



PALM BEACH COUNTY FIRE-RESCUE
Education Leadership
 Mentorship
 RECRUIT ACADEMY



RECRUIT MANUAL
2007

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Message From the Chief



Fire Chief

Herman W. Brice

Recruit Class,

Training is an on-going process that starts with the Recruit Training Academy and continues throughout your career at Palm Beach County Fire Rescue. The Recruit Training Academy is an intense, fast paced, and highly disciplined academy based on fundamental and advanced firefighting and emergency medical skills and knowledge.

The values of "Honor, Courage, and Devotion to Duty" describe the foundation of the fire service and are instilled in each probationary Firefighter/EMT/Paramedic as the guide by which they rely upon to take all actions and make sound decisions.

The probationary Firefighter/EMT/Paramedic must successfully complete many academic and physical requirements during the Recruit Training Academy. The Academy provides a demanding environment with one of the most challenging and effective programs in the nation.

Palm Beach County Fire Rescue is committed to your success in the Recruit Training Academy and as such employs the highest caliber of Instructors. Instructors are experienced, knowledgeable, and motivated to help each probationary Firefighter/EMT/Paramedic achieve their maximum potential.

The reward for successfully completing the demanding curriculum of the Recruit Training Academy culminates in a memorable badge pinning ceremony deeply rooted in firefighter tradition. At that time the "Recruit" officially earns the title "Firefighter" and embarks upon one of the most respected and rewarding professions known to humanity.

Recruit Training Academy

The Recruit Academy is located at 14276 Hagan Ranch Road, Fire Rescue Battalion Four headquarters. Recruit Class #1 "Genesis" graduated in 1985, starting the tradition of what has developed into the Recruit Training Academy. Over the course of twenty-two years the Recruit Academy has graduated forty-nine classes and progressed into a dynamic organization that sets the directorial tone for the Palm Beach County Recruit.

The Recruit Training Academy is under the direction of Staff Captain Ron Lowe and Jeff Meeler. There are approximately 25 of the highest qualified instructors that will assist you in learning the necessary knowledge, skills, and abilities to be a successful Firefighter/EMT/Paramedic with Palm Beach County Fire Rescue. During the 12 weeks in the Recruit Training Academy you will be assigned to a 48-hour workweek with the start time of each day beginning at 0730.

The purpose of the Recruit Training Academy is to prepare you for a long and safe career as a valuable asset to the department. A career as a Palm Beach County Fire Rescue Firefighter is both challenging and rewarding. Firefighters are individuals, who have a desire to help people, work well with other people, enjoy learning and are physically fit.

Firefighting is a dangerous career that can result in serious injury or death. It is the responsibility of each recruit to know the risks associated with this high hazard occupation and always training in a safe and controlled manner. Firefighter safety is always at the top of our incident priorities. Through effective teamwork we can all take care of each other to ensure that "everyone goes home." The Recruit Training Academy is a time of intense learning and formation of safe practices that will carry the recruit through their firefighting career.

Mission

"The mission of Palm Beach County Fire Rescue Recruit Academy is to provide education, leadership and mentorship"

Motto

"Lead, Mentor, Educate"



Palm Beach County Fire Rescue



Mission Statement

WE, THE PERSONNEL, of Palm Beach County Fire-Rescue, are committed to assuring the residents, guests, and visitors in our community a secure and superior quality of life. We accomplish this by maintaining the highest state of readiness, dedication, and compassion in order to minimize emotional, physical, and economic loss.

We acknowledge that empathy toward human suffering requires special individuals who realize the importance of their unselfish contribution and personal commitment to the welfare of the team and community.

In our organization, we strive to make a difference in our people by creating an atmosphere of teamwork and fellowship while recognizing the individual attributes and responding to the needs of each other.

Department Goals

To consistently exceed expectations we focus on:

- ✓ Increase Efficiency
- ✓ Provide High Quality Service
- ✓ Improve Customer Service
- ✓ Improve Health & Safety

Department Information

Palm Beach County Fire-Rescue was created on October 1, 1984, when the Palm Beach County Board of County Commissioners passed a resolution consolidating the existing 10 separate fire districts serving the unincorporated areas of Palm Beach County. At that time there were approximately 450 personnel and 23 fire stations. Since that time, another six fire departments have also merged into Palm Beach County Fire Rescue.

