



HUMAN RESOURCES AD HOC COMMITTEE

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

MEETING MINUTES

September 26, 2019

Committee Meeting Date and Location: Thursday September 26, 2019 at the ODPS Shipley Building, Conference Room 1102, 1970 W. Broad Street, Columbus, OH 43223

Committee Members Present: Mark Resanovich (Chair), Richard Annen, Eric Burns, Dr. Thomas Charlton, Ken Crank, Patrick Ferguson, and Chuck Sowerbrower

Committee Members Absent: Kent Appelhans (Vice Chair), Deanna Harris, and Rachel Velasquez

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~

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 August 22, 2019 were reviewed and approved, with the addition of Patrick Ferguson in attendance.

ACTION: Motion was made to approve the Human Resources Ad Hoc Committee meeting minutes from May 21, 2019, with the addition of Patrick Ferguson in attendance. Mr. Burns – First. Mr. Ferguson – Second. None opposed. None abstained. Motion approved.

Topics not covered in meeting:

Staffing Needs – *Mr. Appelhans*

Safety/Health:

Mr. Ferguson reported that they are looking at a few different options on the mental health angle. Initially, they are surveying what is already published on the subject. This week there was a nice article in the International Firefighter (IFF) magazine with Columbus personnel represented.

Vehicle Accidents:

Mr. Annen reported that they are collecting information which shows a great variation from state to state, in regards to how much is reported by their agencies. There is no new information to provide at this time.

Fatigue / Impaired Provider:

Dr. Charlton relayed that he had nothing to add from his previous reports regarding depression and substance abuse. He reported that Cincinnati is formally establishing a peer-support group for law enforcement, dispatch, firefighters, and EMS personnel.

Workforce Resilience:

Dr. Charlton reported that he has nothing to add regarding this item, as he is still working on the Fatigue/Impaired Provider piece.

Recruitment / Retention / Reciprocity, and Quality CE:

Chair Resanovich continued prior discussions regarding EMS continuing education for recertification. He stated that today's goal is to modify the core competencies chart, prioritize subjects, and start to develop a process map. Mapping out the process will enable the Ohio Division of EMS staff to contribute their efforts and expertise, IT-related systems and other resources.

Mr. Sowerbrower presented his chart of continuing education requirements wherein all levels of EMS are compared to other medical disciplines. In order to quantify the requirements, Mr. Sowerbrower created the "annual continuing education fraction," a mathematical equation of ConEd/Initial/Cycle. The percentage produced by this equation is the percentage of CE required in subsequent renewal cycles. The committee addressed the issue of disparity between the EMS and the other medical disciplines in percentage of CE required. A major factor is that none of the other professions can be obtained without at least an associate's degree, and some require a Master's degree. It was pointed out that, additionally, none of the other medical disciplines have a volunteer level, and in many areas of the state, the EMS services are highly reliant upon volunteers. The EMS professions have a shorter path to initial certifications, but are heavier on the continuing education throughout their careers.

A discussion ensued about when these comparisons were valid, and when the discussion was not "comparing apples to apples." Differences between the pre-hospital setting and the hospital setting were discussed—such as the EMS mission of getting patients from point A to point B, and supporting them in the process. It was agreed that the EMFTS Board needs to set standards of CE training that ensures the EMS providers of Ohio are able to safely handle their patients' needs, in both rural and urban settings. The quality of the CE is more important than the quantity. In order to address regional variations, competency training and testing could use case studies based on rural or urban scenarios.

The committee members identified some of the more common factors affecting recruitment and retention of EMS providers. Funding and pay disparities throughout Ohio are a factor, as well as pass/fail rates, and attrition of those going on to nursing school. Initial training concerns and decisions impact recruitment, and retention rates relate to knowledge and skill maintenance, and the CE's required to do so.

Deputy Director Wagoner discussed the "eureka point" as a measure of core competencies, i.e. a student is competent when the student can execute the skill successfully multiple times in a row. A continuing education plan which balances the maintenance of competencies in interventions and skills, with required CE's every renewal cycle, should qualify the students to handle routine events as well as high risk/low frequency events.

Action Items: Chair Resanovich directed all committee members to suggest some dates for an all-day workshop, to be held at DPS during the month of November or December.

Adjournment

The meeting was adjourned at 10:30 a.m

Next meeting:

October 24, 2019

9:00 a.m. – 10:30 a.m.

Conference Room 1102

Ohio Department of Public Safety

1970 West Broad Street, Columbus, OH