

**HENRY COUNTY FISCAL COURT
SPECIAL EMS MEETING
FEBRUARY 26, 2014**

The Henry County Fiscal Court met in a Special Session on February 26, 2014 at the Henry County EMS Building in New Castle, Kentucky with the following in attendance:

Honorable John L. Brent, Judge Executive
Honorable Peggy V. Bryant, Deputy Judge Executive
Honorable Virginia Harrod, County Attorney
Esquire Scott Bates
Esquire Jerry Beasley
Esquire David Brown
Esquire Mike Fisher
Esquire Roger Hartlage
Esquire Nick Hawkins

RE: CALL TO ORDER

Judge Executive, John L. Brent, called the meeting to order.

RE: SUSPEND WITH THE MINUTES

Upon motion by Esq. Hawkins and seconded by Esq. Beasley, it is ordered by the Court to suspend with the minutes from the February 18, 2014 Regular Meeting.

Motion carried unanimously

RE: OPEN DISCUSSION EMS STAFF ISSUES

Judge Executive, John L. Brent, stated the purpose of this meeting is to have an open discussion with the EMS. He expressed his appreciation to the staff in filling out and returning 24 surveys. Judge Brent reviewed the survey results. He noted he was pleased with the level of patient care and professionalism towards the patients. These areas received the highest scores. The lowest score was regarding management treating all employees the same. Judge Brent noted it has been two years since he has received a complaint from the public regarding the EMS. Judge Brent reviewed the areas that need improvement. Judge Brent turned the meeting over to Esq. Bates, Chairman of the EMS Committee.

Esq. Bates noted he serves of the EMS Committee along with Esq. Hartlage and Esq. Brown. Esq. Bates thanked everyone for coming and completing the surveys. He noted there were 14 positive and 9 negative surveys. He expressed concern with the comments stating the Judge and Fiscal Court need to leave the supervisor and EMS alone. He stressed it is the Court's job and responsibility to make sure things are done right. He stated he will work to the best of his ability to ensure it is a fair working place and a healthy work environment. Judge Brent opened the floor to the EMS employees.

Major, Jeremy Simms, noted that the command staff is necessary. It allows someone to dictate, lead and be in charge. He noted the employees are divided into platoons. He felt EMS Supervisor, Josh Jamiel, is doing a fantastic job. Josh has a take home vehicle and makes paramedic runs while off duty if needed. This helps save the County money as they don't have to have a paramedic come from another County. Josh also saves the County money by doing maintenance. He felt Josh doesn't show favoritism and treats everybody the same. He noted at times he, himself has been disciplined. He feels the EMS is going in the right direction and folks are coming from out of County to work here, as it is a Fun Service.

Part-time EMT, David Wilkinson, took the floor. David noted this is not a survey, but a no confidence vote towards Josh. He stated he lives in Jefferson County but drives here to work because of this service. He feels it is a progressive service and an excellent place to work. David has been a director of a service and he feels Henry County has a better service than Jefferson County. He stated folks here support Josh. He questioned where are the folks that have complained? Tell the folks that are ticked off to hit the road. David stressed if we replace Josh than the County will lose in the end.

Major, Kyle Stewart, was in favor of the chain of command. He noted Josh is here 80 hours each week and having the chain of command helps the service run better. Kyle commented that there needs to be better communication among the employees. If people are offended they need to speak up and say so. He questioned if the folks calling to complain had talked with Josh first. Judge Brent stated he always asked the folks if they had addressed their complaints with Josh. Judge Brent and Esq. Bates had several meetings with Josh and he was not blindsided by this. Judge Brent also noted the County's Personnel Policy states if an employee has a complaint they should first address it with their immediate supervisor and if the issue cannot be resolved than the employee can go to the Judge. Judge Brent noted employees either love or don't like the chain of command.

Part-time EMT, Webb Strang, encouraged employees to come forward and say if you don't think things are right. Get it out there, so the issues can be addressed. Be clear on what is going on. He noted the command staff helps to run the service better and even the supervisors help with the chores. He stated we need to get back to the business of patient care.

Part-time EMT, Patrick Burnett, raised the issue of Josh taking home a vehicle. He stated Josh is there to do backup when needed and if someone is disgruntled than there's the door.

Paramedic, Jeff Dickow, stated he has only worked for the service since December and he looks forward to coming to work. He noted he is from Carrollton and Carroll County would love to have a director like Josh. He noted Josh is a paramedic who is ready to respond at any time.

EMT, Richard Jaehnigen, noted we won't solve problems if they don't go to Josh. He felt some employees have problems with the chain of command as some of those in authority are younger and that causes jealousy.

Lake Jericho Fire Chief, Scott Vinup, noted he was in attendance as a citizen. He hears challenges not problems. He stated the chain of command has to be utilized. It challenges recruitment and retains EMTs. He noted the volunteers are not saying there is a problem. He stated the Court should give folks a chance and he felt this meeting was intimidating.

Esq. Hawkins commented that everyone seems tense. He felt it is healthy to have a meeting and to move forward. Judge Brent noted issues usually get better over time but the issues did not resolve themselves so Esq. Beasley asked to call the meeting.

Part-time EMT, Bobby Burnett, felt equipment was an issue. He stressed the maintenance is killing them. He would like to see the County make some kind of commitment or a five year plan to replace equipment. He stressed some of the trucks have over 100,000 miles on them.

EMS Supervisor, Josh Jamiel, noted he set up the command structure as it works for the military. If he has a question about a run he only has one person to go to. Any discipline comes from him. Complaints are put in writing and are dealt with. The command staff is to help run the service and run it better.

Judge Brent noted Henry County has limited resources. Josh has gone out and got revenues, but the department is not up financially. Judge Brent noted we need EMTs and we don't want them to hit the door. He stressed 90 percent of the complaints are professionalism issues. The Court doesn't know if any of these complaints are true or not, as they are not there. All these complaints add up and cause morale issues. He stressed Josh's take home vehicle is not an issue and was not sure why it has been mentioned so much. Judge Brent encouraged the EMS to show a level of professionalism. Be thoughtful and make an effort to watch what they are saying. Do not watch inappropriate movies. Do not make sexual comments about sexual preferences as other don't want to listen to that. He stressed anyone caught texting while driving will be terminated. Judge Brent suggested the EMS have a person in the chain of command that folks with issues could talk to.

Upon motion by Esq. Beasley and seconded by Esq. Hawkins, it is ordered by the Court to allow the EMS Committee to meet, make recommendations and to bring the recommendations back to the Court.

Motion carried unanimously

RE: ADJOURN

Upon motion by Esq. Hawkins and seconded by Esq. Fisher, it is ordered by the Court to adjourn and each Magistrate, the Judge Executive and the County Attorney shall receive a typed copy of these minutes prior to the next regularly scheduled meeting.

Motion carried unanimously

RESPECTFULLY SUBMITTED:

S/Peggy V. Bryant
PEGGY V. BRYANT
FISCAL COURT CLERK

S/John L. Brent
JOHN L. BRENT
JUDGE EXECUTIVE

Date Approved: March 18, 2014