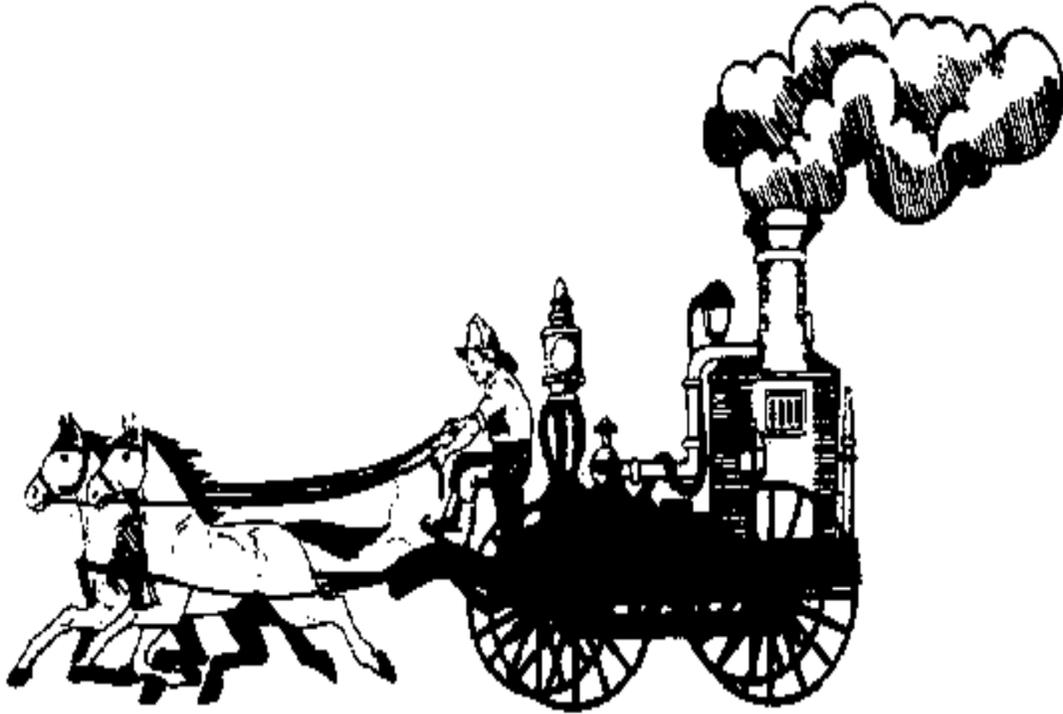


**VOLUNTEER
RECRUITMENT
HANDBOOK**



MONTESANO FIRE DEPARTMENT

310 Pioneer Avenue E Montesano, Washington (360)249-4851

IF YOUR NEIGHBOR'S HOUSE CAUGHT FIRE, WOULDN'T YOU WANT TO DO MORE THAN WATCH?

Of course you would... you'd want to help.
How to help? Become a volunteer firefighter.

It's a great way to do something important...to
Make a real difference, for your community, and for
yourself.

But as a volunteer firefighter, you'll need more
than just a desire to help people. You'll also need
courage, enthusiasm, dedication and a willingness to
learn new skills and face new challenges.

If you feel that you have these qualities, we
would like the opportunity to discuss your becoming
involved with our organization.

Watching can be a helpless feeling. But helping
can give you a tremendous feeling! You can make a
difference!



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MONTESANO FIRE DEPARTMENT

Welcome to Montesano Fire Department, We are your providers of Fire-related and emergency medical services.

This brochure was prepared with you, the potential volunteer, in mind...to show you who we are, and what we do. We hope to explain our service to the community, the pride we take in our operation, and the reasons you might be interested in joining us.

Our operation relies on skilled volunteers to perform the services we provide our community. As you read this booklet, you will see how we are organized, and choose a specialty best suited to you and to our organization.

Nationwide, fire and emergency medical services have become increasingly complex. Keeping a Department, and its staff trained to state-of-the-art requires commitment. As a volunteer in emergency response, you can expect to receive two-three hours of training weekly...or more if you have time. You will spend varied amounts of time responding to emergency incidents.

Some of our special service programs require training and are Monday through Friday. Others are more flexible. Obviously, it will be easier to schedule your personal time if you volunteer for a function like public information, than if you serve in emergency response, a service that respects neither the clock nor the calendar.

Please read this brochure, and then consider working with us to maintain the quality of our operation, and help provide this crucial service to your community. **WE NEED YOUR HELP!**

If you are interested and willing to make the commitment to serve your community through the Fire Department, please call our staff at 249-4851. We'll be glad to discuss the opportunities and the application process with you.



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To the Citizens of Montesano

Fellow Citizens:

As Fire Chief of this Fire Department, I am committed to providing the most effective and efficient fire protection and emergency medical service delivery system for you and those who visit our area. Within the realm of fire and rescue services, it has been proven repeatedly that the most efficient and cost-effective type of organization is the combination volunteer and career department.

