



April 28, 2021 (February 12, 2021)

Pvt. JaMichael Sandridge
Employee I.D. # 77973
[REDACTED]
Division of Fire Services

RE: ORAL REPRIMAND ACCIDENT # 0212210412

On February 12, 2021 at 0412 hours, you were driving Unit 24 which was involved in an accident. You were driving Unit 24 out of the exit gate of [REDACTED] in route to the hospital with non-critical patient in the rear along with [REDACTED]. You got out of the unit temporarily and moved the mirrors inward to navigate through the narrow exit and continue transporting the patient to the hospital. Your attempt to exercise caution was not successful and you did not find out that damage was caused to Unit 24 until later arriving at the hospital. The unit sustained scratches and minor damage to the passenger side. I personally went to the apartment complex and saw the broken and leaning exit gate. B/C Burns (B20B) conducted the accident investigation and forwarded all necessary reports. D/C Grant and B/C Burns both concluded that this accident did not warrant a post-accident test. You were not issued a citation from STIS Sgt. Ken Fox (IBM #0342). You are not currently under any progressive disciplinary action.

Based upon the facts presented above, you are charged with violating the following Division of Fire Services Operations Manual Rules:

Section: 101.03, Page 15, Number 4

Drive and operate apparatus safely, as dictated by street, road, weather, or other hazardous conditions and Divisional Regulations, State Laws, and Municipal Ordinances.

Section: 102.02, Page 8, Number 52

Members ... shall not neglect or fail to perform any portion of their duty as required by rule, regulation, order, common practice, or training.

Section: 103.01, Page 2, Number 11. H and I

- Neglect of duty of negligence
- Destruction of property

Section: 103.02, Page 1, Number 3

Division employees will operate all vehicles safely, as dictated by street road, weather, or other hazardous conditions and Divisional Regulations, State Laws, and Municipal Ordinances

An administrative investigation was conducted, and a hearing was held at Fire Station 53 on April 24, 2021 at 1200 hours. Present at this hearing were Presiding Officer BC Johnny B. Harrison, Jr. (B-10-A), BC Major McNeil (B-8-A) observer, Lieutenant Roderick Moore observer, and yourself. During the hearing, you acknowledged that you read and understood the charges that were filed against you. You were presented with the facts above, asked a series of questions, and allowed to explain what happen. You stated "We were in route to the hospital. The apartment complex was one way in and one way out. The exit gate was half open and the top of the gate was sort of slumped over. I got out and closed in the side mirrors to pass through the gate. The other option was to turn the unit around and go through the entry gate."

As a result of the investigation and the facts which are evident in this case, you must be aware of the problems created by your actions. Unit 24 was able to respond to emergency calls and did not have to be placed out of service for the investigation. However, you must obey all Division of Fire Services policies.

According to your personnel file, you are not currently under progressive disciplinary actions. Therefore, because of your actions and your violation of the above stated regulations, you will receive an **Oral Reprimand** which will go into your file for six (6) months, from April 28, 2021 until October 28, 2021. You will also be required to complete remedial Driver Training at Chester Anderson Training Center on duty to be scheduled by the Training Bureau.

I hope that you realize by this disciplinary action the seriousness of your actions. You must understand that future violations of this nature will result in more progressive disciplinary action being taken against you. Please know that the Memphis Fire Department and I are here to assist you in your professional development. Let me encourage you to seriously evaluate your current practices and seek not only to improve them but to share your knowledge with others you work with. If there is any way I may assist you in this endeavor, please contact me.

Sincerely,

B/C Johnny B. Harrison, Jr. 

