

# Memorandum of Understanding

## FY16-09 – Revision of Language – CBA Article 44

This Memorandum of Understanding (MOU) is entered into this 31<sup>st</sup> day of May, 2016 by and between the PASCO COUNTY, FLORIDA, BOARD OF COUNTY COMMISSIONERS (hereinafter referred to as "County") and PASCO COUNTY PROFESSIONAL FIREFIGHTERS, IAFF LOCAL 4420 (hereinafter referred to as "Union").

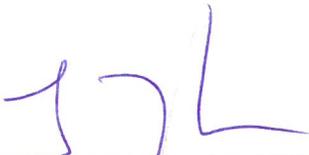
**WHEREAS**, the COUNTY and UNION have previously reached an agreement to engage in a Collective Bargaining Agreement for Rank and File personnel, commenced on December 1, 2015, and;

**WHEREAS**, both the COUNTY and UNION have jointly agreed to amend the language in Article 44 to better clarify its intentions.

**NOW THEREFORE**, the parties agree as follows:

1. The COUNTY and the UNION hereby agree to the following revised language for Article 44 of the CBA:

The revised language pertaining to Article 44, which will be replaced in its entirety, is attached to this MOU and will be recorded herewith. The amended Article now includes clarifying language related to the definition of eligible members interested in the Paramedic Training program. The amended language also now includes a provision on how to handle vacancies for a particular slot. Additionally, a minor modification was also made to whom the letter of intent should be filed for those interested in participating. These amendments will be effective June 1, 2016.

  
\_\_\_\_\_  
Timothy Zukosky  
President, PCPFF, IAFF Local 4420

5/31/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Scott M. Cassin  
Fire Chief, Pasco County Fire Rescue

5/31/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Barbara Hitzemann  
Human Resources Director, Pasco County

5/31/16  
\_\_\_\_\_  
Date

Attachments:

- 1) Administrative Order Number 16-29 – Article 44 – Paramedic Training

**PASCO COUNTY FIRE RESCUE DEPARTMENT**  
4111 LAND O' LAKES BOULEVARD  
LAND O' LAKES, FLORIDA 34639

**ADMINISTRATIVE ORDER  
NUMBER 16-29**

**June 1, 2016**

**ARTICLE 44 – PARAMEDIC TRAINING**

Pasco County Fire Rescue and the IAFF Local 4420 have signed a Memorandum of Understanding (MOU) regarding updated language for Article 44 of the Collective Bargaining Agreement, Paramedic Training.

**This amended Article now includes clarifying language related to the definition of eligible members interested in the Paramedic Training program. The amended language also now includes a provision on how to handle vacancies for a particular slot. Additionally, a minor modification was also made to whom the letter of intent should be filed for those interested in participating.**

**Please replace the existing Article 44 with the one attached to this Administrative Order, in its entirety.**



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Scott M. Cassin  
Fire Chief

Attachment:

1. Article 44 – Paramedic Training

SMC/jlh

Distribution: Z

Destruction Date: September 30, 2017

cc: Daniel Spillman, Deputy Fire Chief  
Janice Hill, Administrative Assistant

ARTICLE 44  
PARAMEDIC TRAINING

- 44.1 The County agrees to offer an on-duty Paramedic training slot to one (1) Captain or Driver Engineer and one (1) firefighter per shift. If the slots cannot be filled as stated above, then the Captain or Driver Engineer slot shall be filled with the next eligible Firefighter or the Firefighter slot shall be filled with the next eligible Captain or Driver Engineer, with no more than six (6) participants (2 per shift) at any given time.

An eligibility process will be conducted annually, generally during the summer to coincide with the upcoming fall college schedules. This process will solicit all interested parties to apply for the program according to the selection standards set forth herein. Compliant with the guidelines, a master eligibility list will be established. When an opening occurs for the program, the highest available name with the appropriate rank will be drawn from the list for an invitation to participate. In the event the employee is unable or no longer willing to participate, then the next appropriate name on the list will be invited.

Members who participate in and complete the on-duty Paramedic training program agree to continue their employment with Pasco County for two (2) years after certification as a Florida State certified Paramedic. Any member, who leaves employment, other than for disability, prior to completing two (2) years shall reimburse the County for tuition associated with the Paramedic training program. All bargaining unit members with a minimum of four (4) years continuous employment as a firefighter with Pasco County shall be eligible for on-duty Paramedic training based upon seniority and the criteria set forth by MEMO 04-43 dated 06/24/04.

