

NEW MEMBER ORIENTATION GUIDE



Preserving Our Heritage – Protecting Our Future!

This document has been developed to familiarize prospective and current members with the opportunities and benefits offered by joining the Glassy Mountain Fire Department. This guide will briefly explain the minimum qualifications, training available and desired for the various levels of membership and active participation in the department.

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Welcome

Welcome! Thank you for making the decision to donate your time and talents volunteering with the Glassy Mountain Fire Department. Whether you know it or not, you are a vital part of our community. Volunteers make up the majority of our workforce and make providing fire protection to the residents of The Dark Corner affordable. This orientation guide was developed to provide you with a wealth of information about the Glassy Mountain Fire Service Area, your role, what you should expect from us, and what the department expects from you. Please take time to thoroughly read through this manual and refer back to it from time to time to answer any questions you may think of throughout your first two years of orientation.

There is a very good possibility that you will think of a question that we have not answered in this guide. Please write down any questions and feel free to address them with me or any member of the department that can provide you with valuable information.

As part of your membership, you will be assigned a mentor. If you were recruited by a senior member of the department, it is a good chance that he or she will be your mentor. If you were recruited by someone that is relatively new to the organization, you will be assigned someone to assist you in your journey to become a productive member of our group.

Sincerely,

Robert J. Staples

Robert Staples, Fire Chief

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Introduction

The following information is intended to assist the new or trainee firefighter, cadet, or support member in adjusting to membership with the Glassy Mountain Fire Department.

In choosing to volunteer in the fire service, you must realize those methods of delivering fire and emergency services undergo constant change, revision, and improvements.

You will discover that the fire service has changed drastically since the days of the horse drawn steamers. It demands much from those who would follow it as a calling. The fire service offers a life of exciting public safety service to the community, excellent opportunities for personal growth and development of new skills and knowledge, and advancement of an important cause.

There is a difference between working for a private company and working for a fire department. Citizens can be inclined to be more critical of their public servants. Demonstrating a sincere interest in resolving whatever conflict may arise will produce positive outcomes for the customers we serve. You are expected to be neat, responsible, honest, and of good moral conduct. The actions of one member are an example of the entire organization, on or off duty.

You will immediately notice the good fellowship that traditionally is prevalent in the fire service. Maintaining high morale and comradeship of members doing a superb job under dangerous conditions will be sensed immediately.

You can share in and become a part of this fellowship in a surprisingly short time, provided you indicate a willingness to cooperate and to learn. With the right attitude, you will find that your co-workers accept you. They (as ex-probationers themselves) will help you as much as possible and will make you feel that you "belong".

If on the other hand, you have a "know it all" or "why not do it a different way" attitude, you will find it difficult to influence or win fire service friends. The wise probationary firefighter says little but asks and learns much. The fire station "boaster" says much, but asks and learns little and he/she leads a surprisingly lonely existence.

Firefighting companies may be considered as teams whose effectiveness depends upon a high degree of teamwork and cooperation on the part of each member of the company. As a member of this team, you can be most effective by quickly and competently performing the duties assigned. Your job, as a member of the organization, is to constantly provide the maximum protection possible for the lives and property of the citizens of the Glassy Mountain Fire Service Area and those who pass through our community.

Firefighters must perform numerous functions at emergency incidents and at fire stations. Some tasks can be readily performed by the new firefighter and others by more experienced personnel. You should not become discouraged at the prospect of performing the many small

and seemingly unimportant jobs that often fall to beginners. You should perform your assigned tasks willingly keeping in mind the fact that you are constantly preparing yourself for more responsible duties that will be assigned to you as you demonstrate your capability to perform them.

A member of the organization should **NEVER** use his/her official position to secure advantages for him or herself. This does not include discounts or admissions to events that are afforded to all emergency responders. Such practice discredits the organization. Local citizens and business owners are contributing towards the operating budget of the department and are not to be approached for additional favors.

The honesty of firefighters must be unquestionable because it is often necessary for you to enter into homes and business establishments under emergency conditions with or without the knowledge of the occupants. Complete faith in the integrity of the department personnel by the citizens of Glassy Mountain is imperative! It is the duty of every member to protect valuables of those that we serve.

