

## **9.6 ESSENTIAL PERSONNEL HOLIDAY POLICY – EMERGENCY MEDICAL SERVICES STAFF**

For the purpose of this policy Emergency Medical Services Essential Personnel shall be defined as any staff (full-time or part-time) who must be replaced in order for essential daily operations for the Emergency Medical Services Department to remain intact.

Identified Essential Personnel are personnel whose primary role is staffing an ambulance or supervisor unit.

- Emergency Medical Technician (EMT) or Advanced Emergency Medical Technician / Attendant
- Emergency Medical Technician Paramedic (EMT-P) or Licensed Paramedic (LP)
- EMS Supervisor (Lieutenant, Captain or hourly paid Chief level officer)

### **Holiday Options**

Essential EMS personnel do not qualify for the hours / pay that would occur in County policy 9.03 and 9.04.

In the event essential EMS personnel are scheduled to work one of the approved EMS Department holidays, they have the option of taking the holiday off, if suitable replacement personnel are available and such action is approved, or

In the event the essential EMS personnel works the approved EMS holiday he/she would receive double time (2X the normal hourly rate) pay for only the hours worked from 7am the day of the holiday until 7am the following day (max. of 24 hours per holiday).

Personnel who are not scheduled to work the approved EMS holidays will not receive any holiday pay for hours not physically worked.

Essential EMS personnel who have exceeded 40 hours of work on the week of an EMS holiday, will only be paid double time for the hours worked on the EMS holiday. (The employee will not receive a combination of overtime (1.5 times pay) and double time pay on the holiday day worked.)

Essential EMS personnel who have not completed 40 hours of work for the week and are scheduled to work on a holiday are eligible for double time pay for the hours physically worked during the holiday.

In the event of a situation affecting general county business, such as a hurricane, fire or electrical outage, Commissioners Court may employ an alternate plan of action.

### **The EMS recognized holidays are as follows:**

New Year's Day	Easter Day	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Christmas Eve/Day	New Year's Eve