

PITT MEADOWS FIRE & RESCUE SERVICE

CITY OF PITT MEADOWS

Thank you for your interest in Pitt Meadows Fire & Rescue Service. The fire and rescue service is a very diverse and challenging endeavor. However, it is not for everyone. This information package will introduce you to the job of the modern firefighter and to the requirements necessary. Pitt Meadows Fire & Rescue provides professional service from a membership of highly trained and motivated paid-on-call members. The commitment is extensive and so can be the rewards. If you believe that you have the commitment, skills, physical ability and desire then please read on.

DEPARTMENT PROFILE:

Pitt Meadows Fire & Rescue Service is comprised of over 30 members, a career Chief, two career Assistant Chiefs, two full-time Fire Safety Technicians and 29 paid-on-call members. The members are all trained in, and expected to perform, all of the duties of a firefighter and, if necessary, an officer. The department ranks break down as follows:

- ◆ 1 career Fire Chief
- ◆ 2 career Assistant Chiefs
- ◆ 2 Fire Safety Technicians
- ◆ 4 POC Fire Captains
- ◆ 25 POC Firefighters

The department has one Firehall located in the town centre at 19240 122A Ave (just east of Harris Rd). The department has two engines, one quint ladder truck, one rescue truck, one squad truck, and three Chief vehicles. The department currently provides fire suppression, fire prevention, rescue, and first responder medical care to the community. The department has mutual aid agreements with surrounding communities for the provision of specialized response such as hazardous materials and special rescue.

Pitt Meadows Fire & Rescue responds to over 500 incidents per year. This works out to around 10-12 calls per week. The call volume fluctuates throughout the year and has increased consistently in the past few years.

APPLICATION REQUIREMENTS:

1. Resident of Pitt Meadows **or** reside within a reasonable distance of the firehall acceptable to the management;
2. Must be at least 19 years of age;
3. Legally entitled to work in Canada;
4. High School graduation;
5. Normal hearing without aids;
6. Valid BC Driver's License (Driver's Abstract must be provided);
7. No criminal or summary convictions related to the duties as a firefighter;
8. Good physical and mental health;

APPLICANT INFORMATION PACKAGE

BENEFITS AND CONDITIONS:

1. Additional life insurance coverage
2. Injury/illness benefit package
3. W.C.B. benefits

HOURS OF WORK:

Paid-On-Call Personnel:

On-call 24 hours per day, 7 days per week, when not working or outside of the community. Training sessions are weekly on Tuesday nights from 1900 – 2200 hours. Additional sessions are irregularly scheduled at other times throughout the year, often on weekends. **All paid-on-call members must attend a percentage of total call-outs and 66% of scheduled practices.**

COMMITMENT:

The membership of the fire department is strongly committed. We have a rich history of members with service exceeding 20 years. Our average “seniority” is about 8 years. We are committed to ensuring this tradition lasts into the future. The department wants individuals who are committed to their community and are prepared to make a long-term commitment to its fire department and their fellow firefighters.

SELECTION PROCESS:

**** Note:** *Individuals who are unsuccessful at any stage in the application process will be notified by mail, with accompanying general description of reason. Please do not contact the department by telephone to inquire as to your status.*

APPLICATION:

Interested applicants must complete the accompanying application form and submit it to the Assistant Fire Chief - Training at the Firehall. Vacancies occur irregularly and competitions for positions are held on an as-needed basis. Please fill out the application carefully and ensure that all sections are complete.

Applications will be held on file for a period of one year. We encourage you to keep your application current and updated.

ORIENTATION PRESENTATION:

Applicants will be invited to attend an orientation presentation at the Firehall.