The progress and promotion of any member of the organization is dependent upon his/her knowledge, ability, and desire for additional responsibilities. Competition will be keen for any promotion you may later seek.

Members are encouraged to improve their capabilities and prepare for promotions by acquiring the necessary education required for advancement.

The probationary firefighter must quickly become familiar with the location of firefighting equipment, apparatus, maps, policies and procedures, and much, much more.

New members are encouraged to spend "quiet time" or evening hours reviewing and studying all materials related to the organization.

Continual studying and training and establishing a formal education plan will increase your performance and abilities. You are expected to devote yourself to the task of becoming a good firefighter. A first year probationary training program was created to provide the necessary training required in becoming a well-educated and well-trained firefighter for the Glassy Mountain Fire Department.

This material while extensive is not difficult to secure: provided that you make a conscientious and diligent effort to obtain it. You will be provided assistance in your effort to become a good firefighter through:

1. Personal instruction and training by officers and members.
2. Being capable of using firefighting equipment.
3. Opportunities from actual firefighting experience and from observing your fellow firefighters.
4. Taking advantage of personal time to study and train.

It should be noted that while you will be given extensive instruction, your own desire and initiative to improve your knowledge and ability as a member of the department could be your greatest strength. The effort put forth outside of the regular schooling and training to increase efficiency is indicative of this ambition to advance in this department.

Membership

Minimum Requirements for Application:

- At least 16 (Cadet) or 18 (Adult) years of age.
- Reside within 20 miles of the Glassy Mountain Fire Service Area.
- No criminal record (with occupational relevance). Must pass a background check.
- Adult members - Valid Driver's License (Must submit current abstract).
 - High School Diploma or GED.
- Cadet members - Means of transportation to and from the department.
 - Must maintain a grade of "C" or higher.
- Physically able to perform the duties as assigned and pass a Firefighter physical for those applying for firefighter positions.

Benefits of Membership

Besides personal growth and the satisfaction of helping those in need, there are other benefits of volunteering with the Glassy Mountain Fire Department.

- Membership in the South Carolina State Firefighters' Association.
- Accidental Death and Disability insurance
- Pension
- Access to free or greatly reduced cost of firefighting and EMS training.
- Income Tax deduction of \$3,000 on South Carolina state tax for qualifying volunteers.

Website

The Glassy Mountain Fire Department maintains a robust website; www.GMFD.net where the public and our members can find up-to-date information about the organization including:

- News
- Upcoming training and meetings
- Call statistics
- Members Only area
- Applications and Recruitment and Retention program information

Code of Conduct

Article I

As a member of a professional Emergency Services Organization, I will make a commitment to The Department, the public I serve, and to my fellow firefighters to familiarize myself with the rules, regulations, policies, and standard operating procedures of this department. I will maintain knowledge of the geographical area served by The Department, including conditions, routes of travel and locations of suitable water supplies. I will respond in a timely manner to fires, medical services, and other emergencies to which this department is called, while at all times obeying the rules of the road with due regard to the safety of others.

Article II

I will attend all training drills, meetings, and other events where I am expected, and befitting my position in this organization, I will present myself in appropriate attire. I will earnestly learn and practice the skills required to do my part in making this department an efficient emergency response organization. I will also do my share of any maintenance work that is required to be performed on apparatus, equipment, and department facilities.

Article III

Once committed to an emergency, I will perform all duties assigned to me to the best of my ability and training. I will not leave my assigned duty without the permission of the officer in charge while at emergency scenes or training, and will assist in returning all apparatus and equipment to a state of readiness after each emergency call, training session, and when otherwise requested.

Article IV

I will conduct myself at all times in a manner that is in keeping with the good reputation, order, and discipline of The Department, to treat my fellow firefighters and emergency medical personnel with respect and professionalism, and strive to maintain a harmonious work environment that is free of negativity, bias, and profane language while working at emergencies, while in and around the fire stations, and at training sessions. I will also remain respectful of the emotions and sensitivities of the victims, families, and associates of the incidents to which we respond, and will not supply information relative to The Department or its operations thereof unless authorized by a Chief Officer of this department. I shall refer all requests for information to the Fire Chief or his Designated Information Officer.

