

**Trumbull Emergence Medical Service Commission Meeting
September 27, 2022
Minutes**

Members Present: Diane Mayo (Chairman); Shea Gregg; Joel Hirshfield; Philip Lukianuk;

Also Attending: Leigh Goodman, TEMS Chief

Members Absent: Tom Kiely, Jr. Jeffrey Pranger; Matthew Wheeler

Chairman Mayo called the meeting to order at 7:02 PM followed by the Pledge of Allegiance.

Public Comment:

- None

Review and Approval of Prior Minutes:

Review and approval of the Minutes of August 30, 2022 . . . A Motion was made by Mr. Hirshfield, seconded by Mr. Lukianuk, to approve the minutes Motion carried unanimously (4 – 0).

Chief's Report

- See attached Chief's Report and overview.

Old Business

- **Building update:** Chief Goodman continues to advocate for the urgent building expansion and upgrade, however no further action has been taken by the town at this time.

New Business

- **Hiring Update:** Chief Goodman reports that interviews were held on 9/7/2022 for 9 potential candidates. We offered 1 FTE paramedic a position, 2 EMTS Per Diem Foundation EMT positions, and 4 Per Diem EMTs.

Unfortunately the FTE Paramedic position posting was closed by HR prior to all vacancies being filled. The posting was reopened on 9/19. The FTE Supervisor job was unable to be posted by HR until 9/26/22. This position is being aggressively marketed with a short open in order to secure this much needed position promptly since it has been open for over 8 weeks. Chief Goodman noted during this time neighboring agencies were posting admin and field positions.

We are still looking to fill 2 vacant FTE paramedic positions and 1.5 vacant FTE positions.

With our EMT supervisor still out on long term medical leave, and these FTE vacancies Chief Goodman, Supervisor Weber & Office Manager O'Connor are doing all they can to take on multiple roles including field shifts. Region wide, we are seeing all agencies show multiple vacancies. We are no longer competitive with other salaries see Addendum B (page 4) for examples as requested. *Chief extends sincere thanks to Andrew & Kate for their extra efforts.*

Chief Goodman shared the following comments and articles for follow up regarding the ongoing EMS nationwide staffing shortage: As we continue to face a nationwide staffing crisis in EMS, as well as other industries, I have no doubt that we must come together and work towards increasing our compensation packages, and consider investing in retention of more full time employees in order to secure a strong, reliable EMS public safety team. What will a thriving wage for Trumbull EMS look like? ***see addendum A (page 3) for reference links

“A thriving wage is one that is attainable and earnable through a single job’s regular work hours. It is nearly impossible to thrive by working excessive amounts of overtime or multiple jobs.”

- **ARPA Update:** Chief Goodman reports that she attended the joint TC/BOF ARPA meeting where she was asked to present on the EMS Department requests, however not all our requests were listed in the town’s proposal for consideration. She provided the EMS Commission with her previous requests at last meeting. She encouraged the EMS Commission to visit the Town of Trumbull website to review the ARPA proposal and advised it was open for public comment.

<https://www.trumbull-ct.gov/977/American-Rescue-Plan-Act>

Public comments may be submitted here:

<https://veoci.com/v/p/form/tk4zkh6t6ncr>

- **Staffing Update:** At 7:20pm, Mr. Lukianuk made a a motion to enter executive session, seconded by Mr Hirshfield for discussion of staffing. At 8:55pm Mr. Lukianuk made a motion to exit executive session, seconded by Mr. Gregg.

Adjournment:

A motion was made by Mr. Hirshfield at 8:57 PM; seconded by Mrs. Mayo to adjourn the meeting. Motion carried unanimously (4 – 0).

Addendum A EMS: Recruitment & Retention

<https://www.ems1.com/recruitment-and-retention/articles/pay-paramedics-a-thriving-wage-to-end-the-retention-crisis-68xRW8ONK5rmnMvM/#:~:text=A%20thriving%20wage%20in%20EMS,%241%2C000%20for%20unexpected%20financial%20emergencies>

The article below explores priorities for companies seeking to retain and hire personnel during the great resignation. The article explores the importance of streamlining the hiring process, showcasing diversity, equity and inclusion successes, and building a healthy work culture. We must not underestimate the ramifications of a hiring and onboarding process that is not streamlined. We have lost countless candidates who have stated they took other offers while waiting for us to either post positions or schedule interviews.

<https://www.fastcompany.com/90706385/6-ways-to-better-compete-for-talent-in-2022>

PODCAST:

Chief Paramedic Mark Lockhart shares the 9-month process Durham EMS*** underwent to significantly increase EMS salaries-

<https://www.ems1.com/ems-management/articles/a-roadmap-to-raising-paramedic-pay-NxcLhmdHx2Od3tjs/>

Living Wage Calculator-Eye opening and shows breakdown by county

<https://livingwage.mit.edu/>

<https://www.bostonherald.com/2022/09/01/boston-ems-union-jabs-city-hall-over-labor-negotiations/>

***Durham EMS is a NC nonunion, govt. department. Their budget is in the link below.

<https://www.dconc.gov/home/showpublisheddocument/37552/637971054271430000>

Addendum B EMS: Regional Competitive Positions

Stratford EMS comparable were found listed on their town website

Paramedic Administrator (Deputy Director) wage scale per CBA \$81,382.07-\$110,029.18

Paramedic Supervisors wage scale per CBA \$77,502.00-\$104,789.89.00

Paramedic wage scale per CBA \$57,452.85-\$71,817.47

https://www.stratfordct.gov/filestorage/39879/67328/CBA_-_Supervisors_Union_Local_3804.pdf

https://www.stratfordct.gov/filestorage/39879/67328/CBA_-_Town_Hall_Clerical_Local_136_%287.1.10_-_6.30.14%29_executed_5.11.15_-_OCR.pdf

Vintech, our previous vendor staffing agency who paid our team rates from 16.25 for EMTs and \$24 for medics, have now increased their wage scale significantly. Based off of recent public hiring announcements they are looking for EMTs with pay scale \$22.50-\$27.50 and \$35.00-\$40.00 for paramedics.

Norwalk Hospital EMS who also offer shift differential pay for nights and weekends are offering higher salaries and sign on bonuses. (\$10,000.00 for paramedics & \$5,000.00 for EMTs) per recent public listing.

Further region wide comps are available and will be forwarded as requested.