

## ESCAMBIA COUNTY FIRE-RESCUE

*Rules, Policies, and Guidelines*

2300.010

### Junior Firefighter Program

Implemented: 5/23/12

Revised: 12/14/15



Patrick T Grace, Fire Chief

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### **PURPOSE:**

Junior firefighter programs provide organizations with a contingent of young adults that have an interest in pursuing career or volunteer opportunities in the fire service. These programs are designed to provide basic awareness training and education regarding the operations of fire departments and can serve as a valuable recruitment tool for future personnel.

### **OBJECTIVE:**

To provide standardized rules, regulations, and guidelines for the administration and operation of the Junior Firefighter Program within Escambia County Fire Rescue.

### **SCOPE:**

All junior firefighters and personnel that administer the Escambia County Fire Rescue Junior Firefighter Program. Some junior firefighters are referred to as cadets.

## **GENERAL INFORMATION**

### **I. Description:**

The Escambia County Fire Rescue Junior Firefighter Program is a youth organization sponsored by various volunteer fire departments and may be chartered by the Boy Scouts of America. All junior firefighter programs shall be registered with the NVFC National Junior Firefighter program at <http://juniors.nvfc.org/>

### **II. Purpose:**

The purpose of the Junior Firefighter Program is to provide hands-on training as well as classroom instruction to eligible high school students that are interested in pursuing an exciting career in the Fire Service. Skills that are learned in the program are those that could strengthen the desire for high school students to continue pursuing a career in the Fire Services and help them develop a better understanding of the role and responsibilities fire personnel hold in the community. The program provides high school students with a safe and structured environment as an alternative to the negative impact society could have on them.

### **III. Membership Regulations:**

Applicants for the Escambia County Fire Rescue Junior Firefighter Program must maintain all of the following criteria to become/remain an active member of the program. Each member must: be between fourteen (14) and seventeen (17) years of age and have graduated the 8<sup>th</sup> grade.

All members of the junior firefighter program requesting to transition to a firefighter trainee with ECFR shall complete the entire application process after providing the signed authorization forms from their legal guardian. To make the transition without delay due to

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insurance coverage the junior firefighter should start the application process sometime from sixth months or less prior to their 18<sup>th</sup> birthday. If the junior firefighter completes the application process prior to their 18<sup>th</sup> birthday they shall continue to operate as a junior firefighter until turning 18.

Be physically and mentally capable of safely performing normal firefighting duties as required by the program. The junior applicant must be willing to submit to a background check (any convictions that will exclude a firefighter applicant from participating in the fire service may exclude a junior firefighter from becoming a member). All new members will be on probation for a period of six (6) months. A junior firefighter must maintain a 2.0 Grade Point Average (GPA) in the high school they are attending and are required to bring a copy of their report card to the station and be given to an Advisor within a week of receiving it. Juniors must consistently attend at least three (3) meetings each month throughout his/her membership. All junior firefighter applicants must have a General Release form signed by their parent or guardian. This General Release form must be notarized. All members shall follow the Escambia County Fire Rescue Junior Firefighter Program's Standard Operating Procedures without fail. The Senior and Head Advisors reserve the right to terminate any probationary junior firefighter's membership without cause.

#### IV. Program Advisors:

Adult leadership is provided by Escambia County Fire Rescue personnel. These positions work directly with the junior firefighters. These positions are designed as the Program Advisors. The personnel to fill these advisor positions shall be designated by the district chief. Advisors should be personnel in good standing and well respected members of the organization and community. The advisors will be responsible for the following:

- Providing direct adult leadership and training for the junior firefighters.
- Supervising the performance and conduct of the junior firefighters.
- Maintaining Program Records.
- Guiding high school students who are the post leaders (Junior Firefighter's with rank) in conducting routine operations, and the preparation of proposed unit programs for approval by the post advisors.
- Consistently attending three (3) meetings a month.

#### V. Appropriate Meeting Places:

Fire stations shall be used for meetings, and station facilities are to be made available for program and individual activities. Such activities are not to interfere with normal fire station operations.

#### VI. Training Supplies and Equipment:

Fire stations, reserve apparatus, front line apparatus, training supplies, safety equipment, will be available when properly requested and/or scheduled.



Junior Firefighters are **not authorized** to attend firefighter I or first responder classes.