B/C Johnny B. Harrison, Jr.
Battalion 10-A Shift

CC: Director Gina Y. Sweat
Administrative Deputy Director Hope Lloyd
Operations Deputy Director Colin Burress
Deputy Chief of Emergency Operations, Markus Smith
Deputy Chief of Emergency Medical Services, Angie Shelton
Deputy Chief of Logistics, Robbie Franks
Division Chief John Pillsbury, D2A
Division Chief of Training, Kenneth Newton
Battalion Chief of Training, Gerald Crawford
City Personnel
Fire Personnel
Labor Relations
Local 1784

MEMPHIS FIRE SERVICES DIVISION - QUALIFICATION FORM
TRAINING BUREAU

<i>Jamichael Sandridge</i>	<i>77973</i>	<i>Pvt</i>	<i>E-55</i>	<i>A</i>	<i>10</i>	<i>07-14-21</i>
NAME	EID #	RANK	CO #	SHIFT	BATT	DATE

The above individual is qualified to operate the following type of emergency apparatus:

<u>SPECIALIZED QUALIFICATION</u>	<u>SPECIALIZED QUALIFICATION</u>
AIR CRASH DRIVER..... <input type="checkbox"/> (DESIGNATE EQUIPMENT: _____)	FIRE COMMAND DRIVER..... <input type="checkbox"/>
AIR CRASH OFFICER..... <input type="checkbox"/> (DESIGNATE EQUIPMENT: _____)	TRACTOR TRAILER AERIAL TILLERMAN..... <input type="checkbox"/>
BRONTO AERIAL DRIVER..... <input type="checkbox"/>	TRACTOR TRAILER AERIAL DRIVER..... <input type="checkbox"/>
BRONTO AERIAL OFFICER..... <input type="checkbox"/>	TRACTOR TRAILER AERIAL OFFICER..... <input type="checkbox"/>
PLATFORM AERIAL DRIVER..... <input type="checkbox"/>	HIGH PRESSURE TRUCK OPERATOR..... <input type="checkbox"/>
PLATFORM AERIAL OFFICER..... <input type="checkbox"/>	FIRE BOAT OPERATOR..... <input type="checkbox"/>
REAR MOUNT AERIAL DRIVER..... <input type="checkbox"/>	LIGHT WATER-1 DRIVER..... <input type="checkbox"/>
REAR MOUNT AERIAL OFFICER..... <input type="checkbox"/>	AIR BOTTLE TRUCK OPERATOR..... <input type="checkbox"/>
PUMPER DRIVER..... <input checked="" type="checkbox"/>	OTHER: _____ <input type="checkbox"/>
PUMPER OFFICER..... <input type="checkbox"/>	<u>SPECIALIZED TRIANING</u>
SNORKEL DRIVER..... <input type="checkbox"/>	EMERGENCY MEDICAL TECHNICIAN..... <input type="checkbox"/>
SNORKEL OFFICER..... <input type="checkbox"/>	PARAMEDIC..... <input type="checkbox"/>
QUINT DRIVER..... <input type="checkbox"/>	HAZARDOUS MATERIALS TECHNICIAN..... <input type="checkbox"/>
QUINT OFFICER..... <input type="checkbox"/>	OTHER: _____ <input type="checkbox"/>

After reviewing this applicant's performance, I hereby certify that this firefighter has completed the required training and is prepared for qualification testing.

COMPANY OFFICER: *Lt. Robert Shinholt* *[Signature]* DATE: *7/14/21*
print / sign

The applicant successfully passed qualification testing and is qualified to operate the indicated apparatus.

QUALIFYING OFFICER: *Randy Mack* *[Signature]* DATE: *07-14-21*
print / sign

REMARKS: _____

WHITE COPY: PERSONNEL
YELLOW COPY: TRAINING

GOLD COPY: DIVISION / BATTALION CHIEF
PINK COPY: APPLICANT

SANDRIDGE, JAMICHAEL LAMAR

FIRE CLASS 110 LATERAL

DATE OF HIRE: September 16, 2019

CITY OF MEMPHIS FIRE SERVICES DIVISION AGREEMENTS
ATTACHED:

1. FIRE PRIVATE II LATERAL AND FIREFIGHTER
PARAMEDIC LATERAL FIREFIGHTER I & II
CERTIFICATION AGREEMENT.
2. FIRE RECRUIT, FIRE PRIVATE II LATERAL, AND
FIREFIGHTER PARAMEDIC LATERAL EMT / AEMT /
PARAMEDIC CERTIFICATION AND RECERTIFICATION
AGREEMENT.

