

# Council of Virginia Beach Volunteer Rescue Squads, Inc.

## Meeting Minutes

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Called to order: 28 November 2018 / 18:04 / VBEMS Administration

### ATTENDEES

Dave Coulling, Nancy Gregory, Korinne Islam, Bobby Hill (left at 1948), Ed Brazle, David Wheeler, Tom Reading, Paul Kalmus, Demetrius Devore (arrived 1830), Kay Laws, Tanya Barnes, Jay Leach, Debbie Volzke, Dave Clement, Chris Florio, Jay Kerr (arrived at 1810) and Julie Barnes (left at 1950). Also present: Bonita Teaford (R16), Brian Abeyta (R14), Sarah Druy (MRT), and Bruce Nedelka (VBEMS, left at 1853).

### AGENDA

~~Welcome~~/ Introductions- Dave Coulling

Approval of Minutes- Dave Coulling

Motion made to approve last meeting minutes, seconded, approved.

Treasurer's Report- Nancy Gregory

On file.

Department of EMS Report, Q&A- Chief Brazle

Transfers will be forthcoming. There are three new medics and a couple of openings as of next month. People should be in place by January. The Business Application Specialist position still needs to be filled.

Budget- will consider the staffing for Burton Station, an EMT-A class provided by the city, and to extend the Lifeguard contract further into the fall, and to possibly include the Resort Lifeguard contract. It was necessary to cut

\$100,000 of discretionary budget. Time will tell if any other cuts or additions will be made.

Training- the intake process for new members had been taking an average of 71 days, and now is down to 21 days. The graduation rate has improved from percentage in the 60s, to percentages in the 80s or 90s. The Stop the Bleed training has been provided to school RNs.

Recruitment and Retention- Fish Night will not be provided this year, it will most likely be held every other year.

The date for OEMS State Inspection has not yet been set, but is expected to be late February to early March.

Copies of staffing metrics reports were passed around, night time staffing is the current biggest concern. The volunteer staffing goal is 20 personnel per night and that goal is being met only 70% of the time. Outside of this metric, staffing is doing well.

The floor was given to Bruce Nedelka for a brief presentation on harassment. Over the last 1.5 years, the incidence and severity of harassment charges has increased. Policies relating to such were passed out. These incidents are happening in many stations and concern is that there may be more than are actually reported. Several instances have included multiple persons affected, yet those persons did not report the incidents until questioned about it. EAP is available for those affected and for all volunteers. Please pass on to all station leadership and members that this type of behavior is unacceptable. Some persons affected have stated that they did not come forward for fear of being "dismissed from the system". Only Chief Brazle has the ability to dismiss a member from the department. Stations are also cautioned to be careful of transfers of personnel between stations which may enable any inappropriate behaviors to go unnoticed or unaddressed. Progressive discipline does apply to these offenses, unless an offense is so egregious as to allow these steps to be bypassed. A suggestion was made to include harassment training in the onboarding process. Dialog between station captains is also encouraged in cases of members transferring. This dialog is subject to confidentiality as applicable, but conveyance of issues is key.

## President's Report - Dave Coulling

No report.

## Coordinator Reports

- Foundation Recruitment Coordinator - Bobby Hill

Radio ads are being planned; there will be a focus on Pandora radio. Car shows are another avenue for recruitment which has been successful and the next one will be in January if anyone can help. The largest intake group is ages 18-34 years old. The squads have been doing well on their social media efforts, keep publicizing.

- Rescue Squad Foundation - Bobby Hill

The Foundation is reorganizing into new committees; there will be much more information to come.

- Ambient CO Detector Coordinator - Chris Florio

A grant for 2019 grant cycle to replace half of the stock was submitted. When devices will be tested, they can be checked for alarm history, as it appears several instances of alarms have not been reported. Chief Keene from VBFD has confirmed that 1622's alarm notified Engine 7 to an issue while on an incident, which was then able to be addressed appropriately.

- Junior Rescue Squad - Jay Kerr

The group has had an average of about 16 youth per meeting. R14, R4 and R5 have been helpful in assisting and the group needs station support in mentoring their academy. The more volunteers, the smaller and more effective the groups will be. Volunteers can contact Jay for further information. The group expects to be getting new t-shirts by the beginning of the year and is looking at changing the meeting dates to the first and third Sundays of the month in order to minimize confusion of meeting days. The group will be participating as patients in the upcoming MCI class on Monday.