## **Junior Firefighter Ranks, Requirements, Duties, and Privileges**

### **General:**

The Escambia County Fire Rescue Junior Firefighter Program is divided into four (4) progressive ranks: Probationary Junior Firefighter, Junior Firefighter, Junior Lieutenant, and Junior Captain.

Advancement to Section Leaders and Officer Ranks are dependant upon vacancies and determined through experience with the program and the results of written, practical and oral examinations.

Written and practical exams will be given on a need to know basis. If a Junior Firefighter has a documented need for special accommodations related to reading, learning, or testing, they can request to have the test presented to accommodate that need. If requested, an Advisor will present the test to them.

### **I. Junior Firefighter Applicant:**

After an applicant has turned in their application to an Advisor or an Officer of the day, the applicant's next step is waiting upon approval from the district chief or his/her appointee. We encourage all applicants to observe in meetings, trainings, and duty shifts while their application is being approved. Applicants are not authorized to participate until they have successfully completed the application process.

### **II. Probationary Junior Firefighter:**

After successfully completing an application and being accepted into the department, applicants will hold the rank of Probationary Junior Firefighter for six (6) months. At this level, Probationary Junior Firefighters will learn the basic rules and regulations off and on a fire scene, and also the firehouse rules.

### **III. Junior Firefighter:**

When a Probationary Junior Firefighter completes his training of basic operations, he is then promoted to Junior Firefighter. The duties of Junior Firefighter shall be such their titles would indicate.

### **IV. Junior Lieutenant (Assistant Post Commander):**

The Assistant Post Commander shall hold the rank of Lieutenant. He/She shall be second in command. In the absence of the Post Commander, he/she shall be in charge of the order of all meetings and activities and shall report to the Senior Advisor. It shall be the responsibility of the Assistant Post Commander to maintain an active recruiting program and to attract new members and shall be given written reports as called for. The Assistant Post Commander will insure that all members have proper uniform and



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that all members conform to the program regulations regarding uniforms, personal appearance, conduct, etc. The Advisor Staff shall appoint the Assistant Post Commander.

**V. Junior Captain (Post Commander):**

The Post Commander shall hold the rank of Captain and is the senior ranking Junior Firefighter. He/She shall be in charge of all meetings and activities and shall report to the Head Advisor. It shall be the responsibility of the Post Commander to ensure that all reports, written and verbal are completed accurate, and on time. The Post Commander will oversee the unit, and motivate the members and create a positive atmosphere for all members. The Advisor Staff may at times direct the Post Commander to handle situations that are not covered by the SOPs and by-laws. The Advisor Staff shall appoint the Post Commander.

During operations, questions, comments, and concerns should be directed to the next ranking level from the person having an issue that needs to be addressed.

All Junior Firefighters will maintain a professional image and attitude while participating at meetings, details, public gatherings, and while on duty.

**Creation of Positions:**

The Escambia County Fire Rescue Junior Firefighter Program holds all rights to create positions to benefit the cause of the Junior Firefighter Program and the image of the program and/or the fire department. Eligibility, requirements, and outlines of such positions will be made available in addendum form as positions are made available.

**Guidelines for Riding any Fire Apparatus:**

Junior Firefighters must complete a list of several tasks before being allowed to ride any fire department apparatus:

- Obtain a copy of their shot records.
- Successfully complete and pass a truck familiarization (Truck Fam) test.
- Must attend Fire Department's SOPs and Rules and By-Laws classes.
- Watch the Bloodborne Pathogens video.
- Pass Personal Protective Equipment (PPE) Certifications.
- Learn how to attach and operate various appliances and hoses to secure a water supply from a fire hydrant.
- Become CPR certified (when available).
- Must be 16 or 17 years of age.

Once a Junior Firefighter is qualified to ride they must stand a minimum of eight (8) duties and a maximum of fifteen (15) duties a month, to include a Friday, Saturday or Sunday.