In 2007, Palm Beach County Fire Rescue has grown to over 1,400 personnel operating out of 44 fire stations. In addition 12 municipalities contract to Palm Beach County Fire Rescue to provide fire and emergency medical services to their citizens. The department serves the needs of the 700,000+ citizens by responding to over 110,000 emergency incidents within our 1,400 square mile service area.

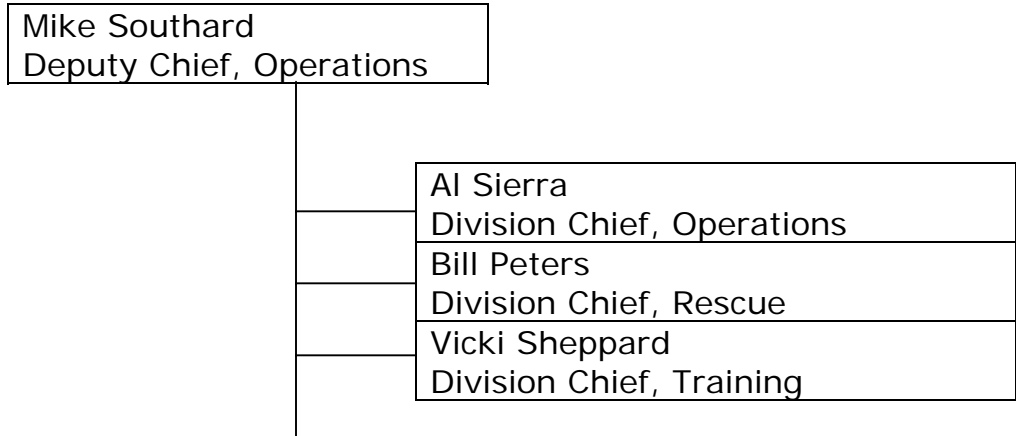
The Operations Division provides fire and emergency medical services through 35 advanced life support rescue units, 27 advanced life support engines, 12 basic life support engines, 17 brush trucks, 4 tenders, 4 quints, 3 rescue pumpers, 2 special operations units, and 1 light/air unit. In addition the Flight Medic/RN's staff the 2 TraumaHawk aeromedical advanced life support helicopters.

The Bureau of Safety Services provides for plans review, inspections of new and existing structures, and water supply accountability. Community Education provides educational programs to every age group in the areas of fire prevention, drowning prevention, and home safety. The fire investigators in the Arson Task Force investigate all suspicious and incendiary fires as well prosecute arson cases.

The Support Services Section provides all the logistical support for the department ranging from the building of new fire stations to maintenance of existing facilities, apparatus, and equipment. The electronic repair shop provides for the installation and maintenance of all radios, phones, computers, and radio towers. The warehouse supply provides for the storage and distribution of uniforms, personal protective equipment, and medical supplies.

