

Anderson County Board of Commissioners
OPERATIONS COMMITTEE
AGENDA

December 14, 2020
6:00 p.m. Electronic
Room 312

- 1. Call to Order**
- 2. Prayer / Pledge of Allegiance**
- 3. Approval of Agenda**
- 4. Appearance of Citizens**
- 5. District Attorney General Dave Clark and Melissa Miller**
 - Further discussion of the Anderson County Family Justice Center VOCA grant
- 6. Mayor Frank**
 - Homelessness Workshop
 - Authorization to pursue a USDA Community Facilities Direct Loan Program for Anderson County Animal Shelter
- 7. Law Director**
 - Iroquois Lane deed
 - Fireworks Private Act
- 8. ACEMS Director**
 - Modified 24/72 Schedule
- 9. Covid-19 Update – requested by Chairman Isbel**

New Business

Old Business

Adjournment

Operations Meeting

Mon, Dec 14, 2020 6:00 PM - 7:00 PM (EST)

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Anderson County Schools
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Annette Prewitt <aprewitt@acs.ac>

Addition to Operations Agenda

1 message

Melissa Miller <mlmiller@fjcanderson.org>
To: aprewitt@acs.ac

Fri, Dec 4, 2020 at 10:54 AM

Good morning!

I hope you're well. I am emailing to see if I can be added to the Operations agenda for December, please. District Attorney General Dave Clark and I would like to further discuss the Anderson County Family Justice Center VOCA grant.

Please let me know if you have questions or need further information. Thank you for your time.

Have a great weekend,
Melissa

Sent from my iPhone



ANDERSON COUNTY GOVERNMENT

TERRY FRANK
COUNTY MAYOR

December 9, 2020

Commissioner Tim Isbel, Chairman
Anderson County Operations Committee

RE: Agenda

Dear Chairman Isbel and Honorable Members of Operations Committee,

I wish to add the following items to the Agenda:

1. Homelessness Workshop (Letter attached)
2. Authorization to pursue a USDA Community Facilities Direct Loan Program for an Anderson County Animal Shelter. (Letter attached)

Sincerely,

A handwritten signature in black ink, appearing to read "Terry Frank", written over a horizontal line.

Terry Frank



ANDERSON COUNTY GOVERNMENT

TERRY FRANK
COUNTY MAYOR

December 9, 2020

Commissioner Tim Isbel, Chairman
Anderson County Operations Committee

RE: Homelessness

Dear Chairman Isbel and Honorable Members of Operations Committee,

The challenge and issue of homelessness has been discussed at our last two Operations Committee meetings. We have discussed the idea of a task force. After research and examining plans in other areas, as well as looking at available resources, I would like to share my thoughts and offer suggested recommendations for moving forward.

A large number of resources and organizations currently exist in our county and region. There are state and federal resources available to organizations that meet certain criteria, and there are numerous organizations that have services or assistance available that may be able to offer levels of assistance, in part, to homeless individuals.

The homeless issue is a very broad issue, encompassing a wide range of topics such as varying root causes of homeless from mental health challenges, to addiction, to employment challenges. Each individual has his/her own unique circumstances that led to homelessness, so a one-size-fits-all solution is not possible.

Prior to formation of a task force, my suggestion is to call for a dedicated workshop in January, 2021, reaching out to those already experienced in addressing homelessness. Specifically I recommend Tennessee Valley Coalition for the Homeless and the Trinity Outreach Center of Hope (TORCH). If these organizations are willing to participate in such a workshop, as a government we can better understand their own programming and their recommendations for addressing homelessness. Understanding what is already occurring in terms of outreach and assistance by these existing organizations will allow us as a government entity to,

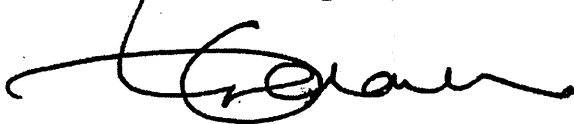
1. Discover if there are strategies where Anderson County can partner with the efforts of these organizations.
2. Understand if we need to develop improved or dedicated communication strategies with existing agencies.

3. Understand gaps in addressing needs and where we could provide assistance.
4. Understand prevalence of homelessness in our community.
5. Give us the information to see if we need to embark upon our own efforts to address homelessness.

