

Rural Metro Fire – Josephine County, Oregon
CAREER PATH & DEVELOPMENT PLAN
Position Pre-Requisites, Qualifications & Requirements
~ As of July 13, 2018 ~

Color Codes – Structural, Wildland, EMS, Special Ops

This document provides a consistent approach to eligibility of the positions outlined below. Further information can be found in SOG's and Policies. This document is information and support of those SOG's and Policies. Contact the Training Division with questions.

FIRE RECRUIT

(Job Code 5028)

- Must possess a High School Diploma or GED
- Must be 18 years or older at the time of employment
- Must meet physical fitness standards as set by Rural Metro Fire
- Must meet insurability requirements of Rural Metro Fire
- Must have an acceptable drug screen and criminal background check
- Must possess, or will obtain by time of hire, a valid State driver's license
- Must be able to speak, read, and write the English language.

RESERVE FIREFIGHTER

(Job Code 5019)

Reserve Firefighters must maintain all requirements of All Positions, including:

NFPA Firefighter 1 (DPSST Certification)

- NFPA Firefighter 1 Academy, including HazMat Aware/Ops, Basic Vehicle Extrication, Shore-Based Water Rescue, and Low-Angle Rope Rescue Systems – **188 hrs**
- NIMS IS-100b (Introduction to Incident Command System) – **2 hrs**
- NIMS IS-700 (NIMS, An Introduction) – **2 hrs**

Basic Wildland Interface Firefighter – NWCG Type 2 Firefighter (DPSST Certification)

- NWCG S-130/S-190/L-180 Basic Wildland Course – **47 hrs**
- NWCG FFT2 Task Sheet/Field Day – **8 hrs**

CPR / First Aid Certification – 8 hrs

RMFD Fire Recruit Taskbook – 53 hrs

Must successfully pass NFPA Firefighter 1 Task Performance Evaluation and Management Staff Review – **3 hrs**

Total average indicative contact hours = 311 hrs

FIREFIGHTER (with Apparatus Operator Qualification)

(Job Code 5008)

Description – An entry-level operator position that allows the Reserve Firefighter to operate all vehicles. AO provides depth during major alarm activity or callback staffing, and is critical to satellite station success. AO also provides for opportunity to build basic incident management skills. AO is code 1 only (unless accompanied and authorized by Lt or above), or is authorized by the Duty Officer on a case-by-case basis for duration of assignment (ie: severity / contingency staffing). AO's must maintain all requirements of Reserve Firefighter, including:

Must be 21 years old, with acceptable MVR check

NFPA Driver, Mobile Water Supply Apparatus and Wildland Fire Apparatus (DPSST Certifications)

- RMFD Apparatus Operator Academy (CEVO III & DDP) – **48 hrs**
- RMFD Apparatus Operator Taskbook (contains NFPA Job Performance Requirements) – **30 hrs**

NIMS ICS-200 (ICS for Single Resources & Initial Actions) – 2 hrs

Oregon Licensed Emergency Medical Responder (EMR) – OPTIONAL – 40 hrs

Must successful pass Driver's Final Road Test and Management Staff Review – **2 hrs**

Total average indicative contact hours = 122 hrs

LEAD FIREFIGHTER (Engineer)

(Job Code 5027)

Description – A technician-level operator position. Engineers have a solid firefighting skill-set. They are experienced and knowledgeable with all fire department tools. Engineers possess technical and certified training in operation of apparatus equipped with a fire pump. Engineers possess basic to intermediate incident and personnel management skills. Engineers must maintain all requirements of Reserve Firefighter/Apparatus Operator (AO), including:

NFPA Firefighter 2 (DPSST Certification)

- NFPA Firefighter 2 Academy – **48 hrs**
- NFPA Firefighter 2 Taskbook or TPE – **33 hrs**

NFPA Apparatus Equipped with Fire Pump (DPSST Certification)

- NFPA AEFPP Course – **48 hrs**
- RMFD Engineer Taskbook (contains NFPA Job Performance Requirements) – **36 hrs**

NWCG S-215 (Fire Operations in the Wildland Interface) – 40 hrs

Advanced Wildland Interface Firefighter – NWCG FFT1 Firefighter (DPSST Certification)

- NWCG S-131/S-133 Advanced Wildland Class – **8 hrs**
- NWCG FFT1/ICT5 Taskbook – **32 hrs**

Oregon Licensed Emergency Medical Technician (EMT) – 280 hrs

Hazardous Materials Operations (if not already obtained in FF1 academy) – 8 hrs

Oregon State Fire Marshal Company Inspector (Full Time only) – 8 hrs

RMFD Engineer Taskbook - 36 hrs

Must successfully pass Engineer Assessment and Management Staff Review – **3 hrs**

Total average indicative contact hours = 580 hrs

LIEUTENANT

(Job Code 5013)