**Guidelines While on Dispatched Calls:**

While on a call, Junior Firefighters will be assigned to **one person** on duty that day. The Junior Firefighter must stay on the truck until the Truck Officer approves otherwise (for safety concerns). Junior Firefighters will never don a Self Contained Breathing Apparatus (SCBA) and enter structure fires, training or actual, until the incident commander has declared the **FIRE OUT**. Junior Firefighters, however, are allowed to wear SCBAs in training. ***\*This does not include training burns! Refer to the last page of guidelines to follow from VFIS and child labor laws.***

**I. Possible Injuries to Junior Firefighters:**

The fire department is protected by a liability insurance policy provided by the Boy Scouts of America or through VFIS. In the event that a junior firefighter is injured and requires medical attention, the following actions must be taken:

- Obtain medical attention immediately
- Notify Parent(s)/Guardian(s), Head Post Advisor, and District Chief of injury
- The advisor will complete necessary injury forms as required by the department

**II. Administrative Procedures:**

The following list of directives represents the personal conduct standards that all Escambia County Fire Rescue Junior Firefighter Program members shall follow. The basis for these regulations is the following policy:

Every member of the Escambia County Fire Rescue Junior Firefighter Program is expected to operate in a highly self-disciplined manner and is responsible for regulating his/her own conduct in a positive, productive, and mature manner, to reflect positively upon the fire department.

**ALL MEMBERS SHALL:**

- Follow rules and regulations, Standard Operating Procedures (SOP's), and by-laws of the fire department.
- Use their training and capabilities to protect the public and other members at all times, both on duty and off.
- Work competently in their positions to cause all department programs to work effectively.
- Always conduct themselves in a professional manner to reflect credit on the department.
- Keep themselves fully informed to do their assigned jobs effectively.
- Be concerned and protective of each member's welfare.
- Operate safely and use good judgment.
- Keep themselves physically fit.
- Be careful of department equipment and property (*if you don't know how to operate something...just ask!*)

**III. Attendance Requirements:**

Evolutions require a significant amount of planning and lesson plans tend to continue through more than one meeting. If appropriate attendance and punctuality are not maintained, significant information may not be conveyed and life-preserving skills may not be adequately learned. Consequently, making an evolution or fire scene unsafe for all participants.

- Attendance at all meetings is mandatory.
- Juniors must attend 75% of all meetings per quarter year.
- Any member missing two (2) consecutive meetings without a valid excuse (Advisor Staff to determine this) shall be written up and will be suspended from riding any apparatus for two (2) duty weeks.
  
- If a member must work on their duty day or a junior firefighter function, it is the responsibility of the member to notify the junior lieutenant or their next ranking officer at least twenty-four (24) hours or more prior to their duty or the junior firefighter function. If this is not followed and the junior firefighter receives a "no show", the junior firefighter will be written up and will be suspended from the truck for one (1) week.
- Female Junior Firefighters that are scheduled for duty but can not stand due to the lack of an adult female firefighter, shall receive credit for that duty shift, as well as credits for all calls ran during that shift.
- No meeting shall be held without the approval of an advisor.
- Non-attendance, tardiness, or leaving any meetings or function without informing an advisor or Truck Officer is grounds for suspension and/or DISMISSAL.

**IV. Leave of Absence:**

Junior firefighters planning to take a leave of absence, in which they plan on returning, they must provide it in writing to an advisor with the date they will be gone, the date they will return and why they will be gone. Junior firefighters cannot take more than three (3) months leave of absence without the approval of the Advisor Staff. Upon taking the leave of absence, all issued equipment gear, uniform, textbooks; etc will be turned in to the department and will be reassigned to the junior firefighter upon their return.

**V. Dismissal from the Program:**

Upon dismissal from the Escambia County Junior Firefighter Program, all issued equipment from the department will be returned within forty-eight (48) hours from the date and time of dismissal. All equipment can be returned at a meeting or coordinating the efforts with an advisor. ***If the items are not returned within the week provided, charges will be filed with the Escambia County Sheriff's Office.***

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### **VI. Uniform and Hair Regulations:**

Junior Firefighters are to ensure that uniforms are kept clean and ironed and worn in a manner that presents the junior as a distinguished member of the program. Variations or alteration of the uniform are not permitted without the written approval of the Advisor Staff. Jewelry is to be worn lightly while representing the department or the program.

*Males* should wear small non-bulky chains, if worn. Earrings or other visible piercings will not be permitted.

*Females* should keep rings down to a minimum of two (2). She may wear one (1) set of studded earrings, all others will not be allowed.

*Hair Regulations are as followed:*

**MALES:** Hair will be clean and well groomed, and not extended below collar. "Fade Cuts" such as shaving the sides, long on one side short on the other, etching, banding, or unnatural look or coloring will not be permitted. Side burns may extend to the middle of the ear. Mustaches can extend approximately three (3) quarters of an inch below the mouth.

