

2015 Negotiations between  
City of Corpus Christi &  
Corpus Christi Fire Fighters Association

**Association Proposal 12.03.2015 9:00 a.m.**  
**[Responds to City Proposal 11.20.15 @ 9:00 a.m.]**

**ARTICLE 33**  
**EMERGENCY MEDICAL SERVICES**

**Section 1. Certification Requirements.**

**A. Fire Fighters Hired on or before May 31, 1985.**

1. Fire Fighters hired on or before May 31, 1985, need not maintain Paramedic or Emergency Medical Technician (EMT) certification.

2. Fire Fighters hired on or before May 31, 1985, who voluntarily obtained Paramedic or EMT certification and thereafter promoted to Firefighter II-EMS must maintain their certification while remaining in the Firefighter II-EMS rank. However, they may allow their certification to lapse if promoted to Firefighter II-Driver or above.

3. After five years of continuous ambulance service, Fire Fighters hired on or before May 31, 1985 may, upon request, voluntarily demote from Firefighter II-EMS to Firefighter I, and will no longer be used for ambulance duty. Thereafter, they may not be required to maintain Paramedic or EMT certification.

**B. Fire Fighters Hired between June 1, 1985, and December 31, 2005.**

1. Fire Fighters hired between June 1, 1985, and December 31, 2005, must obtain Paramedic certification within 18 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 18 months shall constitute grounds for discharge.

2. Fire Fighters must maintain Paramedic certification for a minimum of eight full years as a condition of employment. A Fire Fighter who loses Paramedic certification prior to completing the eight-year requirement will be granted twelve calendar months from the date s/he lost certification to regain Paramedic certification. Any time period without certification will not count towards the minimum eight full year requirement. Absent mitigating circumstances, failure to re-certify within 12 months after losing certification shall constitute grounds for discharge.

3. Fire Fighters who have maintained Paramedic certification for a minimum of eight full years are not thereafter required to maintain Paramedic or EMT certification.

4. A Fire Fighter II-EMS who fails to maintain Paramedic certification will be temporarily reassigned to Firefighter I duties immediately upon loss of certification, and will have 90 calendar days from the date s/he lost certification to re-certify. A Fire Fighter II-EMS who fails to re-certify within 90 days will be permanently demoted to the rank of Firefighter I. However, the Fire Fighter will retain any seniority earned in the Firefighter II rank and will be eligible for promotion to Firefighter II-EMS if s/he thereafter obtains recertification as a Paramedic.

5. All Fire Fighters in the ranks of Fire Fighter I and Fire Fighter II-EMS will be required to participate in ambulance rotation as a condition of employment if they are certified Paramedics

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~~and they currently are participating in ambulance rotations on the effective date of this Agreement. Absent exigent circumstances, failure of these Fire Fighters to participate in the ambulance rotation without the available exceptions provided for in this Agreement may result in discipline up to and including discharge.~~

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6. Commencing on September 1, 2016, only Fire Fighter I's who have maintained Paramedic certification for ~~twelve~~ years, ~~and~~ have participated in ambulance rotations for twelve years, ~~may~~ request in writing to be removed from the ambulance rotation and thereafter will be assigned to ambulances only during extreme conditions or emergencies. The Fire Chief may temporarily deny such requests as allowed in Section 5 of this Article.

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7. Commencing on September 1, 2016, a Fire Fighter II-EMS who has been in the Fire Fighter II-EMS rank for at least 8 years ~~may request in writing to voluntarily demote to Fire Fighter I and to~~ be assigned to ambulances only during extreme conditions or emergencies. ~~The Fire Chief may temporarily deny such requests as allowed in Section 5 of this Article.~~

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### C. Fire Fighters Hired between January 1, 2006 and September 30, 2014.

1. Fire Fighters hired between January 1, 2006 and September 30, 2014 must obtain Paramedic certification within 18 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 18 months shall constitute grounds for discharge.

