



# ANDERSON TOWNSHIP *Fire and Rescue Department*

## POLICY

Division: TRAINING Title: Recruit Level Firefighter/Paramedic/EMT Program No.: TRG602

Effective Date: 07/01/1997 Revision Date: 1/6/2023 Reviewer Name: M. Meiners No. of Pages: 2

### **Introduction**

The Career Firefighter/Paramedic/EMT Program is designed for highly motivated, dedicated people, who are willing to maintain a high standard of quality fire protection and EMS care to our customers, the residents and visitors of Anderson Township.

The Anderson Township Fire and Rescue Department, like all Fire and Rescue Departments, is manpower intensive. This is a result of the breadth and type of services we provide. Our profession continues to challenge us with situations of increasing diversity that require well rounded, physically and mentally fit personnel. We require highly motivated committed individuals with a sincere drive for excellence--who enjoy change and a fast-paced environment.

### **Career System**

The Anderson Township Fire and Rescue Department currently uses a 24/48 staffing system to ensure maximum coverage to the community we serve. A full EMS service and Fire and Rescue system is staffed to most effectively maintain the availability of the resources provided.

### **Establishment of Eligibility System**

An eligibility list may be established and if established will remain active until a date certain to be determined by the Department administration. Subsequent to the termination date of any listing, no prior preference will be given to those candidates who were remaining on the list and they will be required to submit to a subsequent process in the event of an opening.

### **Qualifications**

The Career applicants would be required to hold:

- A. FF II, 240 hour Firefighter Certification, or Level 1C
- B. Ohio Paramedic/EMT Certification
- C. Candidate Physical Ability Test (CPAT), current Certification or Firefighter Mile
- D. Fill out an employment application and all related documentation which is required by the Department as well as providing copies of all required certifications.
- E. All applicants are required to obtain a current copy of their criminal background through the Ohio Attorney General. This must be obtained and submitted to Department before the testing period begins and is explained in the application process.

### **Testing**

All applicants for the Career positions will be required to undergo a testing process developed by the Anderson Township Fire & Rescue Department for full time Firefighter/Paramedics/EMT. This process could include, but will not be limited to:

- A. Written Exam(s) (no study guides necessary)
- B. Candidate Physical Ability Test (CPAT) or Firefighter Mile at the time of hire.

- C. Emergency Medical Proficiency
  - 1. Written Exam
  - 2. Practical Assessment - ACLS, trauma, medical emergencies and customer service (per new Academy of Medicine of Cincinnati Protocol for Paramedic and EMT Services in SW Ohio)
- D. Panel Interview - Firefighters, Lieutenants, Chief Officers
- E. *Possible additional interview with Chief(s), Township Official and/or Union Representative.*
- F. Possible Offer of Employment
- G. Medical Exams
  - 1. Physical
  - 2. Psychological

**Requirements**

- A. The successful applicant will be required to complete the Anderson Township Fire Academy which is a four-week Recruit Class designed to orient the candidates with Anderson Township Fire & Rescue Department Rules and Regulations and Operational Guidelines and Procedures.
- B. Once the Career Firefighter/Paramedic/EMT successfully completes the Recruit Class s/he will be assigned a position on a shift.
- C. Non-Tobacco Use Policy - All employees hired after January 1, 1997 will be required to refrain from the use of any tobacco products while on duty for Anderson Township Fire & Rescue at any location. Violation of this policy will result in disciplinary action.
- D. Physical Fitness Participation - All employees will be required to participate in the physical fitness program offered by Anderson Township Fire & Rescue.

**Employee Benefits**

- A. The Career Firefighter/Paramedic will be paid an hourly rate in accordance with the rank for which they are hired per the current Collective Bargaining Agreement.
- B. Other benefits paid to the Career employee by the Township may include medical and dental as well as paid vacation and EDOs per the current Collective Bargaining Agreement.

**Job Functions**

Career Firefighter/Paramedics/EMT will be assigned a station, respond to emergencies and assists in the operations as directed. S/he is directly responsible to the Station Officer, whose orders and assignments are to be carried out promptly and fully. Essential functions of the job of Career Firefighter/Paramedic/EMT are delineated in the appropriate Essential Job Function documents produced by the Department and available to all employees.

**Personal Protection Equipment Supplied**

Equipment is provided to the firefighter in accordance with the applicable CBA.