

Guideline Name: Relief CARE EMT		Department: Orange County Emergency Services
Effective Date: July 1, 2025	Issued: July 1, 2025	Approval(s):  Kim Woodward, EMS Division Chief

Scope

Independent practicing Emergency Medical Technicians (EMT) who have met the minimum qualifications defined herein.

Purpose

The Relief Crisis Assistance, Response and Engagement team Emergency Medical Technician (CARE EMT) designator is classified as an additional EMT function. This designation will function to ensure medical services provided by the CARE team are maintained when standard CARE EMT staffing is unavailable.

Definitions

CARE EMT: EMT working in the role of acting CARE EMT at the discretion of the Chief of EMS and the Director of Emergency Services.

Qualifications

1. **Required:**
 - a. Minimum of 1 year of experience as a released full-time EMT within the Orange County EMS system.
 - b. Rating of proficient or above on most recent annual evaluation.
 - c. Written recommendation from direct supervisor (Current supervisor or former supervisor if employee has been relocated to a new shift within six months).
 - d. Current CIT certification **OR** ability to obtain CIT certification within 6 months of designation.
 - e. No Disciplinary Action at the written warning level or higher within twelve months prior to designation posting.
 - f. No revocation from prior Relief CARE EMT designation within the past twelve months of designation posting.

2. **Required after Selection:**
 - a. Once candidates are selected, scheduling of the following requirements shall take place through the Bureau Chief of Community Health and Safety or designee.
 - b. The following components shall be completed on the candidate's own time or on scheduled duty shift with prior approval from the on duty battalion chief as applicable.
 - i. (1) 8-hour ride-along shift with a current CARE EMT

- ii. In-person meeting with the Police Crisis Unit Supervisor of the Chapel Hill Police Department (CARE Team Supervisor)
- iii. In-person meeting with EMS Bureau Chief of Community Health and Safety

Roles and Responsibilities of the Relief CARE EMT:

1. Relief CARE EMTs shall adhere to all standards and procedures defined within the CARE EMT SOG.

Revocation of the Relief CARE EMT Assignment Privileges:

1. As this assignment is at the discretion of the Chief of EMS and the Director of Emergency Services, any action deemed inappropriate, or any violations of personal conduct may result in immediate revocation from this assignment.
2. Loss of the privilege of Relief CARE EMT and an inability to re-apply for the position for a minimum of twelve months shall occur for any of the following:
 - a. Disciplinary Action at the written warning level or higher
 - b. Receiving an annual evaluation rating below 'proficient'
 - c. Substantiated patient care complaints resulting in the medical disciplinary process