

FITCH-RONA EMS COMMISSION MEETING MINUTES
PERSONNEL SUBCOMMITTEE
Fitch-Rona EMS District
101 Lincoln St., Verona, WI
Thursday, July 14th, 2022

The EMS Commission Personnel Subcommittee was held in the Verona Fire Station. With a quorum present, the meeting was called to order at 6:02 PM. Roll Call Present: James Roberts, Derek Johnson, Terry Schnapp, and Sue Luginbuhl. Absent: Shannon Strassman. Also present: Patrick Anderson, EMS Chief

Public Comments: None

Approval of Minutes from May 19th, 2022 - Motion to approve Schnapp, Second Roberts.
Motion carried

Pay increase for LTE Short Notice Coverage Trial -

Chief Anderson shared that following a staff meeting in January, the staff put a work group together to try and reduce the number of mandates. They worked with DC Dostalek and conducted surveys of the full-time medics and LTE's. They presented six recommendations to the Chief in May. The Chief reviewed the list with the committee. Two SOP changes had already been implemented to allow additional time for staff to respond to short-notice sick calls. One of them was going to be difficult to assess the viability of in the short term, but the Chief explained that one issue presented in a survey was that at the current LTE wage, it was not cost-effective to pay for childcare on short notice to a cover shift. The workgroup proposed increasing the LTE wage to time and a half (1 ½) when LTE's come in with less than 24-hour notice. The Chief explained that time and a half for an LTE would still be a lower wage than the double-time pay for a mandate that is contractual for full-time staff. He pulled data from 2020, 2021, and 2022-to-date, and stated that there would need to be a 50% increase in LTEs picking up shifts to offset the cost of the wage increase for all short notice shifts picked up by LTE's. The committee concurred that a trial period through the end of the year (5 months) was feasible, with a re-evaluation at the beginning of the year. If the increase in wages did not make an impact, the wages would return to their straight-time amount.

Review MOU – Compensatory time for Short Notice Coverage Trial:

The Chief shared that a second proposal to reduce mandates was to offer Compensatory Time to full-time staff at time and one-half for voluntarily picking up a short-notice shift. A discussion was had that Compensatory time had been a previous benefit for mandates but was replaced with additional paid time off during the last contract negotiation. The Chief stated he had sent the MOU for review with the labor attorney who also made the same comment. Continued discussion led to the recommendation not to move forward with the MOU since the benefit had been previously negotiated out of the contract and the next contract is currently being negotiated. The MOU will still be reviewed by the finance committee at their next meeting.

Closed Session: Motion to go into closed session pursuant to 19.85(1) (c). Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. (Compensation for unrepresented employees). Motion by Robert, Second by Johnson. Motion carried

Reconvene into Open Session - Motion by Luginbuhl, Second by Schnapp. *Motion carried*

Other Business:

None

Adjournment: Motion Roberts, Second by Luginbuhl to adjourn at 7:12 PM. *Motion carried.*

Approved:


Derek Johnson, Subcommittee Chair