

**EMS Personnel  
Paramedic Disciplinary Process****Date: Draft 07/01/2023  
Policy #2401****I. Purpose:**

- A. To define the mechanisms and procedures that will be used by the Imperial County EMS Agency to review and investigate actions/inactions that may be cause for disciplinary action against an individual's Paramedic License, and the process through which such actions will be taken, when necessary.

**II. Authority:**

- A. California Health and Safety Code – Division 2.5: Emergency Medical Services [1979. – 1797.201.]
- B. California Code of Regulations, Title 22. Social Security, Division 9. Prehospital Emergency Medical Services
- C. EMSA Publication “Recommended Guidelines for Disciplinary Orders and Conditions of Probation” (7/26/2008)

**III. Policy:**

- A. When information comes to the attention of the Imperial County EMS Agency Medical Director that a paramedic license-holder has committed any act or omission that appears to constitute grounds for disciplinary action under the above noted statutes, regulations, and guidelines promulgated by the California EMS Authority, the Medical Director may evaluate the information to determine if there is reason to believe that disciplinary action may be necessary.
- B. If the Medical Director sends a recommendation to the California EMS Authority for further investigation or discipline of the license-holder, the recommendation shall include all documentary evidence collected by the Medical Director in evaluating whether or not to make that recommendation. The recommendation and accompanying evidence shall be deemed in the nature of an investigative communication and be protected by Section 6254 of the Government Code. In deciding what level of disciplinary action is appropriate, the California EMS Authority shall consult with the Imperial County EMS Agency Medical Director.
- C. The Director of the EMS Authority or the Imperial County EMS Agency Medical Director, after consultation with the relevant employer, may temporarily suspend, prior to hearing, any paramedic license upon a determination that:
  - 1. The licensee has engaged in acts or omissions that constitute grounds for revocation of the paramedic license; and

**EMS Personnel  
Paramedic Disciplinary Process**

**Date: Draft 07/01/2023**

**Policy #2401**

2. Permitting the licensee to continue to engage in licensed activity, or permitting the licensee to continue in the licensed activity without restriction, would present an imminent threat to the public health and safety.

APPROVED:

SIGNATURE ON FILE – DATE

Katherine Staats, MD FACEP

EMS Medical Director