

CMH EMS Newsletter

Feb 2018 Volume 4 Issue 6

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Neal's Notes

Congratulations. I appreciate the hard work you do! In December 2017, we responded to 897 requests for service and transported 704 patients. That is a new record. In calendar year 2017, we responded to 10,002 requests for service and transported 7,592 patients of those 3,489 came to CMH ER. I never thought we would be a 10,000 response service but for FY 18, we will be well over 10,000 responses.

We should take delivery of a new ARV 4500 Chevy ambulance with a 168" box very soon. This will be the last large box we order. (See below.) Our Ford Transit ambulance will hit the production line February 15th. JR requested that we build on a gas chassis so we delayed the build. The gas engine has a better track record than the small diesel in the Transit.

We have been working to redesign the interior of our ambulance boxes so they are safer. We also want to get the price point down. Part of our design is to be able to do patient care while belted and seated. We want a majority of our most used supplies within arms reach. Brice has done a bunch of research and we have worked to get a design. We have laid out the design in Classroom A. The layout is a 150" box. For our price quote, we used a 150" box, which we plan to sit on a 4500 Dodge chassis with the 6.4 liter gas engine. This will be our first type 1 ambulance. We are in the process of getting our first cost estimate. We are also looking at a Technimount cardiac monitor mount that is crash rated. We will be passing a cot around with the mount on the cot for us to try. Securing the cardiac monitor is a task fraught with opinions and ideas. We want to take a hard look at Technimount. Please keep in mind any cardiac mounting bracket will be a change when you use it.

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We will be having mandatory EMTALA training on Friday March 2, 2018 at 0900 in EMS CR B. Plan to attend in person.

EMTALA has become a hot button issue with CMS. We have to have a better understanding. This training will help us all understand how EMTALA affects CMH and us a hospital based ambulance service. We do not want our actions to trigger EMTALA investigation. This will be an opportunity to learn about EMTALA and be able to ask questions.

The only staff that are not required to attend in person are the on duty crews. We will WebEx for on duty crews only!

Neal Taylor A.A.S., Paramedic
Director Pre Hospital Services

I know we have several new employees so if you already know about the following, please read again for a refresher.

Time Card 101

Please remember to check your time cards during the last shift that you work for the pay period. We are correcting missed clock in's and out's on a daily basis. It is your responsibility as an employee to make sure your time card is correct. If you forget to clock in or out for a shift, we may not see that it is missing. Please contact your manager or myself if you need a correction made. Text or email works best so Aaron, Tom, or I do not forget to make the corrections.

If you are working in a station that is not your home base, please remember to use a float code when you clock in. We are currently having to manually enter these float codes and it takes time to get this done. Only a few employees even try or attempt to try doing this.

The Float codes for each county are listed below.

 Polk: 01016240  Hickory: 01016242  Cedar: 01016244  Osceola: 01016346

How to float to another station that is not your home base.

- * Start as you normally would when clocking in.
- * Enter your employee number.
- * Clock in using 5 to float to another base.
- * Enter department number.
- * Enter # for job class.

If you are working in these stations and it is not your home base, please use that stations float code. For Example: You are a Full Time employee in Polk but are working a shift in Cedar, you would use Cedars float code 01016244.

PAID TIME OFF: Policy HR08-15

Since we get so many questions, I have highlighted some things for PTO usage from the policy. To read the policy in whole, you may go to Policy Stat on CMH's employee home page and search for "PTO usage."

- A. Employees will accumulate PTO for up to 80 hours paid per pay period (exclusive of call and call back hours).
- B. PTO hours for vacation purposes will need to be requested and approved by the employee's supervisor prior to the time off. (Please submit though KRONOS.)
- C. Employees may request additional PTO hours to be added to their paid time in excess of 80 hours in a pay period as long as the "cash in" portion does not take the employee's PTO accrual balance below 120 hours effective June 1, 2005.
 - a. *Effective January 1, 2006, employees may not "cash" PTO in excess of ½ of PTO time to be earned in that year.*
- D. Employees who are involuntarily terminated due to misconduct are not eligible for accumulated paid time off benefits.
- E. For non-exempt employees, the supervisor will be required to put the appropriate number of hours into the KRONOS workforce central schedule for payment.

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New Schedule:

February 18th to March 31st

Request off due by: **February 2nd**

(Only one medic and two EMT's will be approved off during the same time period.)

