

JEDI COMMITTEE MEETING
VIRTUAL MEETING
MEETING MINUTES 8/25/21

In Attendance: Amy Willey, Ruby Hagens, Crystal Pembleton, Ruby Hagens, Robert Phillips, Kimberly Eubanks, Julie Raley, Felicia Fleming.

Absent: Karen Turner (Who has resigned of August 2021)

TIME IN: 1:10pm

I. AGENDA: Discuss the issues that surround DES and what we can do to make our work environment better. This goes a long with the Justice and Inclusion of the JEDI

I. Animal Shelter: We discussed why there is such a recruitment/retention issue at the animal shelter and we also discussed an internal scheduling issued. We plan a seeking further information on this topic and speaking to leadership about the scheduling issues. There has always been recruitment/retention issues and we want to find out is it because of the job itself or more of an internal issue. .

- i. **EMS:** We want to verify when sit in training for EMS and Communications will begin. We were made aware that the new recruit class did sit in at communications as a part of their training.
 - ii. It would be nice to change the duration check when crew is on a scene. This policy can cause issues and miscommunication between the communications and EMS.
 - iii. Can COMMS have a protocol in place when tough calls occur. For example, a call involving a child that is severely injured. EMS has someone that is typically able to cover them, but COMMS doesn't usually have that opportunity. Leadership makes sure they are ok and might give them a little time, but because likely staffing issues the employee isn't able to leave.
 - iv. Currently EMT's can't advance unless they become a paramedic. By having this policy, we could be leaving out individuals who could be great leaders. It could prove to be a plus for recruitment if we can allow EMTs to promote as well.
- II. There seems to be an issue with Workers Comp. Some employees say they are not offered it nor do they know how it works. Will be getting

more clarification on the topic. There is also a delay/procrastination on Workers Comp getting the approvals done. These are items requested by IME not be covered by WC

- III. Moral issues are huge part of the retention for EMS, which could also lead into recruitment issues. Employees feel the surveys get filled out, but nothing changes. Station visits have occurred, but still with little change. The follow are a few ideas EMS employees though of to help with moral issues. The following are a few ideas that could possibly help morale. The first idea was to have the Chief/Asst Chief/Captains come to the stations more frequently and go on calls with the crew. This could be 2 days a month per person, just for example. Another idea is making sure leadership is always listening to the calls to know what is actually going on that particular day.
- IV. **Closing:** As a group we are going to get documentation, so our chairman can discuss topics at the next Leadership meeting.
- V. **Meeting Ended:** 2:45pm