

RAMSEY COUNTY LABOR MANAGEMENT COMMITTEE

MAY 17, 2023 – 1530 hours

The LMC is intended to be a collaborative effort for open discussion and idea sharing. It is not a policy making committee, although through these sessions changes may be initiated and/or considered.

Attendance:

ECC Leadership: Jeff Mikulak, Lindsay O'Donnell, Erin Quinn
LELS #349: Nicole Diamond, Natalie Simonet, Kelly Skalsky, Jay Sliwinski, Tim Gannon (Business Agent)
St. Paul Federation: Pat Heffernan, Chris Kurr
RC Labor Relations: Cassy Fogale
Scribe: Shar Whebbe

REVIEW OF AGENDA and PREVIOUS MEETING ACTION ITEMS (04.16.23)

Agenda and meeting notes were accepted without edits.

- Action Item: Overtime SOP – C. Barnes, P. Heffernan, and J. Mikulak working on policy. **Completed and Jeff will be sending communication to the floor.**
- Action Item: By-Laws – J. Mikulak will edit as discussed and distribute for final consensus. **In process and tabled until the next meeting. LELS 349 has suggested that verbiage surrounding union membership being at the meetings be added.**
- Action Item: Position of LELS 353 at meetings – C. Fogale will follow up with BMS for guidance on best practices; C. Barnes will follow up with LELS 349 BA T. Gannon for similar guidance. **Completed.**
- Action Item: Training Team questions – J. Mikulak will follow up with T. May regarding coverages by TT, receiving CTO pay for sit-alongs, greater advanced notice when sit-alongs are necessary. **Completed. The next academy starts on 06.12.23 and there have been some changes made to the Training Team schedule. Hybrid training program will increase to 4 weeks. The training team will fill in on the floor as a last resort as they have other commitments once the academy is over. CTO pay for sit-alongs has not been approved and will remain on the agenda for the next meeting.**
- Action Item: Staffing Minimums – J. Mikulak will follow up. **Completed. New minimums will start on 05.20.23.**
- Action Item: MOA/OT Incentive – J. Mikulak will follow up. **In process. This incentive will remain in effect until 09.15.23.**
- Action Item: Manual entry of OT – J. Mikulak and C. Barnes will discuss outside of meeting. **In process.**
- Action Item: Over Minimums – J. Mikulak will update the SOP to reflect the agreed upon practice of how OT is cancelled if we are over the minimum staffing level. **Completed.**
- Action Item: Shift Bid – J. Mikulak will follow up. **Completed and bid is open. LELS 349 is asking to re-address the timing of the shift bid. J. Mikulak will follow up with leadership and this will remain on the agenda for the next meeting.**

OVERTIME (LELS 349)

The overtime incentive is being utilized and will remain in effect throughout the summer (see action item above). Once this agreement expires the concept would need to be renegotiated.

- Action Item – A review or comparison on how Signing up vs outbouding is working will remain on the agenda for the next meeting.

Some probationary employees are taking a lot of overtime, which can impact their job performance. Leadership is monitoring if this is leading to any attendance or performance issues.

OUTBOUNDING (LEADERSHIP)

Outbounding is not happening right now. If outbounding is activated, there will be an influx of pages until the system/cycle catches up. There might be a way to reduce this by 1/3, but this would still result in a lot of pages. At this time, outbounding will remain inactive.

QAs (LELS 349)

Supervisors should be reviewing one (1) hour of phone calls per month for veteran employees, and two (2) hours of phone calls for probationary employees. There is inconsistency amongst supervisors in delivering QA monthly. The training team will be taking on the probationary employees QA, which will allow for supervisors to focus on QA for permanent employees.

Fire QA/ProQA is not getting completed. There is concern that this can threaten the certification of the dispatchers.

→ Action Item – J. Mikulak will check in with D. Smiley and J. Rasch a to determine if it is possible to get another supervisor EMD-Q trained to replace C. Carbone to assist with EMD QA.

TRAINING CONSOLES (LELS 349)

Consoles 21, 22, 31, 32 are being utilized for training consoles. LELS 349 is asking that consoles 21, 22, 23, 24 be dedicated for training because console 31 is often utilized by the fire dispatchers especially during the state fair. That console, however, may no longer have ProQA on it, which would not be a viable console then.

→ Action Item – L. O'Donnell will follow up on this and it will remain on the agenda for the next meeting.

NEW BUSINESS/OPEN DISCUSSION

Shifts take effect around the first of August each year. LELS 349 is asking to openly discuss moving the shift start to June and having the cycle run June – May. With the bid in August, it allows the most senior people to make 2 summer vacation bids. Moving the shifty cycle to run June – May also gives people ample time to plan for fall.

→ Action Item – J. Mikulak will discuss with leadership, and this will stay on the agenda for the next meeting.

There is initiative from APCO and at the state level to retitle the TC position to Public Safety Telecommunicator. Ramsey County is looking at this. There are no action items at this time – this is for awareness only.

There is an employee resigning who asked management to remain a temporary intermittent employee throughout the summer. This would help reduce summer overtime and allow for stronger staffing during the state fair. This will also help to cover vacancies resulting from vacations, promotions and new employee training. Leadership has granted this request which will expire on September 4th (Labor Day). Logistically, the employee will not be allowed to pick up any comp time pending. They will be calling in weekly and working with supervisors to fill any gaps in the schedule.

NEXT MEETING(S):

Monday, June 12, 2023

1530 hrs – 1730 hrs

- LELS 349 will be running the agenda.
- Shar Whebbe will send a calendar invite to all members and reserve the room.
- The June agenda will be sent out on 06.05.23 – all agenda items due by that date.

Meeting adjourned at 1649 hrs.

Respectfully submitted,
Shar Whebbe