

EL DORADO COUNTY EMS AGENCY

PERSONNEL POLICIES

Effective: July 1, 2017

Reviewed: June 1, 2017



EMS Agency Medical Director

EMT PERSONNEL INVESTIGATION AND DISCIPLINE

Purpose:

To identify standard methods to be used by the Agency when investigating and imposing disciplinary action in relation to EMTs and Advanced EMTs.

Policy:

The Agency will utilize established laws and regulations to ensure the uniform investigation and enforcement of prehospital safety agencies, to include the following processes outlined below and in the Investigation and Enforcement Guide.

1. Disciplinary proceedings for non-public safety agency personnel EMTs shall be conducted in accordance with [Title 22, Chapter 6 of the California Code of Regulations \(CCR\)](#).
2. Disciplinary proceedings for public safety agency personnel (Peace Officer/ Firefighter) EMTs shall be conducted in accordance with [Title 22, Chapter 6 of the CCR](#), "[The Firefighter Procedural Bill of Rights Act](#)" ([California Government Code 3250-3262](#)), and [California Health and Safety Code 1798.200](#).
3. A Relevant Employer, as defined in Title 22, Chapter 6 of the CCR, (an ambulance service permitted by the Department of the California Highway Patrol or a public safety agency), may conduct investigations and determine cause for disciplinary actions including recommendations to the El Dorado County EMS Agency's Medical Director (EMS Medical Director) to take actions against a holder's certificate that may include denial, suspension, revocation, or placing certification on probation.
4. The EMS Medical Director may take disciplinary actions of denial, probation, suspension or revocation of a certificate, after conducting investigations to validate allegations for disciplinary cause when the certificate holder is not an employee of a relevant employer; or the relevant employer does not conduct an investigation; or the EMS Medical Director makes the determination that the discipline imposed by the relevant employer was not in the accordance with the Model Disciplinary Orders, as defined in Title 22, Chapter 6 of the CCR (the Recommended Guidelines for Disciplinary Orders and Conditions of Probation for EMT (Basic) and Advanced EMT) and the conduct of the certificate holder constitutes ground for certification actions.
5. Paramedic licensure actions (i.e., immediate suspension) shall be performed in accordance to [California Health and Safety Code 1798.202](#).
6. Notification to the EMS Authority shall be made by the EMS Agency by directly entering any EMT certification actions into the Central Registry.