Article V

I understand that all items of issue are the exclusive property of this department and shall be returned as directed by the Chief. While in my possession I will properly maintain all equipment and department properties issued or assigned to me, familiarize myself with their use, and will

be responsible for any loss or damage due to negligence on my part. I will, if injured or involved in an accident while responding to, at, or returning from a department function, immediately report the incident to the Chief of The Department or his authorized representative.

If at any time I feel I cannot comply with the rules and regulations of The Department, I shall voluntarily resign.

Mission and Vision of the Glassy Mountain Fire Department

Our Mission:

To meet the expectations of our community by providing timely and effective rescue, emergency medical services (EMS), fire protection and educational services.

Our Vision:

To improve the quality of life in our service area by assuring that threats to the health, lives and personal property of our neighbors arising out of emergency situations are handled in a dependable, effective and caring way.

To achieve a high level of performance in the delivery of these services by focusing on teamwork, continuous skills improvement and a single-minded devotion to the well-being of our neighbors. "To be the very best that we can be."

How to succeed in the Fire Service

Your future depends on you! Learn How to Succeed In the Fire Service

If any aspect of your indoctrination is not clear to you, now is the time for you to ask your immediate supervisor or those responsible for training you whatever questions you have. If you sincerely desire to succeed in the fire service, the following suggestions will be important to you:

- 1.) Learn and be sincerely interested in and dedicated to your job. What you are able to contribute to and receive from the fire service is only limited by your own degree of personal commitment. Learn to assume responsibility for duties that are specifically assigned to you. Do your best to analyze and profit by your mistakes and the mistakes of others. You must forget your selfish interests. There is no job in the world that permits you to have unrestricted expression of self! In all jobs, in all associations, and in all future contacts, you must learn to give up a little of your personal feeling for the cause of the group. The organization is not the product of one individual's effort.

- 2.) Be loyal to the organization and to your co-workers. You are a part of the department and it is a part of you. Criticism of the department and others is destructive. Endeavor to educate yourself on the policies governing the operations of the Department and defend them as required. Be constantly aware that you are a representative of the Department and your actions reflect the organization as a whole.
- 3.) Be aggressive in the pursuit of all education and training opportunities. Recognize that you are never fully trained.
- 4.) Be careful. Guard your speech both on and off duty. As a member of the department, it is expected that you may possess information, which should not be revealed. Handle privileged communications carefully. Be considerate of information that may harm family members such as describing injuries sustained concerning victims of various incidents. Be prepared to discuss the history, purpose, functions, and other aspects of the fire service and specifically your department with citizens of the community or government officials. Remember, your views, positions, posts, and pictures on Social Media reflect on you and the department.
- 5.) Be the type of person that inspires confidence and respect! Do this by being honest, fair, and trustworthy in all dealings with others and by keeping your personal affairs in such an order that they would never embarrass you or the fire service if made public. Dependability and honesty is your greatest asset.

Customer Service

Simply put, we are a service provider. We provide a much-needed service to the citizens of this community and those who pass through our community for emergency and non-emergency services. These services are usually needed when a victim or victims are suffering a tragedy of some type. The foundation of our organization is centered on our mission statement (See Mission Statement). We are proud to be capable of providing the services to mitigate any type of emergency as it may exist.

Government customer service is not different than that of the private sector. The public actually demands more service from a government entity as they feel it is due them since they pay taxes supporting the operations of the fire department. We will make every attempt to provide the very best customer service to the citizens, business owners, etc. whom we may have the pleasure of serving.

We pride ourselves on our operation and public education programs that we provide to this community. Recognizing that fire safety education is the cornerstone and treating every lecture, station tour, and demonstration with enthusiasm and vigor will clearly show our customers that we simply believe that fire prevention and education saves lives!

Treat the customer the way you would wish to be treated or you would wish your family to be treated!!!

History of the Glassy Mountain Fire Service Area

THEN: In early 1987, Press Jones, founding Chairman of the Board, and Cecil Pruitt, first Fire Chief, came together to discuss the need to provide fire protection specific to the Dark Corner which was once a sparsely populated, rural region and long considered the last frontier of Upstate South Carolina. Public hearings were held in August and November of 1987 to discuss their plan, resulting in 100% support from the community. Two days after the November meeting, a fire burned over 300 acres on Glassy Mountain, the geographical center of the community.



