

# 20220715 Workforce Committee Minutes (draft)

Thursday, July 14, 2022 8:20 AM

**Meeting Subject:** Workforce Committee

**Meeting Date:** 7/15/2022 8:30 AM

**Location:** <https://mainestate.zoom.us/j/84802078486>

**Link to Outlook Item:** [click here](#)

## Invitation Message

### Participants

- [Davis, Darren W](#) (Meeting Organizer)
- [Adams, Melissa F \(MDPS\)](#)
- [Aiden Koplovsky \(aikoplovsk@gmail.com\)](#)
- [Brian Chamberlin](#)
- [Jason Oko](#) (Accepted in Outlook)
- [Joe Brichetto \(jbrichetto894@gmail.com\)](#)
- [Joseph Kellner VP – Finance, Operations & Strategy](#) (Declined in Outlook)
- [Maria Russell](#) (Accepted in Outlook)
- [Matthew Quinn \(matthew.quinn141@gmail.com\)](#)
- [Matthew Sholl](#)
- [Rick Petrie](#)
- [Stephen Smith](#) (Accepted in Outlook)

## Agenda

1. Call to Order 08:32
2. Maine EMS Mission Statement

“The mission of Maine EMS is to promote and provide for a comprehensive and effective Emergency Medical Services system to ensure optimum patient care with standards for all providers. All members of this Committee should strive to promote the core values of excellence, support, collaboration, and integrity. In serving on this Committee, we commit to serve the respective providers, communities, and residents of the jurisdictions that we represent.”

3. Attendance

- [Davis, Darren W](#) (Meeting Organizer - Staff - Non/voting)
- [Aiden Koplovsky \(aikoplovsk@gmail.com\)](#)
- [Brian Chamberlin](#)
- [Joe Brichetto \(jbrichetto894@gmail.com\)](#)
- [Joseph Kellner](#)
- [Matthew Quinn \(matthew.quinn141@gmail.com\)](#)
- [Matthew Sholl](#)
- [Rick Petrie](#)
- [Stephen Smith](#)
- [Maria Russell](#)

Non-Members:

Jason Oko

Melissa Adams

#### 4. Minutes: June 17, 2022

1. Motion to accept Rick Petrie
2. Seconded Matthew Quinn

- [Aiden Koplovsky \(aikoplovsk@gmail.com\)](mailto:aikoplovsk@gmail.com)
- [Brian Chamberlin](#)
- [Joe Brichetto \(jbrichetto894@gmail.com\)](mailto:jbrichetto894@gmail.com)
- [Joseph Kellner](#)
- [Matthew Quinn \(matthew.quinn141@gmail.com\)](mailto:matthew.quinn141@gmail.com)
- [Matthew Sholl](#)
- [Rick Petrie](#)
- [Stephen Smith](#)
- [Maria Russell](#)

#### 5. Public Comment: None

#### 6. Modifications to the Agenda: None

#### 7. Old Business

1. Committee mission re-evaluation
  - i. Non comments or discussion
2. Next work item

- i. [Labor Committee Shared Content](#)
- ii. Priorities

- i. Formally request the Legislature create a blue-ribbon committee to study the delivery of EMS in Maine. This committee would supplement, not replace the Strategic planning process that the Board will begin in January. This Legislative Committee could tackle the hard issues that would be difficult for the Board to solve alone.
- ii. Request supplemental reimbursement for ambulance services to better cover costs associated with the delivery of EMS. Matching Medicare/MaineCare payments would be a good start. The underlying issue here is that CMS is doing a cost analysis, but those results won't be available until 2026. A certain percentage of the additional money would be allocated for First responder services.
- iii. Fund the development of a comprehensive recruitment and retention campaign that includes information about how to get involved in EMS as well as education for services on how to attract new EMS providers.
- iv. Establish EMS representation on the Bureau of labor Workforce development committee.
- v. Form a sub-committee to begin developing the rules for a needs assessment process and the cost assessment as required in LD 1258.
- vi. Complete the workforce crisis Resolution as adopted by the MEMS Board and send to the Governor, every Legislator, and every major newspaper

#### 3. Survey Review

**[Aiden Koplovsky arrived 08:36]**

- i. Analysis of text responses
  - i. Pay and benefits
  - ii. Lack of respect from other health care and public safety agencies
  - iii. General frustrations about being understaff and overworked
  - iv. Dissatisfaction with leadership
  - v. Dissatisfaction with the EMS Office that the office is out of touch with providers

- ii. Discussion about publicizing the successes that may impact the workforce issues
- iii. Matthew Quinn suggested restart publishing a quarterly journal of Maine EMS
- ? iv. Can we get more time from the DPS communications and social media staff?
- v. Item by item plan
  - i. Leadership
    - 1) Need a curriculum
    - 2) Need a minimum set of qualifications
- vi. Analysis of text responses, priority issues
  - i. Compensation (Pay and benefits)
  - ii. Management, Leadership culture
  - iii. Recruitment and retention
  - iv. Maine EMS system communications (Journals, Social Media, Resources)

8. New Business

9. Action Items and Next Steps

- Melissa to check in on DPS communications/social media
- Committee members to identify ways to address the priority issues

10. Next Meeting Date and Time: July 29, 2022 08:30

11. Adjourn at 10:03

Parking Lot:

- **Maine EMS Staffing Coalition Report**

- a. Discussion about what additional information could be sought in this survey that we didn't capture in the multiple vaccination reporting surveys completed by services in November and December. It is the committee's understanding that Maine EMS has the data to answer the question posed by the Board as to how many clinicians left services due to the vaccine mandate.

- i. Kellner will bring this item back to the Board for clarification.

- **Request for supplemental reimbursement**

- **Fund the development of a comprehensive recruitment and retention campaign**

- **Essential Services**