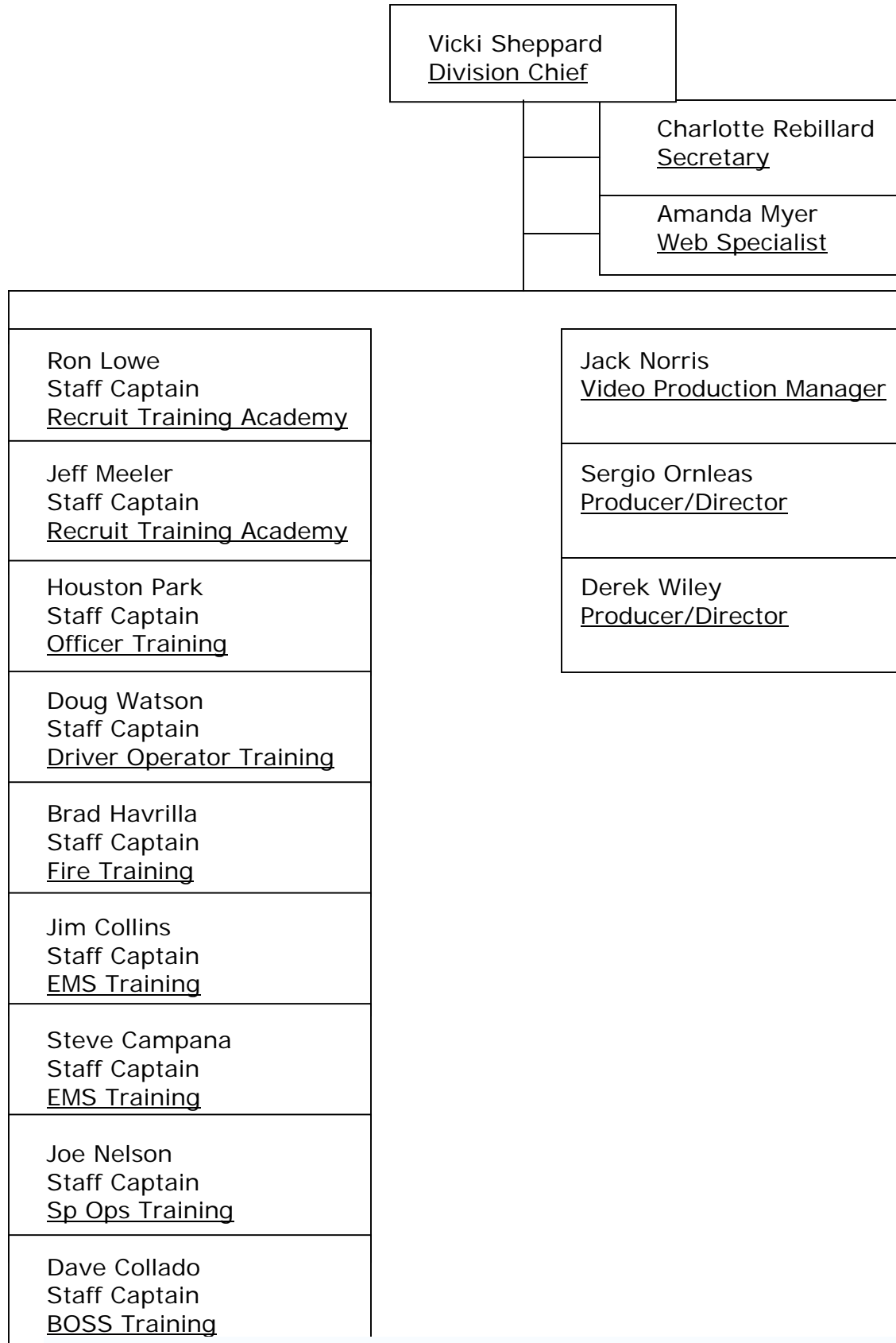
The Administrative Section provides for the hiring of new employees, fiscal billing and receiving, planning, and payroll.

