



# UNIFIED FIRE AUTHORITY

## MEMORANDUM

25-212

December 8, 2025

TO: All EMT's and AEMT's

FROM: Captain Holmes

SUBJECT: Ongoing Paramedic Training Opportunities

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Effective immediately, the promotional process for attending paramedic school has been updated. The position will now remain open until filled, and individuals may apply as soon as their prerequisites are complete. To apply, see the instructions below:

1. Use the links below to understand the requirements for each of the three programs. We suggest you reach out to academic advisors or program managers to ensure you have the proper prerequisites. EMS Division recommends that this information gathering and the prerequisites be completed within the first year of employment at UFA.
  - a. Choose a preferred program (Gold Cross, UVU, Weber)
  - b. Complete pre-requisites (100 % Tuition Reimbursement)
2. Complete the iSolved internal application using the link below:  
<https://unifiedfire.applicantpro.com/internaljobs>
3. The EMS Training Captain will reach out and let you know if attendance is approved and provide additional training details

Individuals will be selected for paramedic training on a first-come, first-served basis, with seniority as a tiebreaker if necessary. Restriction on the number of students is based on budget availability and Operations staffing capacity.

If an individual declines the opportunity to attend paramedic school on two separate occasions, their name will be removed from the eligibility list. Should they wish to be considered again in the future, they will be required to reapply through the established application process.

The intent behind this change is to provide paramedic training opportunities at the point when individuals are fully prepared to pursue them. By allowing candidates to apply as soon as they meet the prerequisites and receive approval, the organization can better support

personal readiness, streamline the training pipeline, and ensure that available seats in paramedic programs are utilized efficiently.

## **Preparation and Decision**

As a Firefighter or Firefighter Specialist, it is critical to consider the significant benefits of becoming a paramedic at UFA. Paramedics have the most available specialist allocations in addition to the largest pay increase. As a Paramedic Specialist, all career ladder opportunities are open, whereas individuals who do not have a paramedic license cannot fill a number of positions within the organization. Paramedic specialists can work at any station, can lateral to any other specialty (provided adequate training/certification) and retain the additional paramedic pay even if filling a different specialty.

Employees considering entering a Paramedic training program should seek advice from trusted mentors, other paramedics, and specific feedback from recent program graduates. In addition, they should commit to personal development and proficiency at the crew level by ensuring operational proficiency in the following areas at a minimum:

1. Patient Assessment
2. UFA [EMS Protocols](#) and Guidelines
3. UFA [Medication References](#)
4. UFA EMS equipment
5. Patient care reporting and documentation

PM School will be supported as Department Business for the duration of the classroom portion. During ride-along time, Firefighters work 6 of 8 shifts in each FLSA period in the FF/EMT seat alongside a PM preceptor. The additional two shifts off provide time to meet other didactic and clinical requirements of PM School.

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## **Promotional Process and Eligibility**

Refer to [UFA Operational Policies 910-080 Firefighter Specialists](#) for complete information about the Paramedic Specialist career path and requirements.

A Firefighter selected to attend school will be eligible for promotion to Paramedic Specialist upon successful completion of PM School, receipt of their Utah Paramedic License, and other requirements set forth in UFA Policies.

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## **Paramedic School**

Each candidate is responsible for admission into the selected program. Application standards, guidelines, and program dates can be found by navigating to the following links:

<https://www.uvu.edu/es/paramedic/admissions.html>  
<http://goldcrossservices.com/gold-cross-paramedic-program/>  
<https://www.weber.edu/eh/paramedic.html>

UFA's Tuition Assistance Program is available for individuals seeking to complete prerequisites for PM School. For specific information, refer to [UFA Policy 100-110 Tuition Assistance Program](#).

PM School is an approximately nine-month program that starts in August (fall semester) or January (spring semester). All three programs have different academic schedules, so please refer to the specific program links above for accurate academic calendars.

Please contact Captain Eric Holmes ([eholmes@unifiedfire.org](mailto:eholmes@unifiedfire.org)) with any questions about prerequisites or the PM School program itself, or Human Resources Director Kiley Day regarding the application and selection process.