



## Recruit Policy

	Date Approved:	07/01/2023	
	Approved By:	Harrison Walter Fire Chief	

### Purpose

The purpose of this policy is to implement a standard for new recruits in the Wanette Volunteer Fire Department. These standards will include training requirements, attendance requirements, performance requirements.

### Scope

This policy will apply to all Probationary Fire Fighters or firefighters that are coming back to the department or have been on a leave of absence that lasted longer than 200 days. Upon acceptance of a recruit to the Wanette Volunteer Fire Department by the board of trustees, it is the responsibility of the recruit to adhere to the requirements of this policy. Failure to do so can lead to termination from the department.

### Policy

#### Training requirements

The Recruit will have 365 days from their date of hire to complete the following training courses:

- Pump Operations (in house or through OSU FST) (8 hours)
- ICS 100, 200, 700 (6 hours)
- Emergency Vehicle Driver Training (CEVO, or EVDT through OSU FST) (8 hours)
- AHA BLS (4 hours)
- Wildland Fire Fighting Fundamentals (OSU FST) (16 Hours)
- Hazmat Awareness (Online or through OSU FST) (8 hours)
- Traffic Incident Management (TIMS) (4 Hours)

This totals 54 hours of training to be completed in the first year of membership with the Wanette Volunteer Fire Department. If it is not possible for the recruit to complete this amount of training before the first year from the date of hire the recruit needs to inform the Fire Chief as soon as possible as to the reasons why. The Fire Chief will determine if the recruit will be granted an extension of the 365-day deadline. If no extension is granted, then the recruit will be terminated from the department.

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### Attendance Requirements

Recruits will be required to attend all meetings and department trainings in the first year. If a recruit cannot attend a training or meeting it is the responsibility of the recruit to inform the chief as soon as possible. If possible, the recruit will be re-scheduled for a training or makeup meeting will be arranged. Failure to attend 2 or more meetings may lead to the recruit being terminated from the department at the discretion of the Fire Chief.

### Performance Requirements

#### 1. Response Performance

The cost of adding a new recruit to the department is substantial. Due to this fact a new recruit is expected to respond to at least 40% of 911 request during their first year to clear probationary status.

#### 2. Physical Performance

Each recruit will be required to meet the minimum standards of the physical performance requirements standards policy. Failure to meet the requirements in that policy will lead to termination from the department.