Operations Division



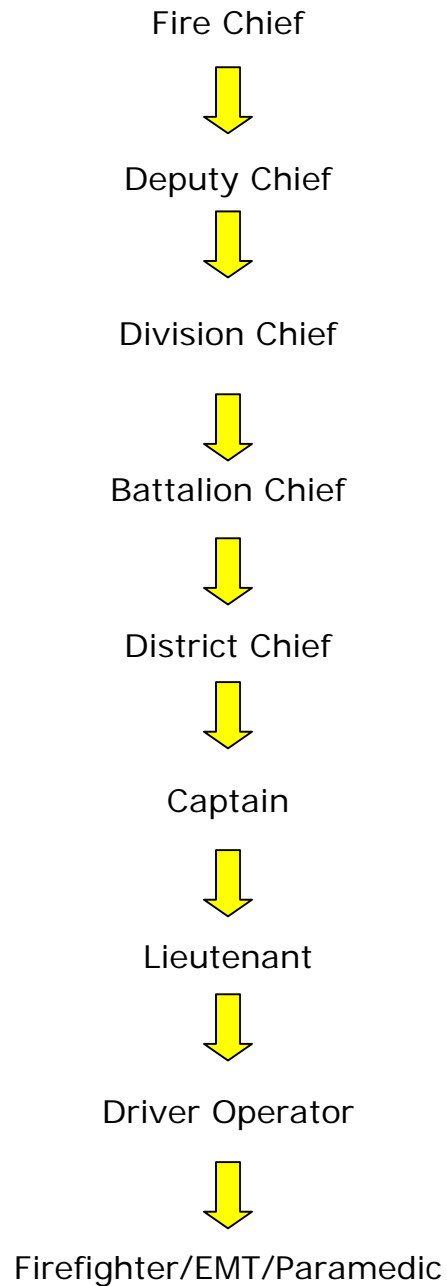
Battalion 1	Battalion 2	Battalion 3	Battalion 4
J. St.Pierre Battalion Chief	N. Baker Battalion Chief	R. Beesley Battalion Chief	M. Wells Battalion Chief
Station 11 Station 14 Station 15 Station 16 Station 18 Station 19 Station 68	Station 20 Station 21 Station 22 Station 25 Station 26 Station 27 Station 28 Station 29 Station 30	Station 17 Station 23 Station 24 Station 32 Station 33 Station 34 Station 36	Station 41 Station 42 Station 45 Station 46 Station 47 Station 48 Station 52
Battalion 5	Battalion 7	Battalion 8	Battalion 9
J. Hernandez Battalion Chief	M. Arena Battalion Chief	D. Horowitz Battalion Chief	M. Anderson Battalion Chief
Station 51 Station 53 Station 54 Station 55 Station 57 Station 58	Station 72 Station 73 Station 74	Station 81	Station 31 Station 35 Station 37 Station 38 Station 43

Training & Safety Division Organization Chart



Rank Structure

Palm Beach County Fire Rescue is a para-military organization and adheres to the following chain of command. The exception to this chain of command is when any member witnesses a safety issue that requires immediate intervention or a violation of human dignity.



Academy Rules

The Firefighting profession is built on a tradition of public trust and confidence. The citizens of the community have a right to expect when they dial 911 the Firefighters will respond in a safe and efficient manner. As such, tardiness is unacceptable at any level in the fire service. If you show a definite lack of commitment on the part of the recruit, and a lack of respect to the Department, the training instructors, and your fellow recruits.

Reporting for Duty

- Candidates will be assembled by the class leader and be at attention at 0730 hours in the established area for roll call. Many recruits find it best to arrive by 0700 to ensure their gear is assembled and vitals taken before 0730.
- The Recruit Training Officer in charge will inspect all recruits in the morning for proper gear, uniform compliance, clean-shaven appearance, etc.
- All absences **must** be reported to the Fire Operations Officer **and** to the Recruit Academy Captain or his/her designee prior to beginning the day's routine.
- Recruits will be in training at least 9 hours each day, starting at 0730 hours.
- The recruit will be considered late when they report for duty between 0730-0800 hours.
- The recruit will be considered Absent Without Leave (AWOL) if they have not called in before 0800 hours.

Sick/Vacation Time

Recruits are not eligible for sick/vacation time until their sixth month of employment. Should the recruit be sick and/or unable to attend class they **must** call the Fire Operations Officer at the Communications Center (561) 712-6552 by 0700 hours **and** call the Recruit Training Academy at (561) 498-3334. The recruit will not be paid for any hours missed from the academy that are deemed non work-related.

Personal Appearance (Grooming)

To be effective we must present ourselves in a professional manner. This will ensure a positive impression thereby building a bond of trust to those people whom we serve. During the course of the Recruit

Academy personal preference in clothing, jewelry, hairstyles, and personal hygiene will not be allowed to interfere with safety.

- The Recruit will be clean and neat at all times. No beards or other facial hair, except mustaches are permitted.
- Mustaches must be neatly trimmed and must not protrude past the corner of the mouth; cannot be excessively bushy; cannot be curled in an upward position.
- Sideburns will not exceed past the corner of the ear, will be trimmed level, and will not be more than one inch (1") wide.

Injuries

The recruit is required to immediately report all work-related injuries to the Staff Captains responsible for the Recruit Training Academy. Once the proper paperwork is complete, the recruit will be sent to the Occupational Health Clinic for further evaluation. In addition, the recruit will also report to the Staff Captain responsible for the Recruit Training Academy any off-duty injury. The recruit will be sent to the Occupational Health Clinic to determine "fit for duty" status. Regardless, the recruit will be responsible for any and all time missed from the Academy.

