

**State of Michigan  
Civil Service Commission**  
Capitol Commons Center, P.O. Box 30002  
Lansing, MI 48909

<b>Position Code</b> 1. EMTPARAA08R
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## POSITION DESCRIPTION

This position description serves as the official classification document of record for this position. Please complete the information as accurately as you can as the position description is used to determine the proper classification of the position.

<b>2. Employee's Name (Last, First, M.I.)</b>	<b>8. Department/Agency</b> DOC-EGELER FACILITY
<b>3. Employee Identification Number</b>	<b>9. Bureau (Institution, Board, or Commission)</b> Bureau of Health Care Services
<b>4. Civil Service Position Code Description</b> Emergency Med Tech Paramedic-A	<b>10. Division</b> Jackson Medical Complex
<b>5. Working Title (What the agency calls the position)</b> PARAMEDIC	<b>11. Section</b> Duane Waters Hospital Center
<b>6. Name and Position Code Description of Direct Supervisor</b> REDDY, MALLU S; REGISTERED NURSE MANAGER-4	<b>12. Unit</b> Emergency Room
<b>7. Name and Position Code Description of Second Level Supervisor</b> STATE ADMINISTRATIVE MANAGER-1	<b>13. Work Location (City and Address)/Hours of Work</b> 3857 Cooper St. Jackson, MI / 80 hours per pay period

**14. General Summary of Function/Purpose of Position**

Under the direction of the Medical Provider (MP)/ Charge Nurse, the Paramedic follows assigned duties. Provides urgent, emergent and routine care to prisoners and staff, when needed. Maintains licensure where applicable, including ACLS certification. Follows MDOC policies and procedures. The Paramedic is expected to exercise considerable judgment in selecting the most appropriate course of action for emergent, life threatening situations. The Paramedic performs IV insertions, blood draws, and provides appropriate ACLS interventions. The employee may be hired for a specific area, but on occasion, may be held responsible to move to any medical setting within the facility or complex. Works 100% of the time within the secured perimeter of the prison.

15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.

List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.

#### Duty 1

General Summary:

Percentage: 70

Performs physical and mental status assessments, and implements treatment plan, as deemed by MP, RN. Evaluates effectiveness of care. Serves as a resource for EMTs and lower-level staff. Reports changes in condition to appropriate providers. Collaborates with other disciplines to establish appropriate care and treatment. Carries out related duties as directed by the Emergency Room RN, Nursing Supervisors or Administration as assigned. May be needed to assist with prisoner care needs in other units or facilities.

Individual tasks related to the duty:

- Measuring and Monitoring of prisoner vital signs.
  - Draws blood, obtains and prepares laboratory specimens, i.e., hemocult slides, dipstick urinalysis
  - Provides ACLS care to all prisoner and/or staff, when indicated.
  - Performs specialized care, procedures, and treatments.
  - Maintains prisoner confidentiality.
  - Reviews emergency room documentation and functions as a resource person for all other staff, including oversight of work performed by lowerlevel Emergency Medical Technicians.
  - Assesses, triages, initiates interventions, and evaluates care for Emergency Room prisoners both within and outside the Emergency Room.
  - Performs other assigned duties or tasks as directed by the Emergency Room RN, Nursing Supervisor or Administration.
  - Liaises with other related disciplines within the DOC, community doctors' offices, and hospitals.
  - Reports timely information to immediate Supervisor or Manager.
  - Obtains and shares information with other health care providers to report changes in prisoner's condition or response to treatment and obtain orders as necessary.
  - Starts and maintains IV lines, performs wound care, venipuncture, EKGs, intradermal TB tests, performs ACLS life saving measures as appropriate etc.

#### Duty 2

General Summary:

Percentage: 20

Appropriately and timely contacts MP. Administers oral, IM, Sub-q and topical medications as indicated and ordered by the MP. Assesses medication precautions, contraindications, dosages, and side effects. Evaluates and documents therapeutic effectiveness and consequence of medications. Accounts for and secures critical tools. Ensures adequate stock and functionality of emergency kits, State Ambulance, and Mini-Ambulance, notifying Supervisor if/when repairs are necessary.

Individual tasks related to the duty:

- Initiates timely maintenance request of EMT equipment.
- Inventories supplies, initiates the ordering of supplies and equipment.
- Follows Department security procedures ensuring critical tool care and maintaining required accountability.
- Ensures routine care of ambulance.
- Obtains administrative approval and coordinates service of ambulance.
- Other duties as assigned.

#### Duty 3

General Summary:

Percentage: 10

Attends and promotes competency training, MDOC required training, CEU's for licensure, and special

certifications, as required. Follows MDOC and Civil Service, policies, procedures, and standards. Attends staff meetings and committee meetings, as assigned. Participates in continuous quality improvements.