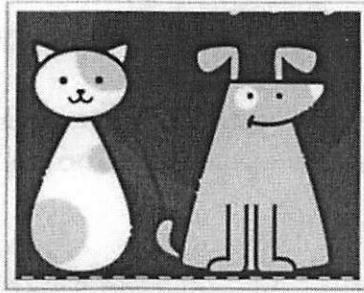
I am certainly a believer in the task force concept and have often found it to work in defining problems and achieving solutions. That was my first thought when this issue first came to the Operations Committee. However, there are a lot of good people and good programs that are already out there. Before we proceed with the task force concept, I believe our best first step is to understand the help that is already in our community, and find where we can best devote our resources to further the work that is already happening. If we are able to discover strategies to further the work of existing organizations, we can address the homeless issues much quicker.

I am happy to facilitate all the details of such a meeting if the Committee so desires.

With kindest regards,

A handwritten signature in black ink, appearing to read "Terry", written in a cursive style.

Terry



December 9, 2020

Commissioner Tim Isbel
Chairman, Operations Committee
And Honorable Members of the Operations Committee

RE: Animal Shelter
Operations Agenda December 14, 2020 6:00 p.m.

Dear Chairman Isbel and Honorable Members of the Operations Committee,

We are writing to request authorization to officially apply for the United States Department of Agriculture (USDA) Community Facilities Direct Loan and Grant Program for the construction, furnishing and equipping of a full-sized Animal Shelter. The Shelter will house animals, but also be a community facility with an education room, plenty of space for volunteers and also a surgery center designed for and devoted to spay/neuter.

We understand that the loan will support full construction costs, but that there is a possibility that some grant funding may be available for equipping or furnishing the shelter through the USDA program. We also commit to further pursuit of other grants and contributions, and believe once we have a construction commitment, our success for grant funding will increase.

We understand that through approximately \$35,000 in donations to Anderson County, the Architectural firm of Blankenship & Partners, LLC has developed a full Schematic Design that includes estimated construction and equipping costs.

We also understand that the City of Clinton has entered into a long-term agreement with Anderson County to generously provide approximately 5 acres of land for the construction of an animal shelter.

These positive and cooperative advancements have happened because of your support as a legislative body, and we are enormously thankful to you for the progress we have made as a county.

Since the opening of Anderson County's "little shelter that could," the Animal Care & Control Department has proven that we can make the most of limited resources. The governmental operational advancements have hinged upon a showing of community support for the county's Animal Care & Control efforts and we hope to continue that community partnership. Because of a long list of capital demands across multiple departments in Anderson County government, the Animal Care & Control Department knows funding is going to have to predominately originate from a loan, contributions and grants.

Anderson County's current facility was only designed to be a temporary solution. The Anderson County Animal Care & Control (ACACC) Team has great passion for animal welfare, but with limited space and a desire to euthanize as few animals as possible, they are literally burning the candle at both ends to find homes. Much of the Department's success would not be possible without the generosity and charity of a wide range of wonderful rescue organizations, or individuals willing to foster.

The largest beneficiary of a new shelter will be cats—as a lack of space and elevated population levels have caused extremely high euthanasia rates. Next will be dogs, as more space will allow longer hold times in order to successfully facilitate adoptions and reduce euthanasia.

A facility with adequate space allows for more breathing room with adoptions, and alleviates pressure to euthanize due to lack of space. Such adequate space will allow staff to give more time to focus on the root causes of abandonment, cruelty, and overpopulation.

The proposed shelter includes a surgery center designed specifically for spay/neuter. Our plan is to partner with area veterinarians to create a program where we solicit the assistance of local and regional veterinarians to perform spay/neuters with our facility providing the space, equipment, supplies and materials.

The proposed shelter is also designed from its start with the community in mind. The community will benefit from a facility that is designed with hope, promise and collaboration in mind. It is intended to be a place that meets the needs of animals and people, but also serves as a place to connect, learn, volunteer and grow.

Chairman Isbel and Commissioners, we thank you for your ongoing support of the Animal Care & Control Department, for advancing our program to new heights, and we hope you further partner with us on a loan and grant application to see a new facility constructed in Anderson County.

Sincerely,

Terry Frank, Mayor

Brian Porter, Director Animal Care & Control



Anderson County Schools
Every Student, Every Day

Annette Prewitt <aprewitt@acs.ac>

December Operations Committee

2 messages

Nathan Sweet <nsweet@andersonems.com>

Mon, Dec 7, 2020 at 11:54 AM

To: Tim Isbel <isbelt@gmail.com>, Annette Prewitt <aprewitt@acs.ac>

Cc: Terry Frank <tfrank@andersontn.org>

Chairman Isbel and Annette,

ACEMS went before the budget committee to readdress the proposed modified 24/72 schedule. This was passed during the budget process to occur at the November meeting. We presented to the budget committee that ACEMS was moving forward with the proposed schedule and that ACEMS was able to do so within the confines of our budget. We are projecting an April 12, 2021 transition date. The presentation was informational only, it required no action from them.


