

Paramedic Incentive Program FAQs

1. How do I enroll into the program?
 - a. The application and necessary documents can be obtained from the HR team. Please see the HR Training/Development Generalist or a member of HR to enroll into the program.

2. I am a newly hired EMT already enrolled in a paramedic program, am I eligible for the program?
 - a. Yes – and depending on status of timing for your program:
 - i. You will still receive a 5% increase in your hourly rate for being in a program
 - ii. You will be eligible for the increased tuition reimbursement
If you are -
 - iii. Less than 1/3 through your program you will receive 10 vouchers
 - iv. 1/3 – 2/3 through your program you will receive 6 vouchers
 - v. More than 2/3 through your program you will receive 3 vouchers

3. Will BLS team leaders and BLS relief team leaders receive a 5% increase in pay by enrolling in a paramedic program?
 - a. Yes –
 - i. BLS TLs and RTLs will follow the same pay increase path as any other EMT enrolling in a paramedic program

4. What are vouchers to be used for?
 - a. Vouchers are intended to be for school related days off.

5. Can vouchers be used on Medic recognized holidays?
 - a. No –
 - i. Students will follow the current process for holidays and holiday bidding; please see your supervisor or scheduling for this policy

6. Am I guaranteed a day off by using a voucher?
 - a. No –
 - i. Scheduling will make every effort to accommodate voucher use but being granted a day off is not guaranteed
 - ii. Students are encouraged to be proactive and forecast days for which they may want to use a voucher; a minimum of 2-weeks' advanced notification to scheduling is required

7. Will scheduling accommodate a change if my class dates interfere with my current work assignment?
 - a. Yes –
 - i. You will have the opportunity to be placed on a shift that accommodates your Paramedic Program schedule.
 - ii. This accommodation will be offered on a first come, first serve basis. This will be based on your notification date and time to scheduling of a schedule conflict.

8. What is a FERPA waiver?
 - a. This is a signed document submitted to the student's school, which authorizes MEDIC or designee to have access to the student's records.

9. Do I have to complete a FERPA waiver to enroll in the incentive program?
 - a. Yes –
 - i. These waivers allow us to validate the student's enrollment and completion of a paramedic program.
 - ii. These also allow for us to track the student's performance and offer assistance should it be needed

10. How long does an employee have after graduation to complete scope of practice testing?
 - a. Following current internal upgrade policy, employees have 365 days from graduation to complete scope of practice and obtain local paramedic credentials.
 - b. If the employee has not successfully completed scope of practice within 365 days of graduation, they will be returned to their previous pay rate.

11. Who can answer my questions on the program?
 - a. Members of HR and the Clinical Education team can assist.

12. Who completes the payroll documents for employees who enroll in the program to obtain the incentives?
 - a. The HR Training/Development Generalist administers this program along with all documents related to the program.