Facilities

The Recruit Training Academy coincides within a working fire station. The following describes the sections location at Station#42. The west side of Fire Station #42 is occupied and shared by the Recruit Academy and Battalion Four administrative staff. The Recruit Academy classroom, break room, bathrooms, and breakout rooms are located on this side of the fire station.

Parking Area:

Recruits are to park in the parking lot located west side of Station #42. Should the west parking lot become full, recruits can park in the parking lot located on the south side of the building. At no time are recruits allowed to park in any place other than the designated parking spaces

The Recruit Training Academy coincides within a working fire station, and as such the recruits must maintain all areas in a clean and orderly manner. Each company is responsible for assigned cleaning duties

after class. The classroom, kitchen, bathrooms and trash will be tended to after each session. Recruits are allowed to use the locker room / shower facilities after morning physical fitness **ONLY**. In addition any apparatus, equipment or facility used will be cleaned. No one is exempt from these responsibilities.

Training Grounds

The Recruit Training Academy utilizes the property to the East of station 42 for physical fitness and practical drill sessions. In addition, some practical sessions are delivered off-site (tower, smoke house, etc). When travel is necessary to attend off-site sessions, all recruits will be instructed and required to assist the loading, off-loading, and final cleaning of apparatus and equipment.

Personal Protective Equipment

Each recruit will be issued personal protective gear. It is the responsibility of the recruit to account and care for their assigned gear at all times. Any equipment in need of repairs must be immediately reported to the Staff Captains responsible for the Recruit Training Academy.

Safety

Safety is priority whether in the classroom or at the practical sessions. During practical sessions, the instructors will advise of the minimum level of personal protective clothing that may be worn. At any time the recruit is riding in an apparatus they are to wear a seat belt. No apparatus will be backed up without a back-up person to assist them. Every member of Palm Beach County Fire Rescue is empowered to stop an unsafe act which may cause harm to another member.

Course Curriculum

The Recruit Training Academy is composed of 12 weeks to adequately cover the following topics:

- Orientation
- Hazardous Materials –
- Firefighter Safety
- Extrication
- Documentation
- MCI/Aeromedical Transport
- Ropes & Knots
- Water Supply
- Fire Attack
- Saving Our Own
- Cultural Diversity
- Radio Communications
- Emergency Driving
- Medical Protocols
- Trauma Protocols
- Pediatric Protocols
- Ground/Aerial Ladders
- Ventilation
- Search & Rescue
- Wildland Firefighting

Textbooks

The Recruit Training Academy utilizes the following source documents:

- Palm Beach County Fire Rescue Policy Manual
- Palm Beach County Fire Rescue Standard Operating Guidelines Manual
- IAFF Hazardous Materials Operations Manual
- Palm Beach County Fire Rescue Performance Objectives
- Florida Regional Common EMS Protocols

Examinations

While in the Recruit Training Academy, probationary employees will be required to take tests on various subject areas. Tests may be in the form of written examinations or practical performance objectives. All performance objectives are provided to the recruit in advance.

The probationary employee will be provided two attempts to successfully complete each test (written or practical). The employee will be recommended for termination if they fail any assigned test on the second attempt.

Written Examinations

- The passing score for written examinations in the Recruit Training Academy shall be 80%, except where a national certifying agency dictates a different score.
- The employee will be notified of all written examinations that have a passing score of other than 80%. These passing scores are established by national certifying agencies (i.e.: American Heart Association Healthcare Provider is 84%, etc.).
- The employee shall have two opportunities to successfully achieve a score of 80% or higher.
- The employee will be terminated when they fail any single written test on the second attempt.

Performance Objectives

- Practical performance objectives tests shall be graded as pass/fail.
- The employee shall have two opportunities to successful pass the practical performance objectives.
- The employee will be terminated when they fail any single practical performance objective on the second attempt.

Classroom

There will be no smoking or chewing tobacco in the classroom or at any of the academy functions. Food or drinks will be allowed during class unless the Instructor indicates otherwise.