- Fund Drive Committee-

The fall drive is out and squads should be seeing results.

- MORB committee- No report

- Bylaws committee- No report

- Budget committee- Nancy Gregory and Jay Kerr

The proposed budget is a similar re-work of the last few years' budgets. A line item is being added of about \$200 per class for Rescue Council to sponsor awards for EMS graduating academies. My Committee is being terminated so that line item will be terminated. A suggestion was made to include \$200-300 for lunches, etc for meetings with council persons, or other people of note. The budget will be emailed to Rescue Council representatives once completed for vote during the next meeting.

- Nominating Committee- Paul Kal mus, Demetrius Devore and David Wheeler

The slate is as follows:

President- Dave Coulling

Vice President- Chris Florio and Jay Leech

Secretary- Korinne Islam

Treasurer- Nancy Gregory

Member at Large- David Wheeler and Demetrius Devore

- Fleet Committee-

No report. Request to be made to the city for further information.

- Supply Committee-

No report. Request to be made to the city for further information.

- Training Committee- Demetrius Devore and Paul Kal mus

There will be a meeting with Chief Brenneman on December 18. If there are any requests from the squads, please bring them forward before the meeting.

## Unfinished Business

- Vote for OMD-

Motion made to approve Dr. Martin to continue as Operational Medical Director, seconded and passed.

- BLS Academy-

Each squad is being asked to provide one page of introduction for their squad to be included in the new student handbook for the BLS Academies.

Rescue Council has approved to provide awards for the BLS Academy graduations. Suggested awards are for Valedictorian. Recommended for follow-up with Most Improved or Role Model/Good Citizen awards.

Certificates could be provided in addition to plaque for Valedictorian, which would not cost much extra. Chief Brazle will discuss with Training Staff for recommendations for superlatives and matrices for determining the award recipients. Jay Leech, Chris Florio, and Jay Kerr will work on a plan. Recommendation made for named awards, and to have squads submit recommendations for individuals to name awards for. Recommendation made for Rescue Council representatives to attend class date near the end of academy to discuss Rescue Council with students and to allow students to vote for superlative recipients.

## New Business

- CO Detector Notifications and Training-

A request was made to create "luggage tags" to attach to each CO detector device, explaining what to do if an alarm sounds. Per Chief Brazle, the city will be involved in the deployment of this and will coordinate with Rescue Council.

- VAVRS-

A question has been brought forward as to whether the individual stations are to pay VAVRS annual dues or if it was to be grouped together under the city. Dues are to be paid by the individual squads, and affords them individual memberships in respect to competitions and other events. Dues are due in January.

- Rock the Squads-

A question was brought forward by Jay Leech from the floor as to whether Rock the Squads would occur in the future. This event does not currently have funding from the Rescue Squad Foundation. The city paid \$15,000 for this event and it has been deemed "very expensive". The request to continue this event can be brought up to the Rescue Squad Foundation and the Recruitment and Retention committee can discuss it, but looking for alternatives is a more feasible option. The Recruitment and Retention committee has been looking at smaller, more frequent events. Challenge coins were suggested as a possible way to market Rescue Council.

## **Medical Trends and Issues**

None brought forward.

## **Station Reports/Announcements**

- MRT- Potential changes in leadership coming and will advise once finalized.
- Station 1- A holiday party will be held this weekend. The station is looking for a solution to put a new roof on the building.
- Station 2- The station has been doing more community outreach. Elections will be held in December and Banquet will be held soon.
- Station 4- Will have Pictures with Santa. Working to increase community outreach. Elections will be held in December and Banquet in January.

- Station 5- New ambulance should be on the road soon. Banquet will be held this Saturday and elections were just held.
- Station 6- The station is getting painted.
- Station 9- Banquet will be held soon. The station will host a bazaar on Saturday. Elections were just completed.
- Station 13- Banquet will be in January. Thank you to other stations for allowing their members to come and run shifts at Station 13.
- Station 14- A community day was held at Station 8 and had approximately 200 visitors. Has been working on community outreach via community CPR classes. Elections were last month and Banquet will be January 12.
- Station 16- Operation Safehaven event was a success. 5 or 6 new members have been released and the station is waiting to hear about grant requests which have been submitted. Elections were just held and Banquet will be in January.
- Station 17- No report.
- Foundation- no report.
- EMS- no report.
- The next Rescue Council meeting will be held December 19, 2018.

**Adj ourned at 20:00**