

# Course Syllabus

Course: Legal Political and Regulatory Environments in EMS

COURSE & SECTION: FES 4244

CREDIT HOURS: 3

SESSION:

\*\* ON-LINE

\*\* THERE WILL BE TIMES SCHEDULED FOR ON-LINE MEETINGS.

## INSTRUCTOR

John K. Murphy, J.D. M. S., PA-C, EFO is a practicing attorney since 2002 licensed in Washington. Prior to his work as an attorney, Mr. Murphy completed a 32 year career in the fire service retiring as a Deputy Fire Chief for Eastside Fire & Rescue (Issaquah WA) and Fire Chief of the City of Sammamish (WA). In his fire service career, he rose in the ranks from a firefighter/paramedic to Chief Officer with extensive experience in operational command, Chief of Training, Health and Safety Officer, fire training curriculum development and implementation of training programs, organization development, management and training of executive level managers, and health and safety programs.

He has been instrumental in the reorganization of small to medium sized businesses and public safety organizations; has experience in organizational development and management, and consulting with and training private and public entities in effective organizational management, strategic planning, personnel strategies and goal setting.

Mr. Murphy received a Juris Doctor from Seattle University School of Law, a Master of Science and Bachelor of Science degrees in Health Education from Central Washington University and graduated from the University of Utah's School of Medicine's Physician's Assistant Program. He is a member of the Washington State Bar Association, the New York Bar Association, King County Bar Association, and the U.S. District Court/Western Division. He served in the US Navy as a hospital corpsman and was assigned to the US Marines.

He is also a member of several fire service organizations promoting excellence in leadership, is the legal counsel for the International Association of Fire Service Instructors (ISFSI); a national instructor on fire service legal and health issues; a National Fire Academy Instructor, a writer and podcast member for Fire Engineering Magazine on fire service legal issues and curator of the Fire Engineering Policy Bank. Mr. Murphy authored the book on Legal, Political and Regulatory Environment for Emergency Medical Services and co-authored the book: Cooling the Flames: Communication, Control and De-escalation of Mentally Ill and Aggressive Patients.

OFFICE HOURS: 12:00 PM to 5:00 PM Monday thru Friday Pacific Standard Time (PST)

\*\*COURSE WEBSITE: <http://lss.at.ufl.edu> (Links to an external site.)Links to an external site.

\*\* COURSE COMMUNICATIONS: There is a General Discussion tab that can be used, or send me an email through the course email. Urgent messages can be sent to my email directly at [j.k.murphy@law911@gmail.com](mailto:j.k.murphy@law911@gmail.com)

**REQUIRED TEXT: Legal Political and Regulatory Environment in EMS (2015) Murphy, J. Brady Publishing. Can be purchased from Amazon.com or Brady Publishing**

**Overview of FES: <https://www.youtube.com/playlist?list=PLK66yGpS-WBFZxgNKWmQ2YuYCVyz3vbir> (Links to an external site.)Links to an external site.**

\*\*ADDITIONAL RESOURCES: Use resources on the course site under the Resource tab

\*\*PREREQUISITE KNOWLEDGE AND SKILLS: None

**PURPOSE OF COURSE:** This course provides the foundations of the legal system and how it affects the EMS manager. It is one of the six core courses for the FESHE model curriculum in EMS management.

**\*\*COURSE DESCRIPTION:** This course and text book provides an overview of those regulatory issues and how an EMS leader; manager, and supervisor can work within those guidelines; and how they can influence developing rules and regulations affecting EMS services today. EMS leaders, managers, and supervisors must maneuver daily in a labyrinth of rules and regulations at the state and federal levels. Some of these regulations have been in place since the beginning of EMS, and over the years hundreds of new rules and regulations have affected EMS delivery.

**COURSE GOALS AND/OR OBJECTIVES:** By the end of this course, students will:

1. The student will demonstrate an understanding of the legal system that governs EMS.
2. The student will be able to explain the legal considerations of operating an EMS system including:
  - a. safety considerations
  - b. hiring
  - c. staffing
  - d. compensation and benefits
  - e. safety
  - f. discipline
  - g. negligence
  - h. operational laws

- i. Funding laws
- j. Records retention

3. The student will be able to discuss the political environment including national EMS representation, professional organizations and lobbying.

