

Article VI
Special Requirements

Section 7. 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 28 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 28 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.

C. Fire Fighters Hired between January 1, 2006 and July 31, 2016.

1. Fire Fighters hired between January 1, 2006 and July 31, 2016 must obtain Paramedic certification within 28 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 28 months shall constitute grounds for discharge.

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.

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.

D. Fire Fighters hired on or after August 1, 2016.

1. Fire Fighters hired on or after August 1, 2016 must obtain Paramedic certification within 28 months from their date of employment as a condition of employment. Absent mitigating circumstances, failure to obtain Paramedic certification within 28 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.

As approved by Civil Service Commission on November 1, 2024.