



JANET T. MILLS
GOVERNOR

STATE OF MAINE
DEPARTMENT OF PUBLIC SAFETY
MAINE EMERGENCY MEDICAL SERVICES
152 STATE HOUSE STATION
AUGUSTA, MAINE 04333



MICHAEL SAUSCHUCK
COMMISSIONER

J. SAM HURLEY
DIRECTOR

EMS Workforce Labor Committee Meeting
December 17, 2020 at 8:00 AM
Zoom: <https://maine-ems-gov.zoom.us/j/96771853910>

Meeting Minutes

“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 board should strive to promote the core values of excellence, support, collaboration, and integrity. In serving on this Board, we commit to serve the respective providers, communities, and residents of the jurisdictions that we represent.”

1. Call to order -0806
2. Reading of the Maine EMS mission statement
3. Attendance
 - a. MEMBERS PRESENT: Tim Beals, Jay Bradshaw, Brian Chamberlin, Joe Conley, Joe Kellner, Rick Petrie, Matt Sholl, Steve Smith
 - b. MEMBERS EXCUSED:
 - c. MAINE EMS STAFF: Griffin Bourassa (staff rep), Sam Hurley, Jason Oko, Darren Davis, Marc Minkler, Chris Azevedo
 - d. PUBLIC PRESENT: Jeremy Ogden, Justin Hurlburt, Ronnie Rodriguez, Eric Wellman, Jesse Thompson, James Lapolla, Katelyn Damon, Ed Morsehead, Benjy Lowry, Ben Zetterman, Aiden Koplovsky (0830)

4. Public Comment

5. Modifications to the agenda

● **Excellence** ● **Support** ● **Collaboration** ● **Integrity** ●

PHONE: (207) 626-3860

TTY: (207) 287-3659

FAX: (207) 287-6251

With offices located at the Central Maine Commerce Center, 45 Commerce Drive, Suite 1, Augusta, ME 04330

6. Old business

a. No old business to discuss, because this is the first committee meeting.

7. New business

a. Determine a chair and co-chair

i. Joe Kellner appointed Steve Smith as chair of the committee, Tim Beals as co-chair. No other individuals expressed interest in either role.

ii. **Motion** to approve Steve Smith as the chair and Tim Beals as the co-chair by Rick Petrie second by Brian Chamberlin.

1. Roll call vote:

- a. Tim Beals – *yes*
- b. Jay Bradshaw – *not polled*
- c. Brian Chamberlin – *yes*
- d. Joe Conley – *yes*
- e. Joe Kellner – *yes*
- f. Rick Petrie – *yes*
- g. Matt Sholl – *yes*
- h. Steve Smith – *yes*

b. Establish the goals of the committee

i. Committee and public members identified problems facing EMS

labor force now:

- 1. No or limited ability to move-up within an organization
- 2. Low pay
- 3. Fatigue/burnout

4. Integration of healthcare from the education perspective. –
Jay Bradshaw

5. EMT classes may not be teaching students practical skills
like operating a stretcher or writing a run report. That leads
to frustration when new EMTs enter the work force and are
forced to do on the job training. – Ed Morsehead

6. People are frequently encouraged to leave EMS and we
need to shift the culture to encourage people to stay in
EMS. – Aiden Koplovsky

7. The board asked the committee to identify the data points
necessary to understand the issues facing EMS. Also, to
identify stakeholders and get feedback. Using information
collected that would be used to contribute to the strategic
planning process in the spring. – Joe Kellner

ii. Chris Azevedo recommended the committee form one common
goal that identifies the purpose of the committee.

iii. It is proposed the committee identify problems facing the EMS
work force and develop a work plan to improve those problem.

c. Establish other committee roles as necessary

i. Identify the issues, gather the data, and report back to the board.

The committee should aim to report back to the board in March. –

Tim Beals

d. Decide if other members are needed on the committee

- i. Eric Wellman commented that the committee is missing key stakeholders. Eric recommended the committee bring-on new EMS providers to provide a fresh perspective.
 - ii. **Motion** to confirm the existing committee members by Tim Beals, seconded by Rick Petrie.
 - 1. Roll call vote:
 - a. Tim Beals – *yes*
 - b. Jay Bradshaw – *absent, left early*
 - c. Brian Chamberlin – *yes*
 - d. Joe Conley – *yes*
 - e. Joe Kellner – *yes*
 - f. Rick Petrie – *yes*
 - g. Matt Sholl – *yes*
 - h. Steve Smith – *yes*
 - iii. Joe Kellner recommended not adding further members to the committee to keep the size of the committee manageable. Instead, it is recommended feedback from other stakeholders be collected through public comment, interviews, surveys, etc.
- e. Establish any timelines for the proposed work
- i. March may be too soon. It is proposed the committee take until late May. – Sam Hurley
- f. Determine if any additional resources are needed at this time.
- i. No further resources are needed at this time, until the goal is further defined. – Rick Petrie

8. Other

9. Action items and next steps

a. If anybody present in the meeting has ideas about goals, issues facing EMS, and/or other stakeholders to involve should email Griffin before the next meeting.

b. At the next meeting the committee will further define the final goal of the committee.

c. Joe Kellner recommended a brief review of the existing direction from the board.

d. Next meeting the committee should discuss who should the committee reach out to and how.

10. Next meeting date and time

a. January 7, 2021 8 AM to 9:30 AM.

11. Regularity of meetings

a. Tabled until the January 7 meeting.

12. Adjourn

a. **Motion** to adjourn by Brian Chamberlin seconded by Rick Petrie