Availability due by: **February 5th**

New schedule out: **February 9th**

Anniversaries

CMH Years of Service

24 Years

Carolyn Ream

18 Years

Matt D'Amore

1 Year

Cole Pirkle

February

Birthdays

Gregory Wood 13th

Allen Brotherton 16th

Ryan Carroll 18th

Peter Holm 19th

Dawn Sloan 28th

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F. The standard exempt personnel will be scheduled to work ten (10) days per pay period. If an exempt employee works less than the number of days or 80 hours for which he or she is scheduled in a pay period, the employee may use PTO to avoid his or her salary being reduced.

G. In an effort to encourage employees to take a portion of their earned PTO each year, the Boards of Directors have established the following minimum requirement for full-time (including exempt) employees. Effective with calendar year 2010, **full-time employees will be required to take no less than 80 hours of PTO each calendar year following three years of employment.** The difference between the total PTO hours taken and 80 hours will be removed from the employees PTO balance at the end of the calendar year.

a. Employees hired during the calendar year will not be subject to this requirement until the following calendar year. Employees will be held to a 40 hour requirement during the first full and second calendar year of employment. If less than this is taken, the difference between the total PTO hours taken and 40 hours will be removed from the employees PTO balance at the end of the calendar year.

H. PTO will be paid at the employee's base non-exempt rate; not including shift differential, overtime, or other premiums.

I. Employees will continue to follow the standard policy of providing sufficient notice of their intent to take PTO. Abuses of the PTO policy will be subject to disciplinary action and to the absenteeism policy.

J. Employees may choose to request time off from work without using accrued PTO. This elective time off without pay will be limited to a total of 40 hours per 12-month period. Requests for time off without pay in excess of this amount would require approval of Chief Operating Officer or Chief Executive Officer.

Alice Roberts EMT-P
Hickory-Osceola Ops. Manager



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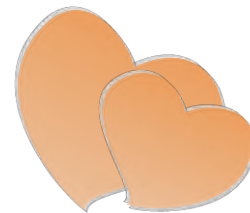
Neal's Notes

As we move forward with these projects, we will be changing the paradigm on how we care for our patient in the back of our ambulances. If we are to become safer, we will have to make changes. This includes moving away from the bench seat and learning to work secured in a seat. Safety for us and our patient have to be addressed and will continue to evolve in the industry. When you look what can be done there is a lot but the price tag is enormous. We do not have an unlimited budget. What we are doing in our design is to stay within our constraints and get to a price point where we can better afford new ambulances. Sometimes safety, like security, can be inconvenient but you look at the end product. We will all have to work to refine how we work in the back of an ambulance. We are doing good things and being innovative in this area, we will continue to refine our ambulance design.

Allen Brotherton is retiring from EMS. He has spent 32+ years in EMS and Fire Service. Allen has been a Paramedic for 31 years. He has been an instructor, managed the initial 911 center in Polk County, and has volunteered as a responder. Allen has been a big part of EMS in the county and at CMH. Please plan to join us for Allen's retirement get together on February 7th. **Allen, Thank you for your many years of service at CMH and in EMS.**

Thank you for all you do and be safe,
Neal T.

Happy Retirement Allen!



Allen's EMS Retirement Celebration

Feb 7th @ 1800 Springfield Brewing Co.

305 South Market Street, Springfield, MO

Parking Available at College Station Parking Garage. An 18% gratuity will be added to each check due to size of group.



Polk Co News – Aaron Weaver

While I was on vacation, I was not able to do any diving due to the weather. I know you all do not feel a bit sorry for me, being in a tropical place where temps were still in the high 60's to low 70's, while you were all back here in negative degree weather. My point is that I appreciate everyone that stepped up and worked shifts so I could feel comfortable going on vacation. I heard that we were pretty busy on top of all of the open shifts. I think you all do a great job of taking care of patients and get shifts covered. I would also like to thank the people who floated to Polk County to pick up shifts as well.

I have been noticing that some of the crews who work out of the trucks that park in the far west garage are not getting their trucks washed or restocked. I have had some complaints. At the end of the shifts, all trucks need to be washed, restocked, and tagged. These duties are your responsibility. Those who work out of the far west garage: I know that it is not an ideal location for end of shift duties. However, we can pull out any one of the ambulances from the original bays and wash, sweep and mop, as well as restock right from that spot. There is plenty of light and the cleaning supplies are right there. Thank you for your immediate cooperation.

