

WHATCOM COUNTY FIRE PROTECTION DISTRICT NO. 10
2095 Yew St. Rd.
Bellingham, WA 98229

POLICY NO. 110-2

POLICY TITLE: Selection of Members

REFERENCE: 296-305 WAC Safety Standards for Firefighters
296-24-073 General Safety and Health Standards
41-16 RCW Firemen's Relief and Pensions - 1947 Act
41-18 RCW Firemen's Relief and Pensions - 1955 Act
49.60 RCW Discrimination - Human Rights

1.0 Purpose

This policy establishes the entrance requirements and selection criteria for membership with Whatcom County Fire District No. 10.

2.0 Qualifications for Membership

Members must be at least 18 years of age, live or work within or within a reasonable distance from the District, be a high school graduate, hold a valid Washington State Drivers License, meet physical requirements, be willing to participate in the training exercises, and respond to emergency calls and attend other District functions.

3.0 Criteria for Membership

The following tasks and or documents must be completed and submitted to be considered for membership.

1. Complete application packet
2. Receive Satisfactory Background Check
3. Have a satisfactory driving record. (Submit a copy of Driving Abstract)
4. Present SSN

4.0 Membership Approval

The Fire Chief has the authority to authorize membership to applicants that meet requirements as identified in this policy. The Fire Chief shall establish a selection procedure that meets recognized personnel practices. The selection process shall include the following elements.

1. Application Review
2. Interview
3. Recommendation submitted to the Fire Chief
4. Fire Chief present to Board of Commissioners.
5. Board of Commissioner action

5.0 Physical Examination Required

Having received approval for membership, the applicant is required to complete a physical examination by a physician selected by the District. The Fire District shall cover cost of examination. The District is not responsible for treatment and / or further testing as a result of the examination.

6.0 Probationary Firefighter Status

New members shall be designated as probationary firefighters for a period of one year. Requirements as established by the Fire Chief shall be met during this period. The Fire Chief may extend the probationary period for an additional 6 months.

7.0 Issuing of Equipment for Probationary Members

Probationary members shall be issued the following equipment at the beginning of their probationary period.

1. Personal Protective Clothing
2. Pager
3. Probationary Firefighter Manual
4. 4th Editon Essentials
5. Coveralls
6. CBT Manual
7. Two (2) Fire District T-Shirts

8.0 Fire Chief Authorizes New Members to Respond

Probationary members will receive a basic level of training and orientation prior to being eligible to being assigned tasks on the emergency scene. The Fire Chief is the authority for approving probationary members to respond to emergencies.

9.0 Operating Fire District Vehicles During Probation

Probationary members shall complete the EVAP classroom prior to driving fire department vehicles over 26,000 lbs GVW. Probationary members are prohibited from driving fire department vehicles on emergency incidents. Exceptions may be allowed for probationary members that have prior experience and have completed EVAP and received approval. Fire Chief will evaluate prior experience before allowing probationary members to operate District vehicles.

10.0 Applicants Shall Not Be Discriminated Against

No person shall be discriminated against for gender, ethnic origin, physical disabilities, religion or any other reason if applicant meets the knowledge skills and abilities to accomplish the job for which applicant is applying for.

Approval Signature _____ Approval Date _____