This type of organization combines the guaranteed daytime response of the career firefighters with response of volunteers during the evening hours and on weekends. This use of trained volunteers allows us to place a greater number of responders into the field while reducing the cost impact of service delivery. It also allows the Department to implement additional programs and services that would otherwise be financially impractical. The outcome is of real value to each of you and it is something that we wish to maintain and improve. This can only happen with your involvement.

Participation as a volunteer with our organization is a highly rewarding endeavor with high levels of personal satisfaction. Volunteers experience a tremendous sense of accomplishment after a job well done. The volunteer's contribution to the community is a valuable service that has the potential to touch all of us.

Once you understand what is involved, the rewards and the need of becoming a member of our organization, I hope you will make the commitment to join. In doing so, you will be making a truly valuable contribution to your fellow citizens.

Sincerely,

Ken Walkington
Fire Chief

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OPPORTUNITIES

When you think of your fire department, do you think of a fire engine responding? At Montesano Fire Department we provide many services, all of which are important to reducing fire and life hazards in our community.

Many of your personal skills may be useful to the Fire Department. All services are challenging. The ingredients you add to the mix are your time, talents, enthusiasm and experience...we supply all the training and opportunity.

Would you rather help people **before** life and property loss confronts them? You might find your challenge in emergency response. Then again, you might find your niche in public education...or as a volunteer in our administrative office.

A wide range of disciplines is necessary in a well-run fire department. Among them are:

Emergency Response

Expect the unexpected...and be prepared! If you enjoy the suspense of "waiting for the next call", and saving the life or property that is unexpectedly threatened, emergency response may be the field for you. The training is continuous and expectations are high, but the rewards are even greater.

Emergency Medical Services

Become certified as an Emergency Medical Responder. You'll have the opportunity to respond to virtually all medical emergencies within your assigned area. The emergency medical responder is often called upon to make the ultimate difference...between life and death!

Public Education

Take responsibility for our Department's involvement in community functions. We participate in numerous community events where we promote public safety.

Our volunteers help prevent problems before they start by being active within their community.

Recognition

The department and your community do appreciate your time, effort and commitment. Besides a handshake and a "thank you" the Department tries to reward the volunteer with recognition. We provide personal protective equipment to all our volunteers as well as provide them with reimbursement for the expenses they incur. At the current time the reimbursement is figured on a point system that factors in participation. The Department holds an annual Holiday banquet each December that brings together community leaders and

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our members. During this evening we recognize individuals for their contributions to our community through the fire service.

ACCOMPLISHMENT

You will learn skills you can develop nowhere else.

If you enjoy public education, you will learn and practice public speaking skills, as well as presentation preparation.

If you enjoy the medical service field, you will acquire skills that could save the life of a friend or family member in the future.

And you will find that doing any of these things will give you a new sense of pride.

SOCIAL ACTIVITIES

Our Fire Fighters Association hosts an annual picnic... a fun time for the whole family. The Firefighters also participate in the Festival of People parade and there is an annual holiday banquet that anticipated every year.

BENEFITS

Montesano Fire Department provides on-duty life and medical insurance, as well as retirement benefits. A volunteer with 20 years service qualifies for a pension benefit of \$310.00 per month.

The Department reimburses its volunteers on a point system. For each drill attended and each call responded to, points are awarded and reimbursement is made accordingly. We also provide free hearing tests as well, and we are attempting to provide members with free group life insurance.



TRAINING

The Montesano Fire Department strives to handle each emergency in a safe and expeditious manner. To that end, emergency response volunteers receive extensive training in the proper handling of equipment and incidents.

Before new volunteers are allowed to respond to emergency situations, they must complete recruit training, which consists of two elements. The first element is done here at the fire Department and consists of a recruit preparatory class. The second part entails attending the "Burn to Learn" segment at the State Fire Academy in North Bend. Upon completion of a one year probationary period you will have become one of the select few who are part of the Fire Service Family.

In order to maintain skill levels and proficiency firefighters are required to attend a minimum of 24 hours of fire training each year. The Fire Department conducts weekly skill maintenance training each Monday night. Since there are many aspects to training; the Department conducts training in a "tiered" manner. Often there are two and three training classes being conducted simultaneously, with classes for firefighters, drivers and officers. Each of these classes is designed to meet the needs of the specialties and the people involved.

Training that is available outside of the Fire Department is available to all volunteers and is encouraged. The Fire Department pays the expense while the volunteer makes the time.

CAN WE MEET YOUR NEEDS?

The staff of Montesano Fire Department are proud of our organization. We would like to be able to share this experience with you. A staff member is ready, willing and able to discuss your future with us and how we might best meet your needs in becoming a volunteer, someone who truly makes a difference in peoples lives.