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2. Fire Fighters must maintain Paramedic certification for a minimum of eight full years. A Fire Fighter who loses Paramedic certification prior to completing the eight-year requirement will be granted twelve calendar months from the date s/he lost certification to regain Paramedic certification. Any time period without certification will not count towards the minimum eight full year requirement. Absent mitigating circumstances, failure to re-certify within 12 months after losing certification shall constitute grounds for discharge.

3. Fire Fighters who have maintained Paramedic certification for a minimum of eight full years are not thereafter required to maintain Paramedic certification. However, they must maintain certification at the EMT-B level or higher for the entirety of their tenure in the Department as a condition of employment. Failure to do so will result in discharge.

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4. A Fire Fighter II-EMS who fails to maintain Paramedic certification will be temporarily reassigned to Firefighter I duties immediately upon loss of certification, and will have 90 calendar days from the date s/he lost certification to re-certify. A Fire Fighter II-EMS who fails to re-certify within 90 days will be permanently demoted to the rank of Firefighter I. However, the Fire Fighter will retain any seniority earned in the Firefighter II rank and will be eligible for promotion to Firefighter II-EMS if s/he thereafter obtains recertification as a Paramedic.

5. All Fire Fighters in the ranks of Fire Fighter I and Fire Fighter II-EMS will be required to participate in ambulance rotation as a condition of employment ~~if they are certified Paramedics. Absent exigent circumstances, failure to participate in the ambulance rotation without the available exceptions provided for in this Agreement may result in discipline up to and including discharge.~~

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7. ~~Commencing on September 1, 2016, a Fire Fighter II-EMS who has been in the Fire Fighter II-EMS rank for at least 8 years may request in writing to voluntarily demote to Fire Fighter I and to be assigned to ambulances only during extreme conditions or emergencies. The Fire Chief may temporarily deny such requests as allowed in Section 5 of this Article.~~

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#### D. Fire Fighters Hired on or after October 1, 2014.

1. Fire Fighters hired on or after October 1, 2014 must obtain Paramedic certification within 18 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 18 months shall constitute grounds for discharge.

2. Fire Fighters must maintain Paramedic certification for the entirety of their tenure in the Department as a condition of employment. ~~A Fire Fighter who loses Paramedic certification will be granted twelve calendar months from the date s/he lost certification to regain Paramedic certification. Absent mitigating circumstances, failure to re-certify within 12 months after losing certification shall constitute grounds for discharge.~~

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3. All Fire Fighters in the ranks of Fire Fighter I and Fire Fighter II-EMS will be required to participate in ambulance rotation as a condition of employment. ~~Absent exigent circumstances, failure to participate in the ambulance rotation without the available exceptions provided for in this Agreement may result in discipline up to and including discharge.~~

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4. ~~Fire Fighter I's who have maintained Paramedic certification for twelve years, and who have participated in ambulance rotations for twelve years, may request in writing to be removed from the ambulance rotation and thereafter will be assigned to ambulances only during extreme conditions or emergencies. The Fire Chief may temporarily deny such requests as allowed in Section 5 of this Article.~~

~~5. Commencing on September 1, 2016, a Fire Fighter II-EMS who has been in the Fire Fighter II-EMS rank for 8 years may request in writing to voluntarily demote from Fire Fighter II-EMS to Fire Fighter I and to be assigned to ambulances only during extreme conditions or emergencies. The Fire Chief may temporarily deny such requests as allowed in Section 5 of this Article.~~

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**Deleted:** In addition to the Temporary Reassignment available to a Fire Fighter II-EMS under Section 4 of this Article, commencing on September 1, 2016 a Fire Fighter II-EMS who has been in the Fire Fighter II-EMS rank for at least 12 years will, upon request, receive a temporary assignment to non-EMS duties for up to 1 year every 4 years and will be assigned to ambulances only during extreme conditions, staffing shortages, increased operational needs, or emergencies. This pay, rank and scheduling of this temporary assignment will also be in accordance with Section 4 of this Article.