- Lunch will be provided at the convenience of the class schedule.
- Class breaks are limited to ten (10) minutes or at the description of the Recruit Academy Instructor. All recruits are expected to return from breaks promptly.
- Any Recruit who is late returning from break shall quietly rejoin the class. At the next class break the Recruit will report his/her tardiness to the Captain in charge of the Recruit Academy or his/her designee. If the tardiness is inexcusable, appropriate discipline will be issued and documented.
- No cell phones are allowed in the classroom or drill field. Recruits may use cell phones during their lunch or other scheduled| breaks.

Physical Fitness Program

Physical fitness is an essential ingredient to success as a firefighter. The Recruit Training Academy utilizes a structured PT program that incorporates stretching, running, plyometrics, and a circuit course. The Exercise Physiologists will participate and direct the physical fitness activities. It is necessary that all recruits are physically fit and capable of performing the strenuous activity of firefighting. If you for any reason believe you are not fit for the academy contact the Staff Captains responsible for the Recruit Training Academy.

By 0730 each morning, every recruit will take a set of their vitals and record them on the form provided. In order to participate in the physical fitness program, the recruit vitals must be within acceptable limits. Vitals that are outside the acceptable parameters will require the recruit to be evaluated at the Palm Beach County Occupational Health & Safety Clinic to receive a "fit for duty" clearance. If the recruit has a history of pre-existing conditions (hypertension, etc), they may be required to seek further medical attention with their personal physician.

Stretching

After vital signs, the class will start each day with a stretching session. Stretching is the activity of gradually applying tensile force to lengthen, strengthen, and lubricate muscles, often performed in anticipation of physical exertion and to increase the range of motion within a joint. Stretching muscles and stretching exercises will prevent injury and help prepare your body for the exercise that will follow.

The Exercise Physiologist will demonstrate the exercises as the class follows along. Following the stretching session, companies will be divided into running, plyometrics, and the circuit course.

Running

The class will run together as a group. Instructors will run with the group to set the pace and assist with motivational chats. Runs range from 2-5 miles.



Plyometrics

Plyometrics refers to exercise that enables a muscle to reach maximum force in the shortest possible time. The muscle is loaded with an eccentric (lengthening) action, followed immediately by a concentric (shortening) action, such as vertical jumping. Plyometric type exercises have been used successfully as a method of training to enhance power. The rate of stretch rather than the magnitude of stretch is of primary importance in plyometric training.

It is important for the firefighter to have a good sound base of general strength and endurance since plyometric exercises place a higher force on the musculoskeletal system

Circuit Course

The circuit course is a combination of 10 stations in which the recruit will demonstrate various job-related functions. With full personal protective equipment and SCBA, the recruit will walk to each station, perform the task, and walk to the next station. This is not a timed event. Instructors are at various stations to supervise and/or assist the recruit when necessary.



- Station 1 – Keiser - Use a 5lb sledge hammer to strike the Keiser machine until the sled has reached the end.
- Station 2 – Ceiling Breach – Simulates ceiling breach with 5 pull downs followed by 5 push ups. Repeat two times.
- Station 3 – Ladder Raise – raise and lower a fixed 24' extension ladder.
- Station 4 – Hose Pull – raise and lower a coiled 2 ½" hose to roof.
- Station 5 – Confined Space Crawl – crawl through 25' tube to end.
- Station 6 – High Rise Pack – lift coiled 1 ¾" high-rise pack, carry up one flight stairs to attic ladder.
- Station 7 – Hose Hoist – at roof level, raise and lower coiled 2 ½" hose.
- Station 8 – Hose Pull – pull charged 1 ¾" hose a distance of 200'.
- Station 9 – Dummy Drag – Drag manikin 25' and back.
- Station 10 – Crawl – crawl on belly 25' and back.

Hydration

Recruits are highly encouraged to stay hydrated. Hydration is the replenishment of water and electrolytes lost through dehydration. When working or exercising outside, drink at least 1 quart of fluid per hour. Drink as much as you can during the lunch break. Water is your greatest need during work in the heat. Limit the amount of caffeine drinks such as coffee and colas because caffeine increases fluid loss. Avoid alcoholic drinks. They also cause dehydration. You should bring sports water bottles to put in your gear and/or purchase a "camelback" to maintain hydration while exercising and on the training ground.

