

Egg Harbor Fire Department and First Responders Standard Operating Guidelines

SUBJECT: PROBATIONARY FIREFIGHTER

SOG 019

PURPOSE: To provide Probationary Firefighters with a set of guidelines and responsibilities.

SCOPE: This policy shall apply to all members of the Egg Harbor Fire Department.

RESPONSIBILITIES

- A. The Fire Chief shall assure that all Probationary members are reviewed and processed fairly regardless of age, religion, gender or race.
- B. The Fire Chief must instruct the Officers and Department membership of the limitations set for Probationary membership to assure personal safety.
- C. Officers shall assure that Probationary members are only to perform their duties under direct orders and supervision of an officer and/or senior member of the Egg Harbor Fire Department.
- D. Probationary members must adhere to their limitations and do not have the authority to direct other members.

DEFINITIONS

Probationary Firefighter

- A. New member eighteen years of age or older.
- B. Has no or limited experience in firefighting skills.

PROBATIONARY REQUIREMENT

- A. New members must initially be a probationary member for (12) twelve months. In the event a new member has had previous experience through active participation in a fire department and has had adequate training and course work, that member's probationary requirements may be waived or shortened at the discretion of the Fire Chief.
- B. New members are expected to attend all meetings and training sessions for the first year in addition to the requirements of **SOG 002**.
- C. New members must complete a Wisconsin Entry Level Fire Fighter class and an Entry Level Driver Operator class within the first year.
- D. New members must complete the minimum ICS/NIMS training levels within the first year.

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- E. If unable or unwilling to complete the minimum training levels member may be removed from the Department.
- F. At the end of the probationary period, the Fire Chief will make the decision to accept the member as a full member, extend probationary period, or remove member from Department.