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE RECRUIT, FIRE PRIVATE II LATERAL, and FIREFIGHTER PARAMEDIC LATERAL
EMT / AEMT / PARAMEDIC CERTIFICATION AND RECERTIFICATION AGREEMENT**

I. INTRODUCTION

The City of Memphis Fire Services Division is committed to providing the highest quality of first aid, pre-hospital care, and emergency assistance to all citizens of Memphis. Therefore, it is the policy of the Fire Services Division to require the following of all Fire Suppression employees hired after January 1, 2015, based on their designation at hire.

II. EMPLOYMENT DESIGNATION AND COMPELTION REQUIREMENTS

Following are the hiring designations and related training and licensure requirements for Fire Recruit, Fire Private II Lateral and Firefighter Paramedic Lateral (hereinafter "Fire Recruit/Lateral Trainee").

I am to be hired for the position of Fire Fighter EMT, AEMT, and Paramedic. JS initials

1. Fire Recruit/Lateral Trainee will be required to complete the coursework / testing and become licensed by the State of Tennessee as a Paramedic within the below listed timeframes from the date of employment based on their State of Tennessee emergency medical licensure level at the time of employment and must maintain their Paramedic license as a condition of continued employment, after attaining the step EMS license levels listed below where applicable.
2. Fire Recruit with no emergency medical license by the State of Tennessee or any other state must be licensed by the State of Tennessee as an Emergency Medical Technicians (EMT) within their first twelve (12) months of employment, as an Advanced Emergency Medical Technician (AEMT) within their first twenty-four (24) months of employment, and as a Paramedic within their first forty-eight (48) months of employment and must maintain such license as a condition of continued employment.
3. Fire Recruit/Lateral Trainee with an Emergency Medical Technician (EMT) license by the State of Tennessee must be licensed by the State of Tennessee as an Advanced Emergency Medical Technician (AEMT) within their first twelve (12) months of employment and as a Paramedic within their first thirty-six (36) months of employment and must maintain such license as a condition of continued employment.
4. Fire Recruit/Lateral Trainee with an out-of-state Emergency Medical Technician (EMT) or equivalent license who hold or have held a National Registry Emergency Medical Technician certification must be licensed by the State of Tennessee as an Emergency Medical Technician (EMT) within their first three (3) months of employment, as an Advanced Emergency Medical Technician (AEMT) within their first twenty-four (24) months of employment, and as a Paramedic within their first forty-eight (48) months of employment and must maintain such license as a condition of continued employment.
5. Fire Recruit/Lateral Trainee with an out-of-state Emergency Medical Technician (EMT) or equivalent license who never held a National Registry Emergency Medical Technician certification must be licensed by the State of Tennessee as an Emergency Medical Technician (EMT) within their first eight (8) months of employment, as an Advanced Emergency Medical Technician (AEMT) within their first twenty-four (24) months of employment, and as a Paramedic within their first forty-eight (48) months of employment and must maintain such license as a condition of continued employment.

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE RECRUIT, FIRE PRIVATE II LATERAL, and FIREFIGHTER PARAMEDIC LATERAL
EMT / AEMT / PARAMEDIC CERTIFICATION AND RECERTIFICATION AGREEMENT**

