

ARTICLE 18
EMT/PARAMEDICS

Section 1: An EMT or Paramedic is an employee who is assigned by the Employer to perform emergency medical services in an Emergency Medical Services Program. The employee must have successfully completed and passed an EMT or Paramedic Training program recognized by the Pinellas County Emergency Medical Director and the Employer.

Section 2: The title of “EMT” or “Paramedic” is not a separate job classification within the Fire Department, and those employees assigned as EMTs or Paramedics shall continue in the rank they hold while being assigned as “EMTs” or “Paramedics”.

Section 3: Assignment and Removal as an EMT or Paramedic:

- A. The assignment of employees as EMT or Paramedic shall be at the discretion of the Employer.
- B. The removal of the assignment as EMT or Paramedic shall not be subject to the contractual grievance procedure when the removal is for unacceptable medical practices, based upon the judgment of Pinellas County Medical Director.
- C. The removal of the assignment of EMT or Paramedic shall be subject to the contractual grievance procedure if such removal is based on the determination by the Employer that the employee has not complied with job requirements other than those described in subsection 3-B. The arbitrator shall not have the power to substitute his/her judgment for that of the employer or the Medical Director with whom EMTs or Paramedics work in relation to performance of employees to the standards of excellence desired by the Employer or the Medical Director.

Section 4: EMTs and Paramedics are required to attend CME classes as part of their Pinellas County EMS and Florida State EMT or Paramedic Certifications. Emergency Medical personnel will have three scheduled opportunities to attend CME. Regular CME Attendance training shall be initially scheduled by the Employer and the Training schedule shall be available prior to attendance. This will be the responsibility of the Employer. The following provisions shall only apply to

Article 18 Section 4.

- A.** It shall be the responsibility of the employee to check the training schedule and advise his supervisor in writing (Departmental memo) if they will be unavailable for the scheduled class as posted in the training and or make up CME calendars. A copy of the Department memo will be forward to the Division Chief on duty.
- B.** The employee shall be responsible for all the associated costs of the make-up CME when the employee is placed in a provisional status by the Medical Director, if the employee does not attend one of the three CME classes (within a three month period) scheduled by the Employer. The employee shall be allowed to attend CME off duty to comply with the Medical Director requirements.
- C.** Payment for the make-up CME and all associated costs will be deducted from the next pay peri g the date that the employee(s) attended the class.
- D.** An employee that is unable to attend a make-up CME within the three month period due to a physical or psychological reason, which is a documented duty related issue, will be granted an opportunity to attend make-up CME at no cost to the employee.
- E.** Any physical or psychological reason must be substantiated by a note from the attending physician.
- F.** An employee may attend make-up CME off-duty. The employee attending make-up CME will be covered by Workers' Compensation, but will not receive regular or overtime pay.
- G.** The employee must contact the on-duty Division Chief for approval. The Division Chief will log in the daily company journal the date and time of attendance.
- H.** The employee will be allotted one hour (1) travel period prior to the start and the completion of the make-up CME
- I.** Associated costs will include overtime (if incurred), Acting pay (if incurred), and the cost of the make-up CME.