**FIREFIGHTER RECRUITMENT AND ONBOARDING**

**SPRING 2024**

Month of January: Call for Recruits. Use information board, department email, mailer, and personal contact to invite new members. Invite will direct recruits to upcoming dinner presentation and a direct contact.

February 12 (Monday): Recruitment Dinner and Presentation. This is an opportunity for Chief, Officers, and others to present what our department does and needs from new recruits. It is also an opportunity to show off the Poorman Station. We will cater dinner. Recruits will be provided application and information packet, as well as will be assigned a person to follow-up.

**NEW FIREFIGHTER EXPECTATIONS**

February application review and background checks. Upon acceptance as a probationary firefighter the following must be completed prior to being issued pager and radio for response:

* March 4 – 6. Attend (3 night) background and basic operations presentation (previously prepared by Paul). Instructors: Chief, Dan, Brian, Zach, and other officers. Upon completion of this and willingness to proceed, the probationary firefighter will be issued basic wildland gear, a traffic safety vest, and a Four Mile t-shirt.
* By April 1. Complete ICS 100 (4 hours on line)
* By June 15. Complete Firefighter Task Book (within 3 months). This requires working directly with your captain and attending regular trainings. A probationary firefighter should anticipate about 4 contacts a month be it a training or session with an officer.
* There can be exceptions as long as a clear path to successful completion is presented.

First year as a responding firefighter (*the intent is maintaining skills and working toward growing responder knowledge, we are flexible based on your personal needs and schedule)*:

* CPR certification
* Complete one of the following: Wildland Academy (S-130/-190), EMR/EMT, or Structure Academy (FF1)
* ICS-200, ICS-700 (both online), L-180
* Attend 2 meetings or trainings a month (exception for attending outside training and personal conflicts; the idea is we ask you to stay engaged and practice skills regularly!)
* Respond to calls, this may include staging at a station during the first 6 months