



## HUMAN RESOURCES AD HOC COMMITTEE

### STATE BOARD OF EMERGENCY MEDICAL, FIRE AND TRANSPORTATION SERVICES OHIO DEPARTMENT OF PUBLIC SAFETY

## MEETING MINUTES

August 22, 2019

**Committee Meeting Date and Location:** Thursday August 22, 2019 at the ODPS Shipley Building, Conference Room 1102, 1970 W. Broad Street, Columbus, OH 43223

**Committee Members Present:** Mark Resanovich (Chair), Kent Appelhans (Vice Chair), Richard Annen, Eric Burns, Dr. Thomas Charlton, Patrick Ferguson, and Rachel Velasquez

**Committee Members Absent:** Ken Crank, Deanna Harris, and Chuck Sowerbrower

**DPS and EMS Staff Members Present:** Mel House, EMS Executive Director and Liaison, Rob Wagoner, EMS Deputy Director, and Jayn Mayton, EMS Support

**Public Present:** ~None~

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### **Welcome and Introduction**

The meeting began at 9:09 am. Chair Resanovich welcomed everyone. The minutes from the Human Resources (HR) Ad Hoc Committee meeting on May 21, 2019 were reviewed and approved.

**ACTION:** Motion was made to approve the Human Resources Ad Hoc Committee meeting minutes from May 21, 2019, with no changes required. Dr. Charlton – First. Ms. Velasquez – Second. None opposed. None abstained. Motion approved.

The notes from the HR Ad Hoc Committee meeting on July 25, 2019 were reviewed and approved.

### **Recruitment / Retention / Reciprocity:**

The meeting then went directly to the Recruitment / Retention / Reciprocity agenda item. Executive Director House presented a PowerPoint slide addressing the challenges of retention in the EMS and firefighter professions. He showed selected slides from the EMS and Fire Service Recruitment & Retention presentation. His report highlighted the data which

supports the trend of an aging workforce, fewer recruits than retirees, and a sharp rise in demand for services. Also noted were the number of certified providers who are listed as “not affiliated” and may be working in hospitals or studying to be nurses.

The presentation was followed by a discussion regarding the rise in interest in getting certification training through colleges rather than vocational schools. The higher cost of college makes higher-paying medical professions more attractive.

### **Quality CE:**

Chair Resanovich continued prior discussions regarding EMS continuing education for recertification. He introduced the concept of “competencies” in testing a skill for recertification. The skill could be demonstrated to an instructor or medical director along with a didactic component. As a basis for exploring this concept, the Committee created a grid on the white board of each of the EMS levels, categories/topics, general and core competencies, and the minimum skills required to have command of at each of the levels.

**ACTION ITEM:** Capture information written on white board into a comprehensive skills spreadsheet and distribute to all committee members. All committee members to edit spreadsheet with other categories' general competencies and core competencies.

### **Topics not covered in meeting:**

Staffing Needs – *Mr. Appelhans*

Safety/Health – *Mr. Ferguson*

Vehicle Accidents – *Mr. Annen*

Fatigue / Impaired Provider - *Dr. Charlton*

Workforce Resilience – *Dr. Charlton*

### **Structure**

Workgroups

### **Adjournment**

The meeting was adjourned at 10:32 a.m

### **Next meeting:**

September 26, 2019

9:00 a.m. – 10:30 a.m.

Conference Room 1102

Ohio Department of Public Safety

1970 West Broad Street, Columbus, Ohio