**\*\* HOW THIS COURSE RELATES TO THE STUDENT LEARNING OUTCOMES IN THE FIRE EMERGENCY SERVICES PROGRAM:** As many aspects of Fire and Emergency Services are intertwined with the law, the student shall demonstrate knowledge and legal application of the issues facing Emergency Medical Service managers and programs today. The student shall also demonstrate strong verbal and written communication skills for leadership in fire and emergency services.

**\*\*TEACHING PHILOSOPHY:** I am looking for students to demonstrate a working knowledge of the subject. The assigned textbook will assist you in this working knowledge. You need to be creative when you complete your assignments but maintain a professional appearance of your work. Your work needs to be complete and in such a manner that someone can pick up your document and understand what you are trying to convey. And most of all, your work needs to be supported with research and cited in properly in APA format.

**\*\*INSTRUCTIONAL METHODS:** The course is designed for individual and group interactivity. It is important to post and respond to discussion questions in the course within the time frame allotted. This provides a learning environment by networking with other students in the course. The assignments are individual base to give you the opportunity to do a variety of activities, in many cases, similar to what you will be doing in role as a leader in the emergency services profession.

#### COURSE POLICIES:

**ATTENDANCE POLICY:** The course is designed in module format. You should check the site at least once a week. You are required to complete the assignments including discussion questions within the time period designated on the module. There will be meetings set up throughout the course. Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies that can be found in the online catalog at: <https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>. (Links to an external site.)Links to an external site.

**\*\*QUIZ/EXAM POLICY:** There is a final project for this course. There are no exams or quizzes.

**MAKE-UP POLICY:** You must contact me if you are going to be late on any assignment to receive credit.

**\*\*ASSIGNMENT POLICY:** All assignments have a due date. Please be sure to check the date and time it is due in each module.

**\*\*COURSE TECHNOLOGY:** Class meetings will require a web camera and mic/audio. If you are not able to use a web camera you will need to at least provide audio/mic, you can call in on a phone also.

#### **\*\* UF'S HONESTY POLICY**

UF students are bound by The Honor Pledge which states, "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honor and integrity by abiding by the Honor Code. On all work submitted for credit by students at the University of Florida, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." The Honor Code (<http://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/>) specifies a number of behaviors that are in violation of this code and the possible sanctions. Furthermore, you are obliged to report any condition that facilitates academic misconduct to appropriate personnel. If you have any questions or concerns, please consult with the instructor of in this class.

#### **UF POLICIES:**

##### **UNIVERSITY POLICY ON ACCOMMODATING STUDENTS WITH DISABILITIES:**

Students requesting accommodation for disabilities must first register with the Dean of Students Office (<http://www.dso.ufl.edu/drc/>). The Dean of Students Office will provide documentation to the student who must then provide this documentation to the instructor when requesting accommodation. You must submit this documentation prior to submitting assignments or taking the quizzes or exams. Accommodations are not retroactive, therefore, students should contact the office as soon as possible in the term for which they are seeking accommodations.

**UNIVERSITY POLICY ON ACADEMIC MISCONDUCT:** Academic honesty and integrity are fundamental values of the University community. Students should be sure that they understand the UF Student Honor Code at <http://www.dso.ufl.edu/students.php>.

**\*\*NETIQUETTE: COMMUNICATION COURTESY:** All members of the class are expected to follow rules of common courtesy in all email messages, threaded discussions and chats.

[Describe what is expected and what will occur as a result of improper behavior]

<http://teach.ufl.edu/docs/NetiquetteGuideforOnlineCourses.pdf>

#### **GETTING HELP:**

For issues with technical difficulties for E-learning in Sakai, please contact the UF Help Desk at:

- [Learning-support@ufl.edu](mailto:Learning-support@ufl.edu)
- (352) 392-HELP - select option 2
- <https://lss.at.ufl.edu/help.shtml>

**\*\* Any requests for make-ups due to technical issues MUST be accompanied by the ticket number received from LSS when the problem was reported to them. The ticket number will document the time and date of the problem. You MUST e-mail your instructor within 24 hours of the technical difficulty if you wish to request a make-up.**

Other resources are available at <http://www.distance.ufl.edu/getting-help> for:

- Counseling and Wellness resources
- Disability resources
- Resources for handling student concerns and complaints
- Library Help Desk support

Should you have any complaints with your experience in this course please visit <http://www.distance.ufl.edu/student-complaints> to submit a complaint.