By December 1987, local citizens joined together to form an auxiliary for the purpose of gathering volunteer contributions toward initiating a fire department and Community Watch organization. They collected over \$12,000. Other community leaders joined Jones and Pruitt and met together as an interim Board of Commissioners, petitioning the Greenville County Council to create a special tax district which was accomplished that same month.

In January 1988, the Glassy Mountain Fire/Safety District was organized as a volunteer fire department to provide fire/safety protection and first response emergency services within 52 square miles in northern Greenville County. Cecil Pruitt was named its first Fire Chief. In April 1988, ground breaking ceremonies were held simultaneously at what are now Headquarters, Oak Grove, and Dividing Water. In June of 1988, the district was officially incorporated. In November, a district resident offered the use of a vacant building on Highway 25, which became the Edwards Station, the fourth GMFD station. The Edwards Station no longer exists.

Station 37, located within the gated community of The Cliffs at Glassy was added in 1997. Over the next several years, the district continued to grow as did the Department. In July of 2006, a new station was built on Beaver Dam Road, just off of Highway 25, and is manned 24 hours a day, 7 days a week by full-time staff. Also in July of 2006, the Oak Grove Station was remodeled to bring it to what it is today.

In December of 2006, Headquarters underwent a major remodeling and the results are what you see today. Headquarters is staffed 24 hours a day, 7 days a week and is where the administrative staff is located.

On October 24, 1996, the lives of many in the Glassy Mountain community were forever changed. Captain Jack Capps lost his life during a response to an incident just after leaving the Dividing Water Road station. He and his wife were to learn the news that morning that twins would soon be arriving. Jack never heard those awesome words.



Jack, Go Rest High On That Mountain.



NOW: Today, with a population of approximately 8,600 residents including three large planned Cliffs communities, the district provides fire/safety protection and first response emergency services within 52 square miles that stretches from the east at the Spartanburg County line on Highway 14 to the west of Highway 25 and begins in the south near Highway 414 to the North Carolina state line.

GMFD currently operates with a career staff including a full-time Chief, three Captains, six additional career firefighters, and nearly 50 volunteer firefighters, cadets and first responders who serve five fire stations housing 23 pieces of apparatus. Glassy Mountain Fire is a public tax-supported department which is overseen by a seven member Board of Commissioners elected by district residents. In 2013, the Glassy Mountain Fire Department became an Insurance Service Office (ISO) Class 4 department. Its Public Protection Classification (PPC) 4 rating underscores our ability to deliver ISO'S defined water flows that lowers the cost of the fire insurance portion of homeowner's insurance. GMFD operates a recognized first response agency and sends fully trained Advanced Emergency Medical Technicians (AEMTs) or Paramedics to all calls for injury or illness independent of Greenville County Emergency Medical Services.

Through recent bond issues, the GMFD has fortunately been able to upgrade and modernize its firefighting equipment to appropriate levels. GMFD maintains automatic aid arrangements with Lake Cunningham, Tigerville, Green River and Slater-Marietta Fire Departments and is part of the Greenville County-wide mutual aid network. As we look towards the future, we do so with excitement and anticipation, as we continue to grow together with the community. The fire service is dynamic, which is to say it is ever-changing and we stand ready to face the next

challenge. We are very proud of both our career and volunteer staff, but we are always in need of more firefighters especially because of the size and population of our district.



Board of Commissioners

The Glassy Mountain Fire Service Area (GMFSA) is governed by a Board of Commissioners. The seven-member board serves 4-year terms with four commissioners rotating off at one time and the remaining three rotating off two years later. Commissioners are elected at-large, meaning they receive votes from the entire district and do not have specific zones or districts.

Commissioners serve the Fire Service Area with no compensation for their services. The Board of Commissioners is responsible for hiring the Fire Chief, managing the overall finances of the GMFSA, developing broad policies (non-operational), and developing a strategic plan with the Fire Chief.

To run for office, a candidate must live within the fire service area and cannot be a career or volunteer member of the department while serving as a commissioner.