WRITTEN TEST:

A written aptitude test is administered in a large group setting by the Membership Committee of the department. Factors to be assessed include:

- ◆ recall
- ◆ reading & comprehension
- ◆ judgment and decision making
- ◆ basic mathematics and science
- ◆ tools and equipment
- ◆ mechanical devices and hydraulics
- ◆ interpersonal skills

**** Pass Mark is 75%**

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PHYSICAL TEST:

Applicants will perform a physical test. All applicants coming to this stage must provide written documentation from their Physician of good physical and mental health, which allows them to perform the duties of a firefighter. This stage will assess the following components directly related to abilities required of firefighting.

- ◆ Aerobic fitness level
- ◆ arm/grip strength
- ◆ upper body strength
- ◆ coordination and balance
- ◆ endurance
- ◆ ladder climb

The above items are assessed utilizing two separate components of the physical evaluation:

The first component is the aerobic fitness test. The PMFRS utilizes a Multi-Stage Shuttle Run, or "Beep Test". In it the candidate must complete a series of shuttle runs over a flat, non-slip surface between two markers placed 20 meters apart. In the test the candidate runs back and forth between the markers in time with audio signals. Each successive minute the interval between the audio signals decreases, requiring the candidate to pick up the running pace the longer they go. This test records your maximum cardio-vascular fitness level and plots your result against a standard which corrects for age and gender. To review the test visit the attached website www.topendsports.com/testing/beephome.htm

**** Pass for this component is a result of above average or better for your age group and gender.**

Following the "Beep Test" the candidate will walk/rest for approximately 30 minutes to cool down and recover before beginning the next component.

The second component of the physical evaluation involves the completion of the following evolutions as part of a timed simulation. The applicant will wear full firefighter turn-out gear and SCBA bottle but will not be required to wear a mask or breathe the bottled air:

- climb three interior ladders in the tower (30 feet)
- a balanced crawl across a horizontal ladder
- a 50 foot victim/dummy drag (approx. 165 lbs)
- a 22 foot ladder climb up to roof eave and then back down
- a 40 foot hand over hand raise and lower of a 50' rolled hose (approx. 20 lbs)
- a shoulder carry 50' of flaked 2-1/2" hose approx. 75 meters and connect to a hydrant
- an advance of a 50' length of 1-3/4" hose fully charged with water
- a forcible entry simulation

**** Pass Time for this component is 7:00 minutes**

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BOARD INTERVIEW:

A board of departmental members will interview applicants. The board will be made up of representatives from the Membership Committee and the Executive. This interview will take the form of a personal assessment of each applicant based on a pre-determined series of questions covering areas such as employment, experience, related skills, availability, interpersonal skills and stress management.

**** Pass Score is 75%**

FIRE CHIEF / TRAINING CHIEF INTERVIEW:

All applicants who successfully complete the previous steps are required to have a final assessment by the Fire Chief and/or Assistant Chief - Training. An external Criminal Record Search will be conducted on all applicants successful to this stage. Written consent from the applicant to perform this search, as well as a satisfactory search result, is a condition of hire.

TRAINING AND PROBATION:

New appointees will undergo a basic training program. **The training will be every Tuesday evening and alternating Thursdays/Saturdays for approximately 16 weeks. Attendance at these sessions is mandatory.** Recruits are on probation for a period of twelve (12) months and will be continually evaluated by all members. Recruit members will be continually advised of their status and progress throughout their probation, as per the PMFRS Recruit Firefighter Probation - Operational Guideline.

AFTER PROBATION:

At the completion of the probationary stage the probationary member will receive a final evaluation from the Assistant Chief - Training, the Fire Chief and the Membership Committee. Consideration will be given to review of issues such as performance, attendance, progress, attitude, skill acquisition, and interpersonal behaviors.

If the results of the review are satisfactory the member will be recommended for membership at the next scheduled monthly meeting.

THE NEXT TWELVE MONTHS:

Newly accepted members will undergo training, as applicable, in First Responder, Air Brake endorsement, Auto Extrication and lung testing. Completion of the NFPA 1001 Firefighter Certification Standard – Level 1&2 will be required for all suppression recruits within 24 months of their probation period.

Continued attendance at training sessions, calls and/or public education sessions is critical to the development of new