- 44.2 For employees hired after ratification of this agreement and consistent with the mutual desire for an integrated Fire Rescue System, eligibility for employment in a bargaining unit position shall be, at a minimum, a Florida State Certified Paramedic Certification or a Florida State Certified Firefighter with a Florida State Certified Paramedic Certification or an EMT certification provided any bargaining unit member shall obtain dual certification as a Florida State Certified Firefighter/Paramedic within thirty (30) months of their date of hire with the County unless mutually agreed by the County and the Union. Any bargaining unit member hired after ratification of this agreement that fails to obtain dual certification and privileges through Pasco County and function in that capacity at the end of the thirty (30) months may be separated from the agency.

PARAMEDIC SPONSORSHIP PROGRAM SELECTION STANDARDS

The following are the Selection Standards for the on-duty Paramedic Sponsorship Program. The Selection Standards Committee all agreed that the Paramedic Sponsorship Program, in

order to be successful, must have the best-suited employees selected. It is understood that this program is not funded and should not cause overtime. This program will have the first priority over on-duty promotional classes, and it provides for in school class time, labs, and clinicals. The following are the established standards for this program:

1. Four (4) years of continuous service with Pasco County Fire Rescue Department. Any ties will be decided by placement on the department's seniority list.
2. Cannot be in the DROP Program.
3. Performance evaluations for past two years must be "meet standards" or higher.
4. Sick Leave usage for the past two years cannot exceed the department's standards (Exception - if employee suffered an extensive illness or injury).
5. Disciplinary history should not include any discipline above a written reprimand. (Written reprimands may not necessarily be counted against the employee and will be reviewed).
6. A candidate may have to change shifts if more than two selected candidates are on the same shift. A candidate may volunteer or the candidate with the least seniority will be reassigned to another shift.
7. Candidate may apply for tuition reimbursement in accordance with the County's Tuition Reimbursement Program.
8. Candidate must use his or her own personal vehicle for transportation to and from school.
9. Candidate may not submit a County Mileage Reimbursement Form for mileage incurred going to and from school related classes, clinicals, or labs.
10. Candidates must attend an accredited institution in Pasco or an adjacent County.
11. Candidates must complete all prerequisite courses required by the accredited school. It shall be the candidate's responsibility to obtain these prerequisite courses and be accepted to the Paramedic Program.
12. The candidate must submit a written letter to the Rescue Chief indicating why they think that they should be selected for this program. The letter must also include why they want to become a paramedic (more than 50 but less than 150 words).

13. Candidate must obtain a written recommendation from an immediate supervisor. An immediate supervisor must have supervised the employee for at least six months during their career. The following are classified as immediate supervisor: Battalion Chief, Station Officer and Company Officer.
14. Upon completion of the paramedic course and passing the State Boards, the employee will be required to immediately apply for their privileges and then function in that capacity for a period of at least two years (Engine and/or Rescue).
15. If due to staffing or late calls, the employee cannot be released to attend class while on duty, it will be the employee's responsibility to attend make-up classes off duty. No overtime will be approved for the time spent to attend off duty classes in this instance.
16. Employees that attend paramedic school on a non-duty day will be exempt from overtime as per the S-O-G-s.

In the second and third term of the PHSC Paramedic Program, the Pasco County Fire Rescue Administration and PHSC have approved on-duty clinicals under the following guidelines:

- The student will not be considered as staff by Pasco Fire Rescue the County (minimum of third person on the Rescue unit).
- The student's clinical will not be interrupted due to staffing shortages.
- The student will not be left unsupervised with a patient.
- PHSC Paramedic Coordinator will have sole authority to assign the student to the station and rescue unit of the Coordinator's choice.
- The student may not be assigned at their normal station assignment.
- Twenty-four hour clinicals have been approved for the third term under the same restrictions as above (students will be assigned to stations that have available sleeping arrangements).

Every effort will be made to place employees back on their original shifts if the employee submits a written request. This would occur once the employee has successfully completed the PHSC Paramedic Course, taken and passed the State paramedic test and completed and passed their paramedic orientation.