



Policy Name: Hiring Firefighters with Previous Experience	Policy No: S500-08
Committee approval date:	-
Council approval date:	February 1, 2021
Revision date(s):	-
Department/Division:	Fire and Enforcement

1. Purpose

Fire fighters that are hired onto Pelham Fire Services, who have previous fire fighting experience, volunteer or full time, provide instant competency well beyond what our new recruits can provide. Recognizing training received in other fire services can expedite the timeline to fulfill the probationary fire fighter goals and objectives.

2. Responsibility

All staff are responsible for understanding the intent of this guideline, and to operate within all, operating procedures, policies, and regulations pertaining to this guideline.

3. Policy Statement

Recruit fire fighters with previous fire fighting experience are eligible to have their probationary period adjusted based on their experience, knowledge of Pelham fire department operating guidelines and policies and the overall evaluation approved by the Chief.

This guideline will outline the minimum requirements recruit fire fighters have to meet for this expedited probationary period.

It is critical to ensure the recruit fire fighter has adequate experience in the fire service, and is familiar with Pelham Fire Services equipment, before promoting them to fire fighter status.



The following shall be met for the recruit fire fighter with fire fighting experience to be considered for promotion to fire fighter status:

- Must have a minimum of 1 year fire fighting experience
- Chief or designate to call previous fire service for a reference
- Complete practical exam in Appendix A
- Recruit fire fighter to attend 2 practices at each of the 3 halls during a 3 month period.
- Recruit fire fighter will remain recruit for a 6 month period before eligibility to be promoted to fire fighter.

4. Evaluation

If adequate experience is presented, the Fire Chief or designate will instruct the Training Officer or designate to evaluate the Recruit fire fighter for competences.

The fire fighter will be put through the practical exam in Appendix A. Upon completion of the exam, the evaluator will make his or her recommendation to the Chief or designate.


The Fire Chief or designate will evaluate and make the final decision on promotion.

5. Record Keeping

All records pertaining to the evaluation of the fire fighter shall be stored and maintained using the most current record keeping procedures and maintained by the Station Training Officer(s).



Appendix A

 Pelham Fire Services Previous Experience Promotional Exam		
Fire fighter Name: _____ Fire ighter Number _____ Date of Test: _____		
Task	Met Objective	Requires Further Training
PPE		
Properly Don Boots, Pants, Balaclava, Jacket, and Gloves in 90 seconds		
SCBA		
Don SCBA on air in 90 seconds		
Connect Transfil hose to own SCBA with firefighting gloves on		
Perform 14 point SCBA check		
Replace bottle of SCBA		
Fill SCBA Bottle with cascade system		
Knots		
Tie Figure 8 knot		
Tie a water knot		
Tie a clove hitch		
Tie a prussik knot		
Alpine butterfly knot		
Ladders		
Identify three types of ladders and their purpose		
Remove 24 ft. extension ladder from truck		



Setup ladder against wall		
Perform a leg lock on the ladder		
Nozzles & Streams		
Demonstrate proper handling of a nozzle during water flow		
Demonstrate a fog pattern and explain what it is used for		
Demonstrate a straight stream and explain what it is used for		
Advancing Hoseline		
Advance Hoseline through a door		
Advance Hoseline up a ladder(charged and uncharged)		
Locating Equipment on Apparatus		
Locate a pike pole		
Locate a shovel		
Locate a flathead axe		
Locate a pick axe		
Locate attic ladder		
Locate AFFF water extinguisher		
Locate spare O2 bottle		
Note: All functions to be performed while wearing proper PPE		
Recommend For Promotion	Yes	No
Instructor Name(Please Print): _____		
Instructor Signature: _____		
Fire fighter Signature: _____		