



Jackson County Fire District 1

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Board of Directors Employee Retention Workshop

12/12/2022

The workshop was called to order at 8:00 by President Jim Stearns. The following Directors were present: John Foster, John Ellis, Randy Cort and Craig Berry. Mike Hammond, Nikki Knox, Jenna Kurzyniec, Mike Gavlik, Lane Augustson, and Jarret Estremado were also present. The workshop was publicly advertised. There was no public present.

Ideas/Items discussed: Nationwide Paramedic shortages, Paramedic Program; RCC March presence, program shortfalls, Employee Paramedic Student Tuition Program, Union MOU and Contract, Attracting New Employees, Ground Emergency Medical Transport (GEMT) Program Revenue/Longevity, Overtime vs Turnover, Retention of Employees; Creating Exceptional Work Environment/Experience, Peer Support, Overtime, Incentives, Lateral Hiring, Ambulance Service Area (ASA), National Testing Network (NTN) Testing challenges, Past/Present Staff Survey, Revenue options; Service Fees; Records, Inspections, MVC Billing, Firemed. Social Media; Facebook, News Letter

<u>Action Item</u>	<u>Purpose</u>	<u>Assigned</u>
Firemed	Maximize Firemed revenue	Nikki and Mike
Employee Survey	Solicit employee feedback	Jim and Mike
Furniture, equipment, ambulance snacks	Employee wellness	Mike and staff
Lateral entry pay	Attract experienced Paramedics	Union Contract
Wages	Retain/Attract employees	Union Contract

The meeting was adjourned by President Stearns at 11:04.

Nikki Knox
Secretary

Craig Berry
Secretary/Treasurer-Board of Directors