

Tempe Fire Department Policies and Procedures
Paramedic Assignment
410.02H
Rev 05-17-11

PURPOSE

To define eligibility and procedures for filling paramedic vacancies.

POLICY

The Fire Department is authorized 66 line paramedic positions (22 per shift) for the purpose of staffing advanced life support (ALS) companies. Paramedic assignment can be held at firefighter, engineer and captain positions.

Eligibility requirements for paramedic assignments are:

- Successful completion of probation as a firefighter.
- Current possession of a valid Arizona state EMT certification.

PROCEDURE

When a paramedic vacancy occurs, assignment will be made from an eligibility list established under the direction of the Medical Services Deputy Chief.

Personnel on the list who possess a current paramedic certification can begin to act in the position and receive assignment pay immediately upon selection to fill a paramedic vacancy.

EMT's on the list will be given the opportunity to attend paramedic school when selected to fill a paramedic vacancy. Upon completion of the program and receipt of the certification, that individual will begin to act in the position and receive assignment pay.

Paramedic assignment pay is equal to 10% above the individual's pay grade and will be applied immediately upon assignment to the paramedic position.

Members who are certified paramedics, but are not assigned as department paramedics, will receive assignment pay in accordance with the memorandum of understanding. These paramedics will perform all functions of a paramedic and may be roved as needed, to ensure two paramedic staffing on all ALS units. Non-authorized paramedics do not receive additional paramedic fill in pay when roved.

Prior to being permitted to operate as a paramedic all non-authorized paramedics must complete the following criteria:

1. The paramedic will ensure that any and all CE records pertaining to their certification are provided for the Base Hospital Coordinator for tracking purposes.
2. The paramedic will provide the department and hospital with a current copy of the following cards: BLS, ACLS, State Paramedic Certification, and PALS/PEPP for their file. The paramedic will maintain all certifications listed. Failure to do so will result in a suspension of assignment pay until recertified.
3. The paramedic will successfully complete an in-house evaluation consisting of a written test (scoring a minimum 75%), skills evaluation, mega code, static cardiology, and patient management stations. If unsuccessful the paramedic may retest again in 60 days. A paramedic will be limited to 3 attempts. If unsuccessful after three attempts the paramedic will be required to successfully complete an AZDHS

approved ALS refresher course prior to being eligible to attempt the in house paramedic evaluation again. The paramedic may also be required (at the discretion of the Medical Services Deputy Chief) to complete 10 – 24 hour shifts – with an approved preceptor for evaluation. The employee must perform satisfactorily during the 10 shifts assigned or he/she may be required to complete an additional 10 shifts.

4. The non-authorized paramedic will participate in any and all department paramedic testing.
5. The paramedic will be expected to meet all training and CE requirements as line paramedics.
6. To qualify a paramedic must be off probation as firefighter.
7. If a non-department paramedic is selected from the eligibility list to be a paramedic he/she will immediately receive paramedic assignment pay.

When a paramedic is promoted to a higher rank and all the ALS positions at the higher rank are filled, then that individual will retain their assignment pay, but must take the first available opening on an ALS unit.