During our discussion it was requested by Commissioner Waddell that I come before Operations Committee to let this committee know about this change. I am following through with that request, and ask to be added to the Operations Committee, attached are the documents provided at the November Budget Committee.

Thank you in advance,

Nathan Sweet, B.S., EMTP
Director, Anderson County EMS
314 Public Safety Lane
Clinton, TN 37716
865.457.8609 (O)
865.457.9701 (F)
865.256.1367 (C)
www.andersonems.com

Integrity - Service - Excellence - Stewardship


6 attachments

 **Comparison 24 72 edited.doc**
372K

 **ATT00001.htm**
2K

 **Florence SC 24 72.doc**
371K

 **ATT00002.htm**
2K

 **CY 2020 turnover rate explanation.doc**
370K

 **ATT00003.htm**
2K

Annette Prewitt <aprewitt@acs.ac>

Mon, Dec 7, 2020 at 12:00 PM

To: Nathan Sweet <nsweet@andersonems.com>

Thanks, I'll put you on the agenda.

[Quoted text hidden]

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Anderson County Emergency Medical Services

Integrity - Service - Excellence - Stewardship

	Comparison		
	<u>Current</u>	<u>New</u>	<u>Impact</u>
	24 on / 48 off	“modified” 24 on / 72 off	
Staffed positions on 24-hour schedule: (6 ambulances on this schedule)	39	52	Add a 4 th shift of 13 staff
Total staffed ambulance positions: (5 Day units for 911/convalescent)	53	62	Decrease 4 positions, filled by additional 12-hour day
Staffed ambulances (peak time):	12	12	Keep same response
Average total hours per week:	56	45	Improved morale, rested, decrease chance of errors
Average overtime hours per week:	16	5	Decrease overtime budget
Monthly mandatory overtime use: (require 3 additional days a month)	60+	expect significant decrease	Improved morale, cost savings
Emergency staffing plan: (Pandemics, large number of staff out)	Shut down 6 day-units	Convert to 24/48 & shut down 1 day-unit	Keep ambulance response near normal
Ambulance employee hourly pay:	No change	Increase	To offset less hours worked
Ambulance employee annual pay:	No change	Decrease	Annual pay drops due to less hours worked



Anderson County Emergency Medical Services

Integrity - Service - Excellence - Stewardship

24 / 72 Case Example:

Florence County EMS, South Carolina

Chief: Ryon A. Watkins, email: RWatkins@florenceco.org, Phone: 843-665-3038

Moved from 24 / 48 schedule to “modified” 24 / 72 schedule in 2013

Experiencing before the change:

- State wide staffing shortage
- Dealt with several vacant shifts continuously
- Mandatory overtime was highly utilized every month
- Seen higher levels of fatigue and burnout from staff
- Staffing issues dominated senior staff’s focus
- At a 28% turnover rate for medics

Experience post change:

- Greatly improved retention and recruitment
- Have a waiting list for full-time employment
- Decrease in use of sick time
- Decreased impact on fatigue and burnout
- Significant decrease on use of mandatory overtime (has occurred about 10 times since 2013)
- Greatly improved morale
- Greatly helped in dealing with staffing issues, freeing up senior staff to focus on other issues related to the department
- Significant decrease in unscheduled overtime usage

Nathaniel D. Sweet

Director, Anderson County EMS



Anderson County Emergency Medical Services

Integrity - Service - Excellence - Stewardship

Since January 1, 2020 through November, 2020 15 paramedics and EMTs have left employment with Anderson County EMS. Here are the statistics of those departures:

- Went to work outside of EMS: 6 (clinic, full time student, to care for a family member, car dealership)
- Went to work for another EMS service: 4
- Terminated/left during investigation: 2
- Went to work for fire department: 1
- Moved out of state: 1
- Retired: 1
- Paramedic: 8 / AEMT/EMT: 7

*Currently part-time: 3

*Average turnover rate over past four years is 27.5%, industry average is 29%

*Top reasons for leaving EMS: work schedule, pay, burnout

Nathaniel D. Sweet
Director, Anderson County EMS