Stations and Locations

Headquarters – Station 34 - 2015 Highway 11, Landrum, SC

Beaver Dam – Station 35 – 315 Beaver Dam Road, Travelers Rest, SC

Oak Grove – Station 36 – 400 Oak Grove Road, Landrum, SC

Mountain – Station 37 – 9 Rolling Hill Way, Landrum, SC (located inside The Cliffs at Glassy)

Dividing Water – Station 38 – 49 Dividing Water Road, Travelers Rest, SC

Glassy Mountain Fire Foundation

The Glassy Mountain Fire Foundation (GMFF) is a non-profit, 501(c) 3 organization dedicated to raising funds to support the Glassy Mountain Fire Service Area. The GMFFSA Board of Commissioners serves as the board of the Fire Foundation. Working with other civic groups, the GMFF secures funding to enhance the delivery of fire and EMS services. The GMFF organizes an annual Golf Tournament and a bi-annual Rummage Sale to support programs such as Recruitment and Retention of Volunteers, Paid-On-Call, and equipment and training above and beyond the capabilities of the operational budget.

Rules of Engagement for Firefighter Survival

1. Size up your tactical area of operation.
2. Determine the occupant survival profile.
3. **DO NOT** risk your life for lives or property that cannot be saved.
4. Extend **LIMITED** risk to protect **SAVABLE** property.
5. Extend **VIGILANT** and **MEASURED** risk to protect and rescue **SAVABLE** lives.
6. Go in together, stay together, and come out together.
7. Maintain continuous awareness of your air supply, situation, location, and fire conditions.
8. Constantly monitor fireground communications for critical radio reports.
9. You are required to report unsafe practices or conditions that can harm you. Stop, evaluate, and decide.
10. You are required to abandon your position and retreat before deteriorating conditions can harm you.
11. Declare a Mayday as soon as you **THINK** you are in danger.

Expectations, Requirements, and Attendance

Although no previous experience or training is required, you need more than just a desire to help people. You also need courage, dedication, assertiveness, and a willingness to learn new skills and face new challenges.

With the exception of Support personnel, the fire service asks its members to perform hot, sweaty, dirty, strenuous work, often in uncertain or hazardous environments. Volunteers need to be team players, respecting each other's roles and responsibilities. You need to be willing to work on-call and to deal with occasional interruptions to your lifestyle. Volunteers are frequently called upon at inconvenient times, dropping whatever you are doing, to respond to the needs of your fellow citizens.

In order to become familiar with the department, its equipment, stations, and personnel, the new member must be willing to volunteer hours at the fire station. The only way to learn about the department, how it works, and where you fit in on a call, is to be there! New members are required to volunteer a minimum of 12 hours per month or a minimum of 72 hours every six months to remain current.

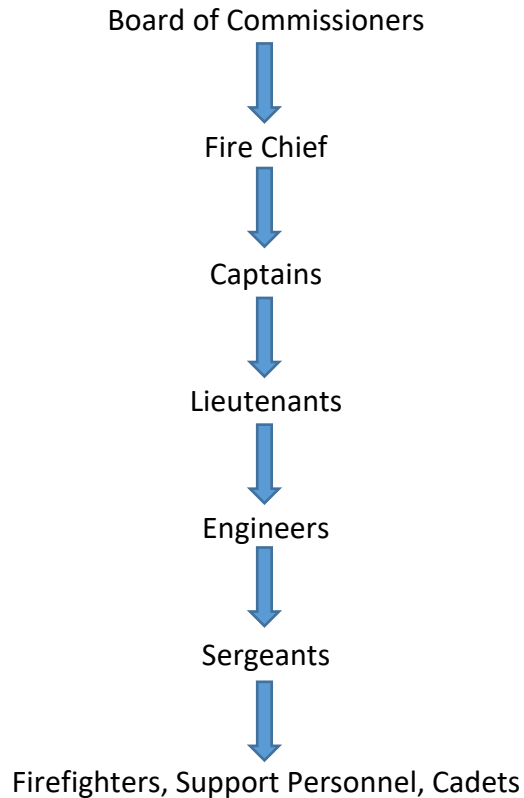
All members are required to complete basic training in the National Incident Management System (NIMS) and the Incident Command System (ICS). Training on the NIMS ICS system can be obtained online via the Federal Emergency Management Agency (FEMA) website at no cost. <https://training.fema.gov/nims/>. These classes are known as ICS 100, 200, 700, and 800. There are links to these classes on our department web-site under the tab "Training."