I have been slacking in the rounding department and I apologize for that. I welcome anyone at any time to come see me if I have not rounded on you in a while. For the new staff that I have not rounded on yet, our department is driven from rounding. I will ask a series of questions and from the answers, we will create a stop light report on the equipment we need and the priority of getting them.

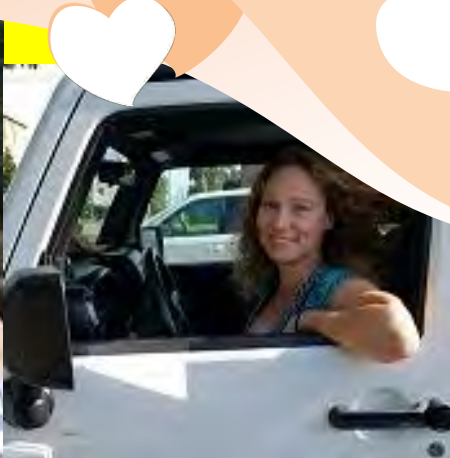
There have been complaints rumbling through the department of gossiping. I really hate that I need to approach this subject but I feel at this point it that I must. We are adults and we have a job to do. Our job does not include gossiping or talking bad of others. Gossiping causes clichés among the department. We are in a career that we MUST have trust in one and other and gossiping breaks that trust down. I challenge every one of you to do a better job of not talking bad about someone or continuing rumors that you hear. Instead, put a stop to what you are hearing. I will do a better job of stopping gossip and rumors. I will challenge myself in not creating gossip or rumors.

I know at times I put some negative stuff in my newsletter, but I do want you all to know I am proud of what we do here at CMHEMS, I think we have a great service and staff, not just in Polk County but service wide. I would not be afraid to put our staff up against any staff in the state. Our staff has great knowledge as well as we have great skills. We have a great education department. I want to thank everyone for doing what they do and continue to maintain their knowledge and skills.

I hope everyone has a great "Singles Awareness Day" on the 14th.

Aaron Weaver, Paramedic
Operations Manager, Polk County

Get Well Soon Cassandra!



Aloha from Sunny Cedar County

So, you ask yourself “I wonder what is happening in Cedar County these days?”

Well, if you have a moment, I will try to get you up to speed.

Cassandra Keller is off recovering from minor surgery and should be back to work on February 15th! YEA! We are working to fill her shifts until then and still have a couple shifts open if you can help.

CMH Cedar Co would like to welcome **John Shaver** who has accepted our offer for the FT position in El Dorado Springs in Cedar County. He will be starting FT for us Feb 18. He comes to us with many years of experience and believe he will be a big asset to our county. Thanks John!

Thanks to **Robert Hudson** for his help to cover the open shifts in El Dorado Springs in the interim. What else is going on in Cedar County you ask? The Cedar County Board has been busy pushing forward on the new Stockton Ambulance Station. We are still looking at being completed sometime in April, if God willing and the creek don't rise. We are busy looking at what still needs to be purchased by the Board to fill the new station. As far as equipment, our new suction units have arrived and we now have all four trucks in Cedar County equipped with new suction units. The new furniture was delivered to the Eldorado station and the old chairs have been delivered to the Stockton station. We will use them until we move into the new building and will have new furniture there. The new ice machine was delivered to Eldorado station and are waiting for maintenance to come over and install it. Well, that's it from the sunny beach of the great Stockton Lake. It's time to roll over and apply some more sun tan lotion. Bon voyage from the sunny shores. Talk to you all soon. Be safe and thanks for all you do!

Tom Ryan, EMT-P
Cedar Co. Ops Manager

There are only a few things to bring up this month. One is the new ambulance design layout. Please come by and look at the layout on the floor in Classroom A. When engineered drawings are available, you will be able to see them. Please give feedback!

The second is the Technimount Arm trial we are doing. We have a cot-mounted Lifepak mount to trial out. It is currently in Polk County and will be making the rounds to other counties. Please see these videos on YouTube to become familiar with it.

<https://www.youtube.com/playlist?list=PL1SxrrAT10ctKxpjh56vk-Zl41BVSO8PJ>

Thirdly, although slightly cheesie, because Valentine's Day is in February; February is American Heart Month. I say this simply to remind you of the need to take care of your physical heart as well as your "heart".