You can assess your hydration by observing the volume, color, and concentration of your urine. Low volumes of dark, concentrated urine, or painful urination indicate a serious need for rehydration. Other signs of dehydration include a rapid heart rate, weakness, excessive fatigue, and dizziness. Rapid loss of several pounds of body weight is a certain sign of dehydration. Rehydrate before returning to work; continuing to work in a dehydrated state can lead to serious consequences, including heat stroke, muscle breakdown, and kidney failure.

Student Conduct

Respect for instructors and fellow recruits are required at all times. A positive demeanor and cordial conduct is the expectation. The fire service is paramilitary in organization and an understanding of this responsibility will be stressed. Company leaders are vital links in the chain of command, and should be utilized. Harassment, hostile environments, and profane language are not tolerated and it is expected that recruits will report any such actions directly to the Staff Captains responsible for the Recruit Training Academy.

Cheating

Firefighting is a tradition based in pride and honor. Therefore, any recruit who knowingly or intentionally helps another recruit to perform any acts of cheating is subject to discipline for academic dishonesty. There is no distinction between those who cheat and those who willingly allow it to occur.

Teamwork

You must be physically fit to handle the sustained, intense, physical effort often required to perform job related duties. Teamwork is everything, whether it is sharing routine tasks such as studying in the academy, duties at the fire station, or providing fire fighting services at an emergency scene. Firefighters depend on each other to successfully perform their duties.

Code of Ethics

As a Fire Fighter, it is your fundamental duty is to protect or save lives and safeguard property in the service of the community. As a public employee, you are expected to set a good example in all actions and deeds. You must never use your position for personal gain, recognizing it as a symbol of public trust.

You must constantly strive to achieve the high objectives and ideals of this department and shall conduct yourself at all times, both on and off duty, in such a manner as to reflect most favorably on the department. Recognize the badge as a symbol of public faith and accept it as a public trust as you dedicate yourself to the citizens and visitors of Palm Beach County.

Disciplinary Guidelines

Recruits, firefighters and instructors are held to the highest ethical and professional standards. As members of the fire service we will not lie, steal or cheat or tolerate anyone who does. This is the expectation of all involved with this academy and it shall be each individual's responsibility to uphold this code. Any suspected violations shall be dealt with accordingly.

Each employee is expected to adhere to the department Rules and Regulations which include, but are not limited to; policies, SOG's, protocols, and memorandums. Employees who violate the Rules and Regulations may be subject to disciplinary action. All disciplinary action will be documented on the Notification and Acknowledgment of Violation of Rules and Regulations form.

The following disciplinary action may be issued to an employee when an infraction of the department's Rules and Regulations has occurred:

- Warning
- Written Reprimand
- Suspension
- Recommend Dismissal

Disciplinary action is progressive and escalates with each occurrence. The following are violations identified in the Disciplinary Guidelines Policy:

Tardiness	Sick Time
Inappropriate use (misuse) of Sick Leave may include an established pattern	Absence without Authorized Leave (AWOL)
Grooming – Violation	Malicious use of profane language
Gambling	Horseplay - when such activity contributes to the injury or ineffectiveness of the employee, the public, another employee or damage to property occurs
Physical fighting, violence or threatening other employees	Unauthorized* possession, threatening use of weapons to include, but not limited to ammunition, explosives, fireworks or knives with more than a 3 ½" blade (*authorization required by Fire Rescue Administrator)

