

## PARAMEDIC TRAINING PROGRAM

In an effort to meet the changing demands of the Fire service, a Department Paramedic Program is hereby established. The program contains two major areas to encourage personnel to become State certified Paramedics: 1) An off-duty attendance incentive and 2) granting of special assignment (SA) time for those Emergency Response Division personnel assigned to a 42, 48 or 52 hour work week who attend courses held while on duty.

### 1)Off Duty Attendance Incentive

Effective 7/10/96, any Firefighter or Officer who attends the Paramedic course off duty and becomes State certified shall receive a one time payment of \$1500 (non-pensionable). This benefit shall not be available to personnel who are currently State certified Paramedic, unless the certification is lost and the entire course is taken over again. Those who attend any portion of the Paramedic training on duty using SA time under this program, including mutuals as specified below, shall not be eligible to receive the \$1500. (Personnel who are doing their "riding time" on duty are not on SA time.)

### 2)Special Assignment Attendance

Emergency Response Division personnel assigned to a 42, 48 or 52 hour work week, may participate in this portion of the program and receive SA time while attending the Paramedic course on-duty. When personnel are off-duty during class hours (R,V, etc.) attendance is up to the individual. There shall be a limit of five positions available on each shift ( A, B and C) at any one time. Training Shift personnel are eligible to attend on any shift and shall be included in the limit of five. Personnel shall be eligible to participate in the program by priority groups, as specified below. Seniority shall be used within priority groups in determining who shall be granted SA time. Seniority for Officers shall be in grade; Firefighters shall use department seniority.

- Group 1: Officers assigned to ALS positions\*.
- Group 2: Firefighters assigned to ALS positions.
- Group 3: Lieutenants assigned to non-ALS positions.
- Group 4: Captains assigned to non-ALS positions.
- Group 5: Firefighters assigned to non-ALS positions
- Group 6: District Chiefs.

\* If a Captain is part of this group, seniority as an Officer shall be used.

### Groups 1 and 2 (ALS positions)

Senior personnel, within their shift and priority group, shall have the right to defer by seniority. However, if less than five members of the highest priority group volunteer, then the least senior member(s) must participate in the program or lose their ALS bid position. Although it is anticipated that there may be some difficulties in scheduling by shift and priority group initially, once the program is up and running, the intent is to schedule all personnel in higher priority groups prior to moving to lower ones. To get the program initiated, there may be acceptance of lower priority groups or mutuals when higher priority personnel are unable to enroll in classes.

#### **Maintenance of ALS positions until state certified as a Paramedic**

**EMTs:** ALS bid positions shall be maintained for Emergency Medical Technicians until:

- Failure to enroll in or attend the first Paramedic course required to be taken under this program following the 1997 January course.
- Failure to attend the required Paramedic course due to inability to meet any of the entrance requirements (CPT, physical, paperwork, etc.) of the Training Agency.
- Failure to receive a passing grade in the Paramedic course for any semester.
- Failure to become State certified as a Paramedic, within the time limits required by the State of Florida.

**Non EMTs:** ALS bid positions shall be maintained for Firefighters until:

- Failure to enroll in or attend the first available EMT course.
- Failure to attend the EMT course due to inability to meet any of the entrance requirements (CPT, physical, paperwork, etc.) of the Training Agency.
- Failure to receive a passing grade (C or better) in the EMT course.
- Failure to become State certified as an EMT, within the time limits required by the State of Florida.

Members assigned to ALS positions, who are not Paramedics, shall be required to sign a copy of this program, verifying that they have read and understand the requirements to maintain their ALS positions. Failure to sign or comply with the program requirements for any reason shall result in the loss of the ALS position by the individual. Vacated positions shall be put out to department wide bid per the Assignment Agreement.

### Groups 3-6 (non-ALS positions)

Senior personnel, within their shift and priority group, shall have the right to defer by seniority. However, if less than five members of the priority group volunteer, then the least senior member(s) shall be offered one opportunity to participate in the program. Members failing to complete the Paramedic course or become State certified shall no longer be eligible to participate in the program. All members in group 3-6 who are offered to or participate in this program shall sign a copy of it, verifying that they have read and understand it.


### Department responsibilities

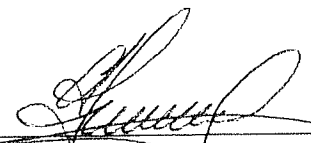
The Department will be responsible to notify personnel of upcoming courses at least 30 days prior to the sign up deadline established by the Training Agency. Courses not advertised within these time limits will not count against personnel. When individuals can not attend or complete the course as promised, they may appeal to the Fire Chief for a deferral. Appeals shall only be granted for reasons relating to extenuating circumstances, of an extreme nature, due to no fault of the employee (i.e. - member hospitalized with an injury, unable to complete the Paramedic course).

### Start up and Mutuals:

In order to start the program as soon as possible, some members who are currently attending courses off-duty may be able to arrange mutuals so that they may attend on SA time. Mutuals shall only be approved up to the five member limit, taking into consideration the number of assigned shift personnel (including 42 hour personnel) enrolled. Mutuals shall be approved using seniority (in-grade for officers) by priority group. Example: Four B shift personnel are enrolled in the B shift course. The senior in grade Lieutenant assigned to an ALS position on another shift, who arranges a mutual will be approved. Mutuals shall be arranged by those wishing to switch shifts. Members who mutual must make the commitment for the duration of the course. Personnel who mutual and attend all or a portion of their training on SA time under this program, shall not be eligible for the \$1500 payment.

Issues and situations not addressed within this document shall be addressed at the department Labor/Management Committee. Changes must be in writing and signed by both parties.

  
W.W. Bryson, President  
I.A.F.F. Local 587

  
Carlos Gimenez, Director  
Department of Fire and Rescue

Date 9/17/96

PARAMEDIC TRAINING PROGRAM  
SIGNATURE FORM

Check appropriate line:

\_\_\_\_\_ I occupy a ALS position (Groups 1 and 2). I have read and understand my commitment to maintain my bid position.

\_\_\_\_\_ I occupy a non ALS position (Groups 3-6). I have read and understand the Program as it applies to my position. I realize that if I choose not to attend, when offered the opportunity, that the Department is not obligated to offer it to me in the future.

Date \_\_\_\_\_

Signature: \_\_\_\_\_