

ARTICLE 5  
HIRING, EMS & TCFP CERTIFICATION

**SECTION 1.** Age requirements for Entry-Level Fire Fighter. The parties recognize the need to increase the maximum age limit for an entry level position in order to improve the pool of potential candidates in the selection process. An applicant for entry-level firefighter must not have reached their forty-first (41<sup>st</sup>) birthday as of the date of the written **entrance** examination.

**SECTION 2.** The department head will have the discretion in accordance with TLGC 143 in selecting the qualified applicant to meet the needs of the fire department. The Fire Chief may give preference in filling the beginning positions in the Mission Fire Department to those that hold a certification as an EMT, AEMT, PARAMEDIC issued by the Texas Department of State Health Service.

**SECTION 3.** Entry level Firefighters **candidates** who do not hold a Texas Commission on Fire Protection certification for Structure Fire Suppression or Texas Department of State Health Services certification for EMT, AEMT, or Paramedic shall have up to twenty-four (24) months to obtain both certifications. If for any reason the department is unable to offer the training within the first 24 months of joining the fire department, the training will be required regardless of being beyond the initial 24 months of employment and beyond their 24 month probation period.

**SECTION 4.** Entry-level firefighter **candidates** that have an EMT, AEMT or PARAMEDIC certification issues by Texas Department of State Health Services will be required to complete a twenty-four (24) month probation period.

**SECTION 5.** Entry level Firefighters **who do not** hold a Texas Department of State Health Services certification for EMT, AEMT, or PARAMEDIC shall have up to twenty-four (24) months to obtain certification, this is provided that the department offers the certification opportunities with time enough to complete the required training and tests.

**SECTION 6.** Entry level Firefighters **who does** hold a Texas Department of State Health Services certification for EMT, AEMT or PARAMEDIC shall serve a probationary period of one year beginning on that person's date of employment as a firefighter.

**SECTION 7.** The City shall continue to commit to providing the necessary training and instruction to employees to achieve certifications for EMT, AEMT or PARAMEDIC issued by Texas Department of State Health Services and Structure Fire Suppression certification issued by Texas Commission on Fire Protection. If for any reason the department is unable to offer the training within the first 24 months of joining the fire department, the training will be required regardless of being beyond the initial 24 months of employment and beyond the probation period.

**SECTION 8.** Grandfathered firefighter personnel (those firefighters employed prior to EMS merger) who are unwilling or unable to meet the minimum standards of medical certification training shall not be subject to involuntary separation from employment.

**SECTION 9.** The City and the Union agree that it shall continue to be a condition of employment for fire fighter personnel hired after the merger of the EMS Division into the Fire Department, to have and maintain a State of Texas EMT, AEMT, or Paramedic certification. The City shall reimburse fire fighters for recertification fees.

**SECTION 10.** The City will only pay for the initial course exam and one (1) retest for the EMT, AEMT or Paramedic certification examination. However, the fire fighter may further retake the course at his/her own expense.

- (a) The City will pay the initial National Registry test examination fee, and up to one additional retest fees if done within the twelve (12) month period after initial paramedic training provided in Section 6. Above.
- (b) Upon passing of the National Registry exam, the City shall reimburse the firefighter for the state application fee to practice in Texas.
- (c) There shall be no civil service appeal or contract grievance by a fire fighter who is disqualified under this Article.