Sideburns and mustaches will be well groomed. Other facial hair, (i.e. beards, goatees, etc).

**FEMALES:** Hair will be in a professional and neat manner. Shoulder length hair, or longer, must be pinned up, braided, or otherwise restrained in a reasonable manner. "Fade Cuts" such as shaving the sides, long on one side short on the other, etching, banding, or unnatural look or coloring will not be permitted.

*Uniform Regulations are as followed:*

The appropriate uniform(s) will be worn by all members while on duty. Members are responsible for ensuring that their uniforms are kept in presentable conditions at all times. Faded, worn, or damaged articles are not acceptable for proper attire. There shall be no alterations to any issued gear without the permission of the Advisor Staff. **For no reason** will uniforms or any part of a uniform be worn unless going to the station or coming from the station (*this also includes wearing your shirts to school or around town*). If any member is lending or using their uniform when not authorized, they will be suspended or terminated from the program.

*Dress Code while off-duty at the station or any station function:*

All members that come to the station while off-duty shall dress in an appropriate manner as stated below:

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**MALES:** Males cannot have pants below their waist. No skin is allowed to be shown from the top of the pants to the bottom of the shirt while sitting or standing. Must wear closed toe shoes with a back. If you plan on wearing flip flops or sandals and plan to run calls, while at the station (not on duty), bring a pair of shoes described above and pair of socks.

**FEMALES:** Females may not wear any low cut tops, revealing clothing, overly-tight pants, or high heels. Must wear closed toe shoes with a back. If you plan on wearing flip flops or sandals and plan to run calls, while at the station (not on duty), bring a pair of shoes described above and pair of socks.

### **VII. Policy:**

In addition to the stated uniform policy the following items shall not be permitted as of part of a uniform due to the members not responding to calls unless on duty.

Members are NOT to be issued the following items:

- Alpha Pager.
- Pager (Minitor).
- Radio (two-way, scanner, etc.).
- Any other electronics that has been approved by the Advisor Staff.

### **VIOLATION OF THIS POLICY:**

Any violation of this policy shall constitute the following punishments:

Member will be advised by their supervisor (Junior Officer, Advisor, etc) that their attire is not appropriate, and reminded of the dress code; and/or You will be asked to change your attire or remove said items and confiscating said items; and/or asked to go home and change items; and/or Violations may result in further disciplinary action, up to and including termination.

### **VIII. Rules and Regulations:**

Junior firefighters shall follow all rules and regulations of Escambia County Fire-Rescue and Escambia County.

Fire Department members are to regard themselves as public employees and are to be governed by the highest ideals of honor and integrity. Courteous conduct is indispensable to good discipline. All members of the department will be expected to act accordingly at all times, whether on or off duty, reflecting credit upon themselves as well as the department.

#### *Section I – Promptness*

Officers and members must be prompt and energetic in full filling their duties. They shall be courageous without being reckless and shall exert their greatest energy and best ability and judgment to their duty at all times.



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#### *Section II – Members Relationships*

All officers and members shall treat and address each other in a courteous manner. They shall work together in harmony and exhibit a courteous demeanor in their relationships with each other. Neither officers nor members shall speak disrespectfully of each other.

#### *Section III – Discharging Duties*

Officers shall be firm and fair and exact in the full filling of all their duties. Acting Officers, so assigned, shall assume the full duties and responsibilities of the position to which he/she is assigned.

#### *Section IV – Officers Titles*

See Page two (2) under “Junior Lieutenant” and “Junior Captain”.

#### *Section V – Altercations*

No altercations, (i.e. physically fighting, name calling, or arguing), will be permitted among members, nor visitors, such acts shall result in immediate termination from the program.

#### *Section VI – Members Language*

NO members of the program shall use profane or insolent language (i.e. racial remarks, name calling) or show disrespectfulness to a junior firefighter, and/or a fire department personnel, or citizen visiting the department.

#### *Section VII – Members Conduct*

No member shall conduct himself or herself, on or off duty, in a way that will tend to bring discredit or ill repute to the fire department, or any of its members as a group or as individuals.

#### *Section VIII – Immoral and Indecent Conduct*

No member shall be part to any immoral or indecent conduct. While on duty, sexual fraternization between members is prohibited.

#### *Section IX – Dating within the Department*

No member shall show affection while at the station or at a fire function. Although dating is not allowed, the statement: “Don’t Ask Don’t Tell” is in place. If a member is seen showing affection with one another, they both will be pulled aside by an advisor and questioned.

