

PARAMEDIC TRAINING PROGRAM

The Fire Department has revised its Paramedic Training Program

- The granting of SA time for personnel assigned to a 48 or 52-hour workweek to attend courses while on duty will no longer be authorized.
- The Off Duty Attendance program has been revised as follows:

Off Duty Attendance Program

Effective 1/28/03, any firefighter or officer who attends the paramedic course off duty and becomes State Certified Paramedic shall receive a one time payment of \$3,000 (non-pensionable). This benefit shall not be available to personnel who are currently State Certified Paramedics, 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 shall not be eligible to receive the \$3,000. (Personnel assigned to the Emergency Response Division who are doing their "riding time" on duty will not be considered to be on SA time. Personnel assigned to other divisions may be permitted to conduct their "ride time" on SA time and still be eligible to receive the \$3,000 if permission from the Fire Chief was granted.)

Personnel Assigned to ALS Positions

Effective April 7, 2003, the following process must be followed for personnel to maintain their ALS bid positions.

- 1) EMT(s): ALS bid positions shall be maintained for Emergency Medical Technicians until:
 - a) Failure to enroll in and attend an off-duty Paramedic course within 18 months.
 - b) Failure to receive a passing grade (C or better) in the Paramedic course for any semester.
 - c) Failure to become state certified as a Paramedic, within the time limits required by the State of Florida.

The above applies to all EMT personnel who currently hold ALS positions or any EMT who bids into a future ALS position. If the individual is removed from his/her assignment for failing to comply with this agreement or if he/she bids into another or the same ALS assignment, the timeframes will start over from the time the individual is awarded the new assignment. In these cases, the timeframe as stated above in "a" will be reduced to twelve (12) months.



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- 2) **Non EMT(s):** ALS bid position shall be maintained for non EMT s until:
- a) Failure to enroll in or attend an off-duty EMT course within twelve (12) months.
 - b) Failure to receive a passing grade (C or better) in the EMT course.
 - c) Failure to become State certified as an EMT, within the time limits required by the State of Florida

The above applies to all NON-EMT personnel who currently hold ALS positions or any NON-EMT who bids into a future ALS position. If the individual is removed from his/her assignment for failing to comply with this agreement or if he/she bids into another or the same ALS assignment, the timeframes will start over from the time the individual is awarded the new assignment.

After becoming a State Certified EMT, personnel will be required to follow the procedures as stated above in number 1 under "EMT(s)", but with the allowable timeframe reduced to twelve (12) months.

3. Failure to 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.
4. Official Notices advertising all future ALS bid positions will advise personnel who are not State Certified Paramedics to refer to the OPM and review this new Off-Duty Paramedic Training Policy. This shall serve as notice to such employees.

Members Responsibilities

It will be each member's responsibility for enrollment and attendance in the paramedic course and any other requirements (I.e. Anatomy, CPT, physical, paperwork, etc. of the Training Agency). The contact number for obtaining information for enrollment, class dates, etc. from Miami-Dade Medical Campus can be obtained from the EMS Chief. Due the numerous prerequisites that may be required prior to attending the paramedic course, members need to start inquiring about the enrollment process once this agreement is approved.

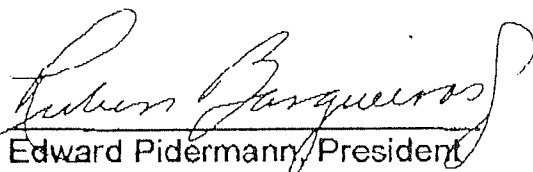
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Member's Appeal Process

When individuals cannot 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 paramedic course).

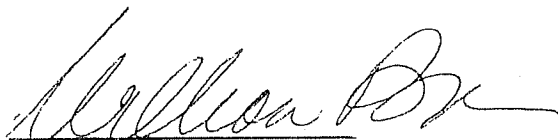
Note: Issues and situations not addressed within this document shall be addressed at the department Labor/Management Committee. Changes must be in writing and signed by both parties.



Edward Pidermann, President
Miami Association of
Fire Fighters Local 587

Date:

4/7/04



William Bryson, Fire Chief
Department of Fire-Rescue

Date:

4-7-03