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2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS

TENTATIVE AGREEMENT

IAFF PROPOSAL 12R – Support Paramedics (Revised)

IAFF Proposed Language

5.4 Paramedics. Each employee licensed by the State of California, accredited by the County of Santa Clara and assigned to front line or administrative paramedic duty as a paramedic shall be eligible for paramedic premium pay.

5.4.1 Paramedic premium pay for front line paramedics shall be an amount equal to twelve percent (12%) of top step firefighter base biweekly pay for each pay period in which the employee is entitled to receive a salary. This includes both employees in the Firefighter classification and employees in the Fire Captain classification who are assigned by assignment order to the ALS Field Coordinator ("Med 30") position or to the administrative forty (40) hour paramedic positions of ALS Captain or CQI Coordinator Captain.

5.4.2 ALS Field Coordinator ("Med 30") Alternate pay equal to five percent (5%) of top step firefighter base biweekly wage for each pay period in which the employee is entitled to receive a salary shall be paid to Fire Captains who are trained and selected to serve as ALS Field Coordinator ("Med 30") alternates.

5.4.6 Removed

49.1 The Fire Department shall maintain a Support Paramedic program for the purpose of reducing the mandatory callback of Firefighters with Paramedic licensing ("Firefighter/Paramedic").

49.1.1 Any Fire Engineer or Fire Captain who has a valid State of California Paramedic license may become a Support Paramedic.

49.1.2 The Fire Department will maintain these members as Santa Clara County licensed Paramedics, including relevant license fees and renewal training, identical to the policy for Firefighter/Paramedics.

49.1.3 Support Paramedics may sign up for Minimum Staffing overtime following standard department policies and procedures.

49.1.4 If a Minimum Staffing vacancy exists, insufficient Firefighter/Paramedics have signed up for overtime so one will be assigned by Mandatory Callback, and a Support Paramedic is signed up for overtime, that overtime position shall instead be filled by the Support Paramedic. If multiple Support Paramedics are available, then standard picklist Minimum Staffing Works order will be used to determine assignments and assignment choices.

49.1.5 If a Support Paramedic's license is coming up for renewal, and that Support Paramedic has not worked in an overtime role as a Support Paramedic since their last license renewal, the Fire Chief or designee may remove them from this program.

49.1.6 If an apparatus is staffed by a Firefighter/Paramedic and also has a Support Paramedic, that Support Paramedic may assist the Firefighter/Paramedic by performing ALS skills only after first ensuring the safe and full completion of their primary role.

49.1.7 If a significant number of Fire Engineers and Fire Captains request to join the program, the department will prioritize their entry by first accepting members who are fully accredited in Santa Clara County based upon department seniority, and then accepting members who are licensed in California state but not in California based upon department seniority.