6. Fire Recruit/Lateral Trainee with an Advanced Emergency Medical Technician by the State of Tennessee must be licensed by the State of Tennessee as a Paramedic within their first twenty-four (24) months of employment and must maintain such license as a condition of continued employment.
7. Fire Recruit/Lateral Trainee with an out-of-state Advanced Emergency Medical Technician or equivalent license who hold or have held a National Registry Advanced Emergency Medical Technician certification must be licensed by the State of Tennessee as an Advanced Emergency Medical Technician within their first three (3) months of employment and as a Paramedic within their first thirty-six (36) months of employment and maintain such license as a condition of continued employment.
8. Fire Recruit/Lateral Trainee with an out-of-state Advanced Emergency Medical Technician or equivalent license who never held a National Registry Advanced Emergency Medical Technician certification must be licensed by the State of Tennessee as an Advanced Emergency Medical Technician within their first eight (8) months of employment and as a Paramedic within their first thirty-six (36) months of employment and maintain such license as a condition of continued employment.
9. Fire Recruit/Lateral Trainee with a Paramedic license by the State of Tennessee must maintain such license as a condition of continued employment.
10. Fire Recruit/Lateral Trainee with an out-of-state Paramedic or equivalent license who hold or have held a National Registry Paramedic certification must be licensed by the State of Tennessee as a Paramedic within their first three (3) months of employment and maintain such license as a condition of continued employment.
11. Fire Recruit/Lateral Trainee with an out-of-state Paramedic or equivalent license who never held a National Registry Paramedic certification must be licensed by the State of Tennessee as a Paramedic within their first eight (8) months of employment and maintain such license as a condition of continued employment.

III. TESTING AND PROOF OF LICENSE REQUIREMENTS

Following are the testing deadlines for the purpose of obtaining applicable EMT, AEMT, and/or Paramedic licensing:

1. Fire Recruit/Lateral Trainee must take the National Registry Written Examination ("NRW Examination") within thirty (30) calendar days after successfully completing the applicable EMT, AEMT, and/or Paramedic training programs.
2. Fire Recruit/Lateral Trainee with an out-of-state EMT, AEMT, Paramedic or equivalent license and no National Registry EMT, AEMT, and/or Paramedic certification must take the National Registry Written Examination ("NRW Examination") within thirty (30) calendar days after successfully completing the applicable EMT, AEMT, and/or Paramedic "National Registry Refresher Training for Candidate Testing" program through the Memphis Fire Department Emergency Medical Services Training Bureau.

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE RECRUIT, FIRE PRIVATE II LATERAL, and FIREFIGHTER PARAMEDIC LATERAL
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3. Additional attempts at passing the NRW Examination must be completed within thirty (30) calendar days of the previous attempt(s).
4. If a refresher course is mandated / required to sit for the NRW Examination after previous exam failure(s), then such refresher course must be completed within thirty (30) calendar days of the most recent date the employee took the exam. Thereafter, the employee must sit for the NRW Examination within thirty (30) calendar days of the mandated/required refresher course.

Following are the deadlines for the purpose establishing proof of licensure:

5. Fire Recruit/Lateral Trainee must apply for State of Tennessee applicable EMT, AEMT, and/or Paramedic license within ten (10) calendar days of passing the National Registry Written Examination. (This includes application, background check and all applicable fees.)
6. Fire Recruit/Lateral Trainee must submit proof of their State of Tennessee applicable EMT, AEMT, and/or Paramedic license to Fire Services Division Administration within ten (10) calendar days of receipt.

IV. LICENSE RENEWAL AND MAINTENANCE REQUIREMENT

1. Fire Recruit/Lateral Trainee must maintain their applicable EMT, AEMT, and Paramedic license while employed with the Fire Services Division as a minimum requirement for continued employment.
2. License renewal will be required every two (2) years as governed by the legal standards for EMT, AEMT, and Paramedic licensure within the State of Tennessee or as otherwise required by governing law.
3. Fire Recruit/Lateral Trainee must provide documentation of their emergency medical license and license renewal to their supervisor in accordance with Fire Services Division policy. Should the employee fail to achieve license renewal as required by the State of Tennessee, the employee shall notify his/her immediate supervisor, in writing, no later than the required two (2) year license renewal date.
4. Fire Recruit/Lateral Trainee must notify Fire Services Division Administration through their chain of command should any action be taken by the State of Tennessee against their emergency medical license (i.e. revoked, suspended, and/or probation).

V. GENERAL REQUIREMENTS

Fire Recruit/Lateral Trainee will attend EMT, AEMT, and Paramedic training on off duty days and will not be compensated for the training time.