#### TENTATIVE COURSE SCHEDULE:

Week 1 Introduction – online post  
Read Syllabus and review course content  
Read Chapter 1  
Assign Module One – Discussion and Assignment  
Assign Final Project

Week 2 - History of EMS Law  
Read Chapter 2  
Module one Discussion and Assignment due

Week 3 - Forming an EMS System  
Read Chapter 3  
Assignment Module Two – Discussion and Assignment

Week 4 - Employment and Staffing  
Read Chapter 4  
Module Two discussion and assignment due

Week 5 - Compensation and Benefits  
Read Chapter 5  
Assign Module Three discussion and assignment

Week 6 - Safety Considerations  
Read Chapter 6  
Module Three discussion and assignment due

Week 7 - Record Retention Privacy and Confidentiality  
Read Chapter 7  
Assign Module Four discussion and assignment

Week 8 - Personnel Management Issues  
Read Chapter 8  
Module Four discussion and assignment due

Week 9 - Legal Pitfalls of Discipline, Termination and Layoffs  
Read Chapter 9  
Assign Module Five discussion and assignment

Week 10 - The Many Faces of Negligence  
Read Chapter 10  
Module Five discussion and assignment due

Week 11 - Funding  
Read Chapter 11  
Assign Module Six discussion and assignment

Week 12 - National EMS Representation  
Read Chapter 12  
Module Six discussion and assignment due

Week 13 - Professional Organizations  
Read Chapter 13  
Assign Module Seven discussion and assignment

Week 14 - Advocating for Change  
Read Chapter 14  
Module Seven discussion and assignment due

Week 15 - Final Project due

#### GRADING POLICIES:

The grade is based on a point system. You divide the total number of earned points into the total amount of points available to determine your grade. A grading rubric for the final project is under the Resource Tab on the course.

Assignment Points or percentage

Grading Discussion Participation – 15 points each discussion 105 points  
Homework Assignments –15 points each assignment 105 points  
Final Project - comprehensive and applied 100 points  
Total Grade 310 points

#### GRADING SCALE

|                   |                   |
|-------------------|-------------------|
| A = 93.0 to 100%  | C = 73.0 to 76.9  |
| A- = 90.0 to 92.9 | C- = 70.0 to 72.9 |
| B+ = 87.0 to 89.9 | D+ = 67.0 to 69.9 |
| B = 83.0 to 86.9  | D = 63.0 to 66.9  |
| B- = 80.0 to 82.9 | D- = 60.0 to 62.9 |
| C+ = 77.0 to 79.9 | F = below 60      |

See <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx> regarding current UF grading policies.

#### EVALUATION PROCESS:

Students are expected to provide feedback on the quality of instruction in this course based on 10 criteria. These evaluations are conducted online at <https://evaluations.ufl.edu>.

Evaluations are typically open during the last two or three Weeks of the semester, but students will be given specific times when they are open.

Summary results of these assessments are available to students at <https://evaluations.ufl.edu>.

# Course Summary:

| <b>Date</b>      | <b>Details</b>  |
|------------------|---|
| Fri Jan 11, 2019 | <a href="#">Discussion One</a> due by 11:59pm<br><a href="#">Introduction</a> due by 11:59pm<br><a href="#">Module 1 - Origin of EMS</a> due by 11:59pm |
| Fri Jan 25, 2019 | <a href="#">Discussion Three</a> due by 11:59pm   |
| Fri Feb 1, 2019  | <a href="#">Discussion Two</a> due by 11:59pm<br><a href="#">Module 2 - Litigation Prevention</a> due by 11:59pm  |
| Sun Feb 3, 2019  | <a href="#">Module 3 - FMLA and FLSA</a> due by 8:59pm  |
| Fri Feb 8, 2019  | <a href="#">Discussion Four</a> due by 11:59pm  |
| Fri Feb 15, 2019 | <a href="#">Module 4 - Drug Free Workplace</a> due by 11:59am   |
| Fri Mar 1, 2019  | <a href="#">Discussion Five</a> due by 11:59pm  |
| Fri Mar 15, 2019 | <a href="#">Module 5 - Negligence in EMS</a> due by 11:59pm   |
| Fri Mar 22, 2019 | <a href="#">Discussion Six</a> due by 11:59pm   |
| Fri Mar 29, 2019 | <a href="#">Module 6 - EMS Funding</a> due by 11:59pm   |
| Fri Apr 5, 2019  | <a href="#">Discussion Seven</a> due by 11:59pm   |
| Fri Apr 12, 2019 | <a href="#">Module 7 - White Paper</a> due by 11:59pm   |
| Wed Apr 17, 2019 | <a href="#">Final Paper</a> due by 11:59pm  |