All members are expected to attend monthly meetings/training sessions and a minimum of three meetings/trainings each quarter is required for continued membership. Monthly meetings are held the first Monday of each month, starting at 6:00 PM with dinner served at 5:30 PM.

Members are also expected to complete courses in Bloodborne Pathogens, Healthcare Provider CPR training and certification as an Emergency Medical Responder (EMR) within the first six months of membership. EMR's provide out-of-hospital care in medical and traumatic emergencies. Today, most fire departments respond to more medical emergencies than fires, so our personnel need to be prepared to assess and treat those suffering from these emergencies.

Battalion Assignment and Chain-of-Command

Members will be assigned to a Battalion or shift. Our full time shift-based personnel work a 48-hour on, 96-hour off schedule. Although you are assigned to a particular battalion (A, B, or C), you can volunteer with any battalion or shift that you are available. Placing personnel into a specific battalion provides the member with a chain-of-command to address questions, concerns, requests, etc. and to have issues handled in a timely fashion. The chain-of-command for the Glassy Mountain Fire Department is as outlined below:



Uniforms, Protective Equipment, Pagers, Radios, Etc.

One of the first questions we get is, “When do I get a uniform, pager, badge, bunker gear, etc.?”

We know that as a new member of the department, you want to belong and help out. We appreciate your enthusiasm and wanting to be part of the team, but you must first learn about the department, our apparatus, station locations, and get some basic training before you can really help out. Under the section Training Requirements and Preferred Sequence, there is a list of training you’ll need to become an effective member of the organization (in any role) and some are required by law.

We also know that volunteering in the fire service isn’t for everyone. Some people decide to volunteer and stay for years, others decide that this may become a career path for them, and some lose interest very quickly. For that reason, acceptance as a member will include: completing an application, passing a background check, interview, attendance of at least three monthly trainings in four months, and completion of the online POV response course and ICS 100 and 200. Once accepted you will be added to our membership database, assigned an employee number, and issued a department T-shirt. You will also be provided an access code to Active 911©, our alarm notification and response confirmation program, that can be accessed on your Smart phone.

Once you have completed CPR, EMR, and Emergency Vehicle Operations (EVDT) training (in addition to the previously mentioned training), you will be issued a building key.

Upon beginning Firefighting training (1152, etc.), you will be issued structural protective gear.

Upon successful completion of Firefighter 1, you will be sworn in as a Firefighter and receive a Firefighter badge and button down blue uniform shirt. Additionally, once certified as an Interior Firefighter (Minimum of Firefighter 1) and you reside geographically close to the district (as determined by the Chief), you will be issued a pager and/or portable radio.

Training Requirements and Preferred Sequence

These classes should be completed within the first 4 months of membership:

- SCFA Online Course – Emergency Vehicle Response Awareness – 1410
 - <http://scfaonlinetraining.org/>
- FEMA NIMS ICS 100 and 200 (online)
 - <https://training.fema.gov/nims/>

These classes should be completed within the first 6 – 8 months of membership*:

- Emergency Medical Responder (EMR) & Bloodborne Pathogens Awareness
- CPR for the Healthcare Provider

*These classes are normally offered in-house

These classes should be completed within the first year of membership:

- Emergency Vehicle Driver Training (EVDT) - 1210
- Fundamentals of Firefighting – 1152
- Hazardous Materials Awareness (online) - 1427
- Automobile Extrication – 3330
- FEMA NIMS ICS 700 and 800 (online)

These classes should be completed within the first 2 years of membership:

- Hazardous Materials Operations – 2728 or Hybrid 1429
- Firefighter 1 – 1153 or Hybrid 1402
- Firefighter 2 – 1154 or Hybrid 1403
- Pump Operations 1 – 1220
- Pump Operations 2 – 1221

Training Milestone Bonuses

As part of our Recruitment and Retention program, new members and the member that recruited them are eligible for a bonus at the completion of the following milestones.