Description – An officer position that possesses solid tactical and decision-making skills that are necessary for all incident types, as well as solid personnel management, supervisory and administrative skills. Lieutenants must maintain all requirements of Lead Firefighter/Engineer, including:

Oregon Fire Ground Leader (DPSST Certification) – can be waived with NFPA Fire Officer I Certification

- Combustible & Non-Combustible Building Construction – **16 hrs**
- Emergency Service Delivery – Firefighting Strategy & Tactics (ie: MCTO Series) – **48 hrs**
- Advanced Fire Behavior – **16 hrs**
- Incident Safety Officer (ISO) – **16 hrs**
- Water Supply Operations – **16 hrs**
- OFGL Taskbook – **40 hrs**

NWCG S-290 (Intermediate Wildland Fire Behavior) – 40 hrs

Wildland Interface Engine Boss (DPSST Certification)

- NWCG S-230 & S-231 (Single Resource Boss for Crew & Engine) – **40 hrs**
- NWCG SRB-E Taskbook – **40 hrs**

Rescue 3 Swiftwater Rescue Technician (SRT-1) Course – 40 hrs

NFPA Fire Instructor 1 - (DPSST Certification required for Full Time Only)

- NFPA Fire Instructor 1 Course – **32 hrs**
- NFPA Instructor 1 Taskbook – **10 hrs**

Basic Fire Investigation (BFI 200) – Full Time Only – 16 hrs

Completion of any recognized Personnel Management / Leadership Training & Education: - Various hrs

- Fire Service Leadership, Fire Personnel Management, Human Relations, RMFD Officer Development Course (ODC), or equivalent (see Training Officer)

RMFD Lieutenant Taskbook – 24 hrs

May not have any Corrective Action Notices in personal file for (1) year prior to assessment

Must successfully pass Lieutenant Promotion Assessment

Total average indicative contact hours = 394 hrs

CAPTAIN

(Job Code 5009)

Description – A senior officer position that possesses advanced knowledge and skill sets in all areas: incident management, personnel supervision and management, operations-level administration, and district-level system status management. Captains must maintain all requirements of Lieutenant, including:

NFPA Fire Officer 1 (DPSST Certification)

- NFPA Fire Officer 1 Academy (see DPSST “NFPA Fire Officer Guide” for course requirements) – **80 hrs**
- NFPA Fire Officer 1 Taskbook – **40 hrs**

I-300 (Intermediate Incident Command) – 32 hrs

NFPA Vehicle Rescue Technician (DPSST Certification)

- NFPA Vehicle Extrication/Rescue Course, or state/local equivalent – **32-40 hrs**
- NFPA Vehicle Rescue Taskbook – **20 hrs**

NFPA Surface Water Rescue (DPSST Certification)

- Rescue 3 Swiftwater Rescue Technician Advanced (SRT-A) Course – **40 hrs**
- NFPA Surface Water Rescue Taskbook – **40 hrs**

Completion of an assigned administrative project – Various hrs

RMFD Captain Taskbook – N/A

May not have any Corrective Action Notices in personal file for (1) year prior to assessment

Must successfully pass Captain Promotion Assessment

Total average indicative contact hours = 292 hrs

CHIEF OFFICER (Battalion Chief, Division Chief, Etc), & optional for Step-Up Duty Officers

NFPA Fire Officer 2 (DPSST Certification)

- NFPA Fire Officer 2 Academy (or see DPSST’s “NFPA Fire Officer Guide” for course requirements)
- NFPA Fire Officer 2 Taskbook

Wildland Interface Strike Team Leader – Engine (DPSST Certification)

- NWCG S-330 (Task Force/Strike Team Leader)
- NWCG STL-E Taskbook

Wildland Interface Structural Group Supervisor (DPSST Certification)

- NWCG S-390 (Wildland Fire Behavior Calculations)
- NWCG S-339 (Division/Group Supervisor)
- NWCG DIVS Taskbook

I-400 (Advanced Incident Command)

NIMS IS-800 (National Response Framework)

Minimum 8 years as Full-Time Officer/Supervisor

Regular experience as a “step-up” Duty Officer

DESIRED ~

Basic Fire Administrators Institute Series (7 course)

Bachelor’s Degree in related field

****NOTES****

**Full Time positions may be subject to additional requirements specific to position expectation, such as EMT.*

**All requirements listed are subject to change as departmental needs arise or governing agencies change requirements.*

**Promotional Taskbooks are issued by the Training Officer, with employee’s first-line supervisor approval, and generally have a 1-year expiration after initiation date, except where otherwise indicated.*

**Authority given to each level regarding staffing and scheduling is located in SOG C3.1.*

**Duty Officers and/or Chief Officers reserve the right to adjust position authority to meet operational needs, when they arise.*