This brings up the last point. Recently, it has been brought to my attention that I come across as a gruff person. I want to apologize to anyone that I may have treated poorly. I know that being made to feel disrespected is one of the worst feelings a person can experience. The last thing I want to do is to go against the CMH values of PRIDE, of which I believe being positive and respectful are the two most important. I hope those of you I have affected will accept my apology.

Thank you all for the work you do each day.

Brice Flynn
NRP, I/C, AAS, BA
Health and Safety Chief

Progress on the new Stockton EMS Station!



Training Opportunities – Local and Regional

GUARDIANS 2018

Pre-registration required.
Register for either day, both days and indicate if you will be attending the main or alternative track.

To register:
www.4944ems.net


PLEASE ENSURE YOU INDICATE THE TRACKS YOU PLAN TO ATTEND

Hotel Accommodations:
Room Block Rate of \$79/night + taxes & fees
For reservations call: 918-919-6000 or toll free at 888-396-7676 ask for the Guardians of the Heart 2018 block rate on or before 02/05/2018

Schedule and agenda content is subject to change based on weather and other affects beyond the control of the planning committee

Hosted by
Quapaw Tribe Fire/EMS
PO Box 200
Quapaw, OK. 74363
918-675-4200

Special thanks to our Platinum Supporter



Serving those who serve

February 19 & 20, 2018

4th Annual

GUARDIANS OF THE HEART



Part of the

DOWNSTREAM CASUALTY FUND



Feb 2 1pm – 430pm

Pediatric Grand Rounds @ Hammons Heart Institute

Register at: <https://www.onlineregistrationcenter.com/MercyPediatrics>

March 23 0730am – 500 pm

Tucker Redfern Pediatric Trauma Symposium @ Hammons Heart Institute

Register at: <http://www.mercy.net/SpringfieldTDO>

April 27 TBA

Tom Steele Emergency Care Symposium @ Hammons Heart Institute

Register at: <http://www.mercy.net/SpringfieldTDO>



Sheila Hagen and Life Flight Eagle will be doing a difficult airway class at EMH on March 14, 2018 at 0830. The difficult airway/medi-man will be here for our use.

This is for EMT's, Paramedics, RN's, Doctors, and anyone who is involved in airway control. This will be a good chance for us to practice our intubation skills and to practice with the King airways and other adjuncts.

CEU's will be provided and hopefully everyone will be able to attend and be involved.

Bruce Goddard
573-286-6986

Training Opportunities – Local and Regional



EMS ALL STAFF MEETINGS

Wed May 23 9am – 11am

Wed Sept 26 9am – 11am

Fire Extinguisher – CMH Security Office

7am – 8am (These are approx. 10 min)

Feb 7 March 14 May 16 June 6 July 18

Aug 8 Sept 5 Nov 14 Dec 12 Dec 27

Competencies

STROKE ASSESSMENT AND TPA TRANSFERS

PRESENTED BY THE POLK COUNTY FTO'S

* MAR 5 9A-1P

* MAR 5 3P-7P

* MAR 8 6P-10P

🚑 AT ELDORADO AMBULANCE STATION

* MAR 12 9A-1P

🚑 AT OSCEOLA AMBULANCE STATION

* MAR 21 9A-1P

🚑 AT HERMITAGE AMBULANCE STATION

* MAR 24 9A-1P

* MAR 24 3P-7P



Education Dept

ACLS Initial (0830 – 1700) 2 Days

Feb 1 & 2 May 23 & 24 Sept 13 & 14 Nov 7 & 8

ACLS Renewal (0830 – 1700)

Jan 5 Jan 18 Feb 28 March 12 April 27 May
11 June 22 July 19 Aug 1 Aug 30 Sept 27
Oct 11 Oct 24 Nov 28 Dec 6 Dec 21

PALS Initial (0830 – 1700) 2 Days

March 22 & 23 July 12 & 13 Nov 1 & 2

PALS Renewal (0930 – 1700)

Feb 22 March 8 April 19 May 15 June 28
July 26 Aug 9 Aug 24 Sept 21 Oct 18 Nov 16
Dec 13

PEARS (0830 – 1700)

Feb 8 June 7 Oct 4



HazMat Classes

March 21 @ 0800

March 26 @ 1300

April 5 @ 0800

April 5 @ 1300

Sept 14 @ 0800

Sept 14 @ 1300

Oct 2 @ 0800

Oct 2 @ 1300