**Individual tasks related to the duty:**

- Provides direction EMTs and contributes to staff meetings.
- Conducts and/or attends in-service programs and maintains professional knowledge base.
- Participates in all institutional security procedures.
- Completes appropriate DOC reports and forms and documents in prisoner's Electronic Health Records (EHR).

**16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.**

Makes decisions and directs the work of lower-level EMTs regarding emergent prisoner care, including utilizing the State Ambulance or Mini-ambulance in responding to situations. Liaison with Health Care Staff in Ambulatory facilities and Emergency Room staff when appropriate decisions need to be made relative to emergent/non-emergent prisoner care. Liaison with Emergency Room MP and ambulatory MP relative to emergent/non-emergent prisoner care. Liaison with Custody staff to obtain necessary information related to prisoners' health care, safety, and security.

**17. Describe the types of decisions that require the supervisor's review.**

Decisions which have a potential legal and/or financial impact.

Changes in policy and procedures or clarification/interpretation of policy or procedures.

Administrative support for unique clinical situations especially those not covered by protocol, policy or procedure.

**18. What kind of physical effort is used to perform this job? What environmental conditions in this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.**

This position is located inside the secure perimeter of a prison. It has 100% prisoner contacts. Requires bending, lifting and stooping for filing and prisoner care. Requires prolonged sitting and frequent, extended use of computers.

**19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis.**

**Additional Subordinates**

**20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):**

- |   |  |
|---|--|
| <input type="checkbox"/> Complete and sign service ratings. | <input type="checkbox"/> Assign work.  |
| <input type="checkbox"/> Provide formal written counseling. | <input type="checkbox"/> Approve work. |
| <input type="checkbox"/> Approve leave requests.            | <input type="checkbox"/> Review work.  |

N Approve time and attendance.

N Provide guidance on work methods.

N Orally reprimand.

N Train employees in the work.

22. Do you agree with the responses for items 1 through 20? If not, which items do you disagree with and why?

Yes.

23. What are the essential functions of this position?

Provide appropriate emergent and non-emergent prisoner care.  
Provide and oversee assignments for EMTs inside and outside of the Emergency Room. Review Emergency Room documentation and function as a resource person for other staff as necessary.  
Generate various reports as assigned.  
Triage telephone information.  
Liaison with other related departments and disciplines within the Department of Corrections and community doctor's offices and hospitals.  
Oversee and enter data in the Electronic Health Record and MI-EMsis.

24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.

The Appointing Authority is requesting an early reclassification of the Emergency Medical Technician position, occupied by Colby Panther #1177047. The Emergency Medical Technician provides urgent, emergent and routine care to prisoners and staff within the Michigan Department of Corrections. The position has experienced atypically rapid growth in accordance with Civil Service Regulation 4.05. The incumbent meets the education and experience due to combined state and non-state positions and is performing satisfactorily.

25. What is the function of the work area and how does this position fit into that function?

The work area provides health care services to prisoners housed at the facility. This position is responsible for providing urgent, emergent, and routine care to prisoners and staff, and overseeing the work of lower-level Emergency Medical Technicians.

26. What are the minimum education and experience qualifications needed to perform the essential functions of this position.

**EDUCATION:**

Education typically acquired through completion of high school.

BLS certification and Emergency Medical Technician license.

Education typically acquired through completion of high school.

**EXPERIENCE:**

**Emergency Medical Technician E9**

No specific type or amount of experience is required.

**Emergency Medical Technician Paramedic 10**

One year of experience in emergency medical services or closely related field.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

Thorough knowledge of equipment and departmental policies and procedures. Excellent writing and organizational skills. Excellent knowledge and triage ability of medical emergencies. The employee must have thorough knowledge and skill in the current EMT practice. Ability to operate an ambulance. He/she must have the self confidence to make decisions with minimal supervision and must be able to treat prisoners in a professional, nonjudgmental manner.

**CERTIFICATES, LICENSES,**

**REGISTRATIONS:**

Paramedic licensure, BLS and ACLS certification.

Must possess a valid driver's license and the ability to obtain a valid Michigan driver's license.

Position is a test-designated positions and is subject to pre-appointment and random-selection drug and alcohol testing

*NOTE: Civil Service approval does not constitute agreement with or acceptance of the desired qualifications of this position.*

*I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.*

\_\_\_\_\_  
Supervisor

\_\_\_\_\_  
Date

**TO BE FILLED OUT BY APPOINTING AUTHORITY**

Indicate any exceptions or additions to the statements of employee or supervisors.

N/A

*I certify that the entries on these pages are accurate and complete.*

ASHLEY NORTON

8/30/2024

\_\_\_\_\_  
Appointing Authority

\_\_\_\_\_  
Date

*I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.*

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date