Smoking in unauthorized areas	Unauthorized Sleeping
Participation in non-department related work/activities while on duty, which interferes with job duties	Unauthorized distribution of any official county or department written or printed materials of any description
Violation of established Chain of Command	Failure to report any mistreatment of a client, patient or any other individual
Falsification of records, such as, but not limited to, time and attendance records, employment status/information client records and travel records	False report either written or verbal during a formal department proceeding
Conduct unbecoming a public employee including actions which reflect unfavorably on the efficiency of the County, cause embarrassment or are damaging to the County, or in general reflect unfavorably on the County, its employees or its citizens	Exhibiting discriminatory behavior, sexual harassment, or use of derogatory comments related to a person's race, sex, color, creed, religion, national origin, age, disability or sexual preference. This may include failure of a supervisor to take appropriate action
Threatening, extorting, coercing or intimidating any County employer, employee representative, or citizen	Unauthorized possession, use, under the influence, or disbursement of intoxicants, such as, but not limited to, alcohol or drugs or possession of illegal or unauthorized paraphernalia
Unauthorized possession, theft or tampering of County supplied Controlled Substances	Endangering health or safety of others, or not providing for security of property or funds
Malicious destruction, abuse or unauthorized use of County property or equipment	Damage and/or loss to County property and/or other property resulting from an avoidable incident
Stealing County property, or property of any other individual	Placed under arrest and/or charged with a crime that is related to job performance
Any employee who is convicted, pleads Nolo Contendere, is placed on probation, receives a suspended sentence, or charges are adjudicated for any crime which is related to job performance or reflects unfavorably on the County	Failure to perform Duty of Office

Probationary Period

After the Firefighter/EMT/Paramedic graduates from the Recruit Training Academy, they will be placed on shift with the Battalions. You may rotate throughout the Battalion as your assignment will vary based on the staffing needs of the department. You will remain on probation until the one-year anniversary of employment with Palm Beach County Fire Rescue. The Firefighter/EMT/Paramedic will receive performance reviews at 4, 8, and 12 months after employment. At the end of the one-year period the Firefighter/EMT/Paramedic will be recommended for permanent status employment, extended probation, or termination.

Work Schedule

The Firefighter/EMT/Paramedic will work a 24-hours on, 48-hours off schedule assigned to a shift: A, B, or C. Tour of duty are for 24 hours and run from 0730 to 0730 the next morning.

Every three weeks each Firefighter gets a "Kelly Day" (work week adjustment). This is a day off every three weeks to bring the work week down to 48-hour work week. The Kelly Day always falls on the same day of the week for the individual Firefighter, and is bid once a year based on seniority.

Station Life

As team members, Firefighters live and work together in close quarters throughout a shift. Living at the fire station means that all team members are responsible for station housekeeping. When not responding to calls or performing other duties, a significant amount of time is spent training, inspecting, cleaning and maintaining personal protective gear and other fire fighting equipment.

Condition of Employment

All Firefighter/EMT's and Firefighter/Paramedics, hired after October 1, 1999, must comply with all of the stated conditions in the Pre-Employment Understanding. Their continued employment with Palm Beach County Fire Rescue is contingent upon successful and timely completion of these conditions. Failure to meet these conditions within the time frames indicated shall result in the termination of employment with Palm Beach County Fire Rescue which termination shall not be subject to the arbitration procedure set forth in the Collective Bargaining Agreement between the County and Professional Firefighters/Paramedics of Palm Beach County, Local 2928, IAFF, Inc.

Firefighter/EMT's:

Each Firefighter/EMT is required to:

- Attend and successfully complete a Paramedic training program.
- Successfully become a Florida State certified paramedic; and thereafter maintain Florida Paramedic Certification as a condition of employment.
- Successfully complete the Palm Beach County Fire Rescue Paramedic Protocol testing process (Policy III-12).
- Successfully complete the Palm Beach County Fire Rescue Paramedic Probation process (Policy III-12).
- Function as a paramedic when requested by the Department.
- Complete above items within 3 years from the date of hire.

Firefighter/Paramedic:

Each Firefighter/Paramedic is required to:

- Maintain Florida Paramedic Certification, as a condition of employment.
- Successfully complete the Palm Beach County Fire Rescue Paramedic Protocol testing process (Policy III-12).
- Successfully complete the Palm Beach County Fire Rescue Paramedic Probation process (Policy III-12).
- Function as a paramedic when requested by the Department.
- Complete above items within 1 year from the date of hire.

Paramedic School

Firefighter/EMT's may select any of the following options for paramedic school:

- The Firefighter/EMT may attend the department sponsored paramedic school (Policy V-14). The department selects the school and course schedule.
- The Firefighter/EMT may attend any other accredited paramedic program utilizing the tuition reimbursement policy (Policy III-3).