1. \$25.00 for completion of:
 - a. Application, background check, and interview
 - b. Attendance of at least 3 meetings/trainings in the first 4 months
 - c. Emergency Vehicle Awareness (online course)
 - d. FEMA ICS 100, 200, 700, and 800 (online courses)

2. \$50 for 6 months of service and completion of:
 - a. CPR for Healthcare Providers
 - b. Emergency Medical Responder (EMR)

3. \$150.00 for at least 6 months of service and completion of:
 - a. 1152 – Fundamentals of Firefighting
 - b. 2727 – Hazardous Materials Awareness
 - c. 1428 or 2728 – Hazardous Materials Operations
 - d. 1153 – Firefighter 1

4. \$100.00 for a minimum of 1 year of service, attendance of 75% of meetings and trainings, and completion of:
 - a. 3330 – Basic Auto Extrication
 - b. 1154 – Firefighter 2

5. Members that have met the requirements of numbers 1 and 2 and complete the following will be eligible for a \$25.00 stipend:
 - a. 1210 – Emergency Vehicle Driver Training (or approved equivalent)
 - b. Clearance to drive small apparatus (Rescue, Brush, or Support vehicles)

6. Members that have met the requirements in numbers 1, 2, and 5 and complete the following will be eligible for a \$25.00 stipend:
 - a. 1220 – Pump Operations 1
 - b. Clearance to drive large apparatus (Tenders and Engines)
 - c. 1221 – Pump Operations 2 (additional \$25.00 stipend)

Response to Alarms – The Who, What, When, Where, and How

Until you have some minimal training (ICS, CPR, EMR), you will not respond to alarms as part of the emergency crew. You may, however, respond to the nearest fire station as part of the support team for larger events and aid in cleaning, restocking equipment, filling air bottles, etc.

All new members that have successfully completed four months of membership (attended at least three of the four meetings) will be added to the Active 911© database so you will begin receiving alerts when the department receives a call for service. Active 911© provides basic call information including the incident type, call location, maps of the call location, and can be used to notify responding personnel of your availability.

Once a member has completed the training to be certified as a Firefighter 1, a pager and building key will be issued. Support personnel that have at least six months of service and attained ICS, CPR, and EMR training will receive a building key.

Members that have completed at least one year of service, have attained Firefighter 1 training, and live within or near the district (as determined by the Fire Chief) will be issued a pager and/or two-way radio.

Personnel generally do not respond directly to the scene of an emergency, unless requested to do so after a second alarm is requested and the member does not have to pass by a fire station.

On initial dispatch of an alarm, personnel should report to their closest station. This provides staffing for additional alarms for the call or for a second call in the district. On structural events (smoke in a structure, fire alarms, and building fires) members should only report to the scene if they would not pass by a fire station to go to the scene.

Members may not respond with Emergency Lights in their personally owned vehicle unless they have received written permission from the fire chief. No member will be permitted to install or utilize a siren unless written permission is granted from the fire chief.

Event Compensation Requirements and Paid-On-Call

Members are compensated for fire-related events (fire alarms, smoke in a structure), large, outside fires, and other significant events as determined by the Fire Chief at \$15.00 per event. Interior certified firefighters that are on the scene of a working structure fire will be compensated at \$25.00 for the event.

To be qualified for an event compensation, the member must respond back to the station (unless requested to report to the scene as outlined above) and remain at the station until released by the Captain on duty or the Fire Chief. Members are compensated for structure events (fires, alarms, smoke in a structure), large, outside fires, and other significant events as determined by the Fire Chief at \$15.00 per event.

Part of alarm response is decontaminating equipment, putting the equipment and apparatus back together, and general post alarm clean up.

Our Paid-On-Call program rewards those individuals that have attained Interior Firefighter certification and are available to be on-call for the department. There are both in-house at-home Paid-On-Call or POC as it is referred to, for those qualified members that can commit to either 8, 12 or 24-hour periods.

POC Type	8-Hour	12-Hour	24-Hour
In-House	\$15.00	\$20.00	\$35.00
At-Home*	\$8.00	\$12.00	\$24.00

* = At-home POC means you must be within 20 miles of the district boundaries and immediately available to respond to any structure or second alarm and remain until the event is completed and equipment and apparatus cleaned.

Volunteer Recruitment and Retention Program

In order to recruit and retain more members like you, we have developed a Recruitment and Retention program that rewards you and anyone that you refer and mentor on to success in the department with bonuses for specific milestones achieved. Those milestones are outlined above in the Training Milestones Bonuses section and make both you and your new member up to \$375.00 each! And you'll both be serving your community while gaining new knowledge, learning new skills, and making new friends!