic shifts. This was reconciled.

#### **IAEP 167 Updates**

None at this time.

## **Committee Reports**

### Staffing Committee

Report given by Jeff. They have added the demand trucks to the new bid schedule in Aladtec. The post bid meeting has been pushed back.

### Safety Committee

Report from Scott. The new mega mover project is still in the works. They are rolling it out at ANW. Kyle working with Patty to getting more safety messages out on Slips, Trips, Falls and Lifts. They are looking at a new boot slip on device to help with slippery surfaces. They are looking at adding continue education on stair chair and stretchers. They are working on alternative plans for drive training due to limited number of trucks and locations for training.

### Communications/Operations Committee

Report given by Aaron. This committee will be meeting every other month from now on to aid in issues with scheduling.

### Wellness Well Being Advisory Committee

Report given by Jeff. We have signed a contract with Airport Police to provide Chaplain services. Brody has been added as therapy dog. Nursing moms continues to develop. Peer Support has monthly groups and hoping to expand the team this year. They are working on finalizing SOPs to move to one-on-one meetings. The fitness group is looking for new members.

## **Rumor Control**

None at this time.

## **Standing Reports**

### Managers doing Union Work Report

There were 468.75 hours reported for January 2023 and 244.5 hours reported for February 2023.

### Outsourcing Report

There was \$3,600 reported of outsourced work for the month of February 2023 and \$8,345 reported for March 2023.

## **Action Item Review**

### Personal Safety/Self Defense

This is a subgroup and the project is moving slowly. We are hoping to see something by the end of the year.

### Radio Policy

Kevin will follow up on the Radio Policy and report back next meeting.

### Safety Break

This process has been implemented. They sups are supposed to checking in with crews that have been past halfway mark and hit the UHU. They are still looking and watching this.

#### Base Posting Locations for South Metro

Albert and Kurt spoke about this. The issue is Station 4 construction. They will be reviewing their deployment after construction is done.

#### New Employee Bios

New employee bios launched in January. The biggest issue was getting photos. We have switched to using a photo of their choice. It has been posted in email and on the electronic board. Should it be expanded to include everyone? STS and EITs will now be starting in metro academies.

#### **New Business**

##### Light Duty Policy

There will be a small committee that oversees this process. They will also monitor the light duty employees. This will ensure employees are followed by the leader where they are working, their direct leader and now wellness will be brought in as well.

##### Overpayments

There were some errors that accrued with pay with wage increases in 2023. They were caught and corrected but resulted in overpayments that required repayments.

##### Uniform Disbursements

There was an issue with new employees and getting winter jackets. New employees are being required to see if old jackets will work and if not, they are issued a jacket. Kevin will follow up to ensure this is happening.

##### Truck/Radio Replacement Update

Truck radios are being replaced as they are able to. They are looking into reasons why they are in "maintenance mode". Portables will be replaced as money is available.

##### Crash Committee Reports

Many crashes are being labeled as preventable that are really non-preventable. Scott is following up with Kyle to review what crashes are preventable versus non-preventable.

##### Cambridge Deployment

There is a concern that Cambridge is not being covered for Bravo. We are attempting to cover all crews if they are possible but there are not always trucks available.

#### **Next Meeting Date:**

April 27, 2023 at Mounds View at 1330.

Adjourned at 1543 hours.