## Section 2. Matters Related to Failure to Obtain & Loss of Certification.

**A. Notice to Fire Chief.** A Fire Fighter who loses Paramedic or EMT certification must notify the Fire Chief within three days, including Saturdays, Sundays, and City-observed holidays, after the Fire Fighter learns that s/he has lost certification.

**B. Loss of Certification Pay.** Fire Fighters will lose EMT or Paramedic certification pay commencing immediately upon the loss of certification. If authorization to function as a medical care provider is suspended by the Fire Department's Medical Director, the Fire Chief will provide to the Fire Fighter written notice of the steps necessary to regain certification for those Fire Fighters eligible to regain certification pursuant to this Agreement.

**C. Fire Department Assistance.** Upon request of a Fire Fighter who has failed to meet or maintain certification requirements, the Fire Department will make available training materials or tutorial assistance for a minimum of 40 hours. The tutorial or training assistance provided will be

based upon the recommendations of the Department's EMS training staff and Medical Director. Only if eligible, the Fire Fighter may be reassigned to a 40-hour workweek to complete the tutorial or training assistance. The Department assumes no responsibility for time and expense incurred should the Fire Fighter desire training other than that offered by the Department.

### **Section 3. Assistant EMS Director.**

**A. Removal from Position.** The current Assistant EMS Director, and any successors, serve at the discretion of the Fire Chief, and may be removed from the assignment without cause. If removed from the assignment, the Fire Fighter will be reassigned to a position at the same civil service rank s/he held prior to his/her appointment.

**B. Employment Conditions.** The Assistant EMS Director serves in the position under the following conditions:

- Retention of Civil Service status;
- Pay and privileges of the appropriate seniority step of the Battalion Chief rank;
- Continued accrual of vacation, sick and personal leave, and seniority, as per this Agreement;
- Receipt of longevity pay as per this Agreement;
- Continued participation in the City's health and life insurance programs as per this Agreement; and
  - Receipt of \$150.00 per month in lieu of paramedic certification pay.

[Note: Assn agrees to the \$150 amount only IF the City agrees to restore Supervisory Paramedic certification pay at the same level.]

**C. Procedure for Filling Position if Vacant.** The Fire Chief may fill vacancies in the Assistant EMS Director position by appointment. To be eligible for appointment, a Fire Fighter must be: (i) a Battalion Chief or Captain who is eligible to take the Battalion Chief Exam; and (ii) a certified Paramedic. A person appointed from the rank of Captain is not eligible for promotion to the rank of Assistant Chief by virtue of his/her appointment to the Assistant EMS Director position.

### **Section 4. Temporary Reassignments - Firefighter II-EMS.**

**A. Entitlement.** A Firefighter II-EMS who is regularly assigned to EMS will, upon request, receive temporary reassignment to non-EMS duties for up to two pay periods each six months.

**B. Pay/Rank.** During these voluntary reassignments, the Fire Fighter will be paid only at the maximum Firefighter I rate for the performance of Firefighter I duties. However, the reassigned Fire Fighter will continue to hold his/her Firefighter II rank, and will be entitled to all other rights and privileges of that rank.

**C. Scheduling.** Scheduling of a temporary reassignment shall be at the reasonable discretion of the Fire Chief.

### **Section 5. Commitment to Staffing Needs.**

The parties understand and agree that the Fire Department must be able to adequately staff its ambulances at all times. If, due to staffing shortages, increased operational needs, extreme conditions or emergencies, the Fire Department cannot obtain adequate staffing, the Fire Chief can declare a moratorium on Fire Fighter requests made pursuant to Sections 1.B.6 & 7, 1.C.6 & 7, and 1.D.4 & 5. Such moratorium shall continue for a period necessary to meet staffing needs, but may not exceed thirty (30) months.

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