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**2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS
TENTATIVE AGREEMENT**

IAFF PROPOSAL 11 – Paramedic Field Training Incentive
IAFF Proposed Language

5.4.7 Paramedic Trainers: Paramedics who have agreed to take on the added responsibilities of paramedic accreditation and training shall receive an additional five percent (5%) of base pay in each paycheck during which they agree to undertake these responsibilities. Upon agreeing to be a trainer, a Paramedic may be assigned accreditation candidates according to the needs of the department and may be directed to perform accreditation at various stations according to the needs of the department. Paramedic Trainers may also be directed to conduct Seldom Used Skills or other training, which may be required on duty or on overtime based upon the needs of the department. Paramedic Trainers with permanent bid assignments will not be required to change shifts or assignments or restricted from bidding different shifts or assignments. The department shall appoint at least ten (10) Paramedic Trainers on each shift (thirty total). Paramedic Trainers will be selected based upon those Paramedics with more than two years San José Fire Department experience that express interest, chosen in order of seniority, with a requirement that they successfully pass a panel interview. This pay shall not be pensionable. This pay is included in the calculation of FLSA overtime pay. This pay shall be paid in all pay periods unless the employee is absent on unpaid leave for the full biweekly pay period.

***Contingent upon initial financing agreement.*

This term is proposed as a component of a package agreement.