1. The provisions outlined within this agreement are minimum standards for continued employment with the City of Memphis Fire Services Division.
2. Should the City of Memphis decide to change the above procedures for other Fire Recruit/Lateral Trainee classes, it reserves the right to require those hired under this agreement to maintain their emergency medical license. Should the City of Memphis decide not to continue the emergency medical licensure program for all Fire Fighter Recruit and Lateral employees, neither party shall be bound by the terms set out herein.

CITY OF MEMPHIS
FIRE SERVICES DIVISION
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3. Fire Recruit/Lateral Trainee will purchase the selected text book and electronic learning material from the Division of Training.
4. A computer and internet access will be required for completion of homework assignments on an as needed basis.
5. Fire Recruit/Lateral will purchase the selected recruit uniform from the authorized uniform vendor of the Memphis Fire Department.

VI. EMPLOYEE CERTIFICATION OF CURRENT LICENSE HELD AT EMPLOYMENT

I hold the following emergency medical license by the State of Tennessee:

NONE _____ initial
EMT _____ initial
AEMT SS _____ initial
Paramedic _____ initial

I hold the following emergency medical license from a state other than Tennessee:

NONE SS _____ initial
EMT _____ initial
AEMT _____ initial
Paramedic _____ initial

I hold or have held the following emergency medical license from the National Registry of Emergency Medical Technicians:

NONE _____ initial
EMT SS _____ initial
AEMT _____ initial
Paramedic _____ initial

Note: I certify that I have read, understand, and agree to abide by the above requirements as minimum standards for continued employment with the City of Memphis Fire Services Division.

Sam Michael Sandridge
Name (print)

[Signature]
Signature

9/13/19
Date

Travis Willis
Witness (print)

[Signature]
Signature

9-13-19
Date

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE RECRUIT, FIRE PRIVATE II LATERAL, and FIREFIGHTER PARAMEDIC LATERAL
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EMPLOYMENT DESIGNATION AND COMPLETION REQUIREMENTS TABLE			
LICENSURE LEVEL AT ENTRY	Tennessee EMT	Tennessee AEMT	Tennessee Paramedic
No License	12 Months	24 Months	48 Months
EMT - Tennessee License	NA	12 Months	36 Months
EMT - Out-of-State or Equivalent License and Hold or Have Held National Registry EMT Certification	3 Months	24 Months	48 Months
EMT - Out-of-State or Equivalent License and Never Held National Registry EMT Certification	8 Months	24 Months	48 Months
AEMT - Tennessee License	NA	NA	24 Months
AEMT - Out-of-State or Equivalent License and Hold or Have Held National Registry AEMT Certification	NA	3 Months	36 Months
AEMT - Out-of-State or Equivalent License and Never Held National Registry AEMT Certification	NA	8 Months	36 Months
Paramedic - Tennessee License	NA	NA	NA
Paramedic - Out-of-State or Equivalent License and Hold or Have Held National Registry Paramedic Certification	NA	NA	3 Months
Paramedic - Out-of-State or Equivalent License and Never Held National Registry Paramedic Certification	NA	NA	8 Months

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE PRIVATE II LATERAL AND FIREFIGHTER PARAMEDIC LATERAL
FIREFIGHTER I & II
CERTIFICATION AGREEMENT**

The City of Memphis Fire Services Division is committed to providing a quality level of fire service training for employees within the Division of Fire Services. The Memphis Fire Department therefore has adapted the NFPA 1001 Standard on Professional Fire Fighter Qualification effective January 1, 1991. Should mandated requirements by the state of Tennessee Commission on Fire Fighting for certification(s) be amended, this agreement shall be construed as being automatically amended in accordance therewith.