#### *Section X – Sexual Harassment*

No member shall be a part to any form of discrimination of harassment on the basis of race, sex, religion, age, national origin, or handicap status as defined by “Title VII of the Civil Rights Act of 1964” as amended, “Age Discrimination in Employment Act of 1967” as amended, “Rehabilitation Act of 1973 and 1974”, Chapters 760 and 83-380 of the Florida

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State Statues, the County's Equal Employment Opportunity Polices or any other pertinent legislature, executive, or administrative issuance's.

Sexual harassment may be defined as influencing or offering to influence or threatening the career, pay, or job of another person, women or men, on basis of prohibited items. Sexual harassment may further be defined as unwelcome deliberate or repeated comments, gestures, or physical contact of a sexual nature in a work or duty-related environment.

#### *Section XI – Obeying Orders*

All members of the program shall promptly and thoroughly obey all orders received from superior officers (i.e. Junior Lieutenant, Junior Captain, Truck Officer), which are not in conflict with the law, ordinance, or Department Rules and Regulations.

#### *Section XII – Copy of Rules and Regulations*

All members shall be furnished a copy of the Standard Operating Procedures manual for the program. All personnel shall read and become thoroughly familiar with them, as well as with the special and general orders related to the department. Each member is responsible for keeping his/her copies updated as revisions are made.

#### **IX: Personnel Reprimand:**

As you have read in the above sections, there are rules and regulations you must follow in order to be a member of the program. If you break one of the rules and/or regulations, you will be either given a verbal, written, suspension, probation, and/or even termination from the program. Usually these reprimands come in or as shown above, but depending on how severe the issue is whether a step is skipped or not. Example: Leaving gear on an apparatus you will receive a verbal warning. Repeat this a second time may result in a written warning or even suspension from all apparatus. Another example: first time offense for fighting, (physical contact), is grounds for immediate termination...there will not be a chance for a second offense!

#### Infraction Include:

- Uniform
- Dress code while off duty (at the station or fire station function)
- Failure to complete assignment and/or class work/unprepared
- Violation of Rules, Regulations, Safety Standards, etc.
- Late for duty, meeting, fire station functions, etc.
- Disrespect to Rank, Fellow Members, Visitors, Advisor Staff, or Fire Department Personnel.
- Lack of attendance.
- USE OF TOBACCO OR TOBACCO PRODUCTS WILL BE GROUNDS FOR IMMEDIATE DISMISSAL!!!

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#### **X. Registration and Dues:**

Annual Dues are \$10.00 if the station utilizes a Boy Scouts of America Post. Escambia County Fire Rescue covers this cost. The Advisor Staff must approve all money-earning activities.

#### **XI. Meetings:**

Junior business meetings will be held at 1800 hours on every first Tuesday of the month. The meetings will be ran by Robert's Rules of Order and voting will be a majority rule.

Officers' meetings shall be held on the third Tuesday of every month at 1800 hours. This meeting is open for discussion about previous meetings and upcoming meetings, and also any other issue that is needed to be addressed.

Late is defined as reporting to meetings and/or functions fifteen (15) minutes or more after the meeting's and/or function's start time. If the member is going to be late, he/she should call his/her officer and inform them that he/she is going to be late. If the Officer is not available, the next step would be to contact an advisor (*Head Advisor should be the last contact*).

Any member reporting to a meeting and/or function after the regularly scheduled starting time will receive a verbal warning for being late. If late a second time will be a written warning and a duty assignment, (this is compliance with the Officer or Advisor Staff).

A member not reporting to a meeting and/or function without his/her entire equipment and proper uniform shall receive a written warning. If there is a second time, the member will be suspended from any apparatus (duty around the station may be added).

The above sequence is a guideline. Minor disciplinary actions may be taken by an Advisor or Junior Officer for any reason deemed necessary, and can include but not limited to activities such as additional physical training, written assignments, or even waxing a fire apparatus.

The Advisor Staff reserves the right and privilege to make disciplinary decisions based on repeated occurrences of varying incidents, past performance or the severity of the incident.

Any member can be dismissed from the program at any time for committing major violations.