1. Fire Private II Laterals and Firefighter Paramedic Laterals will be required to complete the coursework / testing and become certified as a Firefighter I and a Firefighter II by the Tennessee Commission on Fire Fighting within the below listed timeframe from the date of employment based on their Tennessee Commission on Fire Fighting level at the time of employment.
2. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter I or equivalent IFSAC and/or Pro Board accredited certificate must be certified by the Tennessee Commission on Fire Fighting as a Firefighter I within their first three (3) months of employment.
3. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter II or equivalent IFSAC and/or Pro Board accredited certificate must be certified by the Tennessee Commission on Fire Fighting as a Firefighter II within their first three (3) months of employment.
4. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter I or equivalent certificate without IFSAC and/or Pro Board accreditation must obtain Tennessee Commission on Fire Fighting Firefighter I certification within their first twelve (12) months of employment.
5. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter I or equivalent certificate without IFSAC and/or Pro Board accreditation must obtain Tennessee Commission on Fire Fighting Hazardous Materials Awareness (HMA) certification within their first twelve (12) months of employment. (Tennessee Commission on Fire Fighting HMA certification is a prerequisite for Tennessee Commission on Fire Fighting Firefighter I Certification.)
6. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter I or equivalent certificate without IFSAC and/or Pro Board accreditation must obtain Tennessee Commission on Fire Fighting Hazardous Materials Operations (HMO) certification within their first twelve (12) months of employment. (Tennessee Commission on Fire Fighting HMO certification is a prerequisite for Tennessee Commission on Fire Fighting Firefighter I Certification.)
7. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter I or equivalent certificate without IFSAC and/or Pro Board accreditation must obtain Tennessee Commission on Fire Fighting Firefighter II certification within their first thirty-six (36) months of employment. (Tennessee Commission on Fire Fighting Firefighter I certification is a prerequisite for Tennessee Commission on Fire Fighting Firefighter II certification.)

**CITY OF MEMPHIS
FIRE SERVICES DIVISION
FIRE PRIVATE II LATERAL AND FIREFIGHTER PARAMEDIC LATERAL
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8. Fire Private II Laterals and Firefighter Paramedic Laterals with an out-of-state Firefighter II or equivalent certificate without IFSAC and/or Pro Board accreditation must obtain Tennessee Commission on Fire Fighting Firefighter II certification within their twelve (12) months of employment. (Tennessee Commission on Fire Fighting Firefighter I Certification is a prerequisite for Tennessee Commission on Fire Fighting Firefighter II certification.)
9. Fire Private II Laterals and Firefighter Paramedic Laterals with Tennessee Commission on Fire Fighting Firefighter I certification must obtain Tennessee Commission on Fire Fighting Firefighter II certification within their first twelve (12) months of employment.

LICENSURE LEVEL AT ENTRY	Tennessee Commission on Fire Fighting			
	Hazardous Materials Awareness Practical And Written	Hazardous Materials Operations Practical and Written	Fire Fighter I Practical And Written	Fire Fighter II Practical and Written
Employees <u>WITHOUT</u> IFSAC and/or Pro Board Accreditation at Their Highest Out-of-State License/Certification Level Held.				
Out-of-State FF-I or Equivalent	12 Months	12 Months	12 Months	36 Months
Out-of-State FF-II or Equivalent	NA	NA	NA	12 Months
Employees <u>WITH</u> IFSAC and/or Pro Board Accreditation at Their Highest Out-of-State License/Certification Level Held.				
Out-of-State FF-I or Equivalent	NA	NA	NA	3 Months
Out-of-State FF-II or Equivalent	NA	NA	NA	3 Months
Employees <u>WITH</u> Tennessee Firefighter I Certification				
Tennessee FF-II	NA	NA	NA	12 Months

The provisions outlined above are minimum standards for continued employment with the City of Memphis, Division of Fire Services.

Should the City of Memphis decide not to participate in the Fire Fighter Certification Program at any time, neither part to this agreement shall be bound by the terms set out herein.

NOTE: I certify that I have read, understand and agree to abide by the above requirements as minimum standards for continued employment with the City of Memphis, Division of Fire Services.

Sam Michael Sandridge
Name (print)

[Signature]
Signature

9/13/19
Date

Lisa E. Johnson
Witness (print)

[Signature]
Signature

9.13.19
Date