Additionally, please note the following items related to disciplinary actions of the program:

- Any Advisor has the right to take disciplinary actions for any violation of these Standard Operating Procedures.
- Any Advisor has the right to suspend a member of the post for severe discipline violations.
- Any Advisor or Junior Officer has the right to confiscate any member's issued equipment in conjunction with a suspension.
- Term of suspension from the program is ultimately at the discretion of the Advisor Staff and Junior Officers.
- The level of discipline may differ as the severity of the infraction of the Standard Operating Procedures.

**XII. Review Board and Rules of Misconduct:**

- A review board will consist of the Advisor Staff.
- A review board shall meet if any member breaks these by-laws or if it requested by the Senior Advisor.
- Any charges of misconduct of a member shall be submitted in writing to the Senior Advisor or an Associate Advisor.
- The review board shall have the power to suspend or terminate a member for the following reasons after the accused member has been given the opportunity to defend himself/herself before the review board:
  - The use or possession of narcotics at anytime
  - Use of alcoholic beverages at any time
  - Any misconduct in the public, which may discredit or embarrass Escambia County's Fire Service or the Program itself.
  - Any misconduct to any Fire Department Personnel.
  - Failure to obey the by-laws of the program.
  - Engaging in any sexual activity while on a fire department function or on duty.
  - Stealing.
  - Unit Integrity and Trust of the fellow members is to be practiced at all times. If at any time this trust is violated, the individual shall be terminated upon review of the Staff Advisors.
  - When working with ECFR at a function, all members shall abide by any and all rules and regulations and/or directives established by the department or Escambia County.

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I, \_\_\_\_\_, on this \_\_\_\_\_ day of \_\_\_\_\_  
in the year of 20\_\_\_\_, have agreed to abide by all rules and regulations as stated in the  
Escambia County Fire Rescue Junior Firefighter Program’s Standard Operating Procedures  
Handbook.

By signing this agreement, you acknowledge that you have read and understood the  
Escambia County Fire Rescue Junior Firefighter Program’s Standard Handbook, and that  
you agree to be bound by the terms and conditions as stated within.

\_\_\_\_\_  
Junior Firefighter’s Name (Printed)

\_\_\_\_\_  
Parent/Guardian Name (Printed)

\_\_\_\_\_  
Junior Firefighter’s Signature

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**NOTARIZATION:**

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No one 18 or older will be authorized to participate in the junior firefighter program.

Personnel that are active members, in good standing, of a junior firefighter program and turn 18 years of age will progress to a firefighter trainee status after successfully completing the application process.

All personnel participating in the junior firefighter program shall be full time students or gainfully employed full time or a combination of both otherwise they will be terminated from the program.

Any junior firefighter caught skipping a day from school and staying at the fire station will be terminated from the program.

At no time shall a junior firefighter be in the position of “backer” or “spotter” for any vehicle.

Junior firefighters shall not leave the station or training classes until relieved by an advisor or person in charge.

Junior firefighters sleeping at the station during a duty crew will be responsible to assist the other firefighters with station duties.

Junior firefighters shall not stay overnight at the station on a school night.

Junior firefighters will be issued used personal protective equipment if available which consists of the following;

1. Bunker coat
2. Bunker pants with suspenders
3. Rubber fire boots
4. Cairns 660 metro helmet
5. Eye protection
6. Work gloves

All gear and equipment will remain at the station unless authorized by an advisor.

Violation of any rule, policy, or SOG by a member may be grounds for disciplinary action using the counties progressive discipline procedures up to, and including, termination.

At no time shall any member solicit any discounts for meals or other items as a member of ECFR.

No junior firefighter shall walk home or accept a ride from another member without the written permission of their parent or guardian.

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Junior firefighters may request through their district chief uniform items from the warehouse. The uniform will consist of the following and will be issued when available. Some accessories and depending on availability all items may have to be purchased by the individual.

1. Navy blue uniform style pants
2. Black belt
3. Black shoes
4. ECFR t-shirt
5. French Blue class "B" shirt

There is zero tolerance for any personnel that are involved in an inappropriate relationship as defined by Florida law. If personnel are found to be violating this rule it will result in immediate termination of both parties from Escambia County Fire Rescue.

All program participants, advisors, chief officer's and administrators shall follow the child labor provisions for Nonagricultural occupations under the Fair Labor Standards Act. This information can be obtained at

[http://www.dol.gov/whd/regs/compliance/childlabor101\\_text.htm](http://www.dol.gov/whd/regs/compliance/childlabor101_text.htm)

A copy of this material shall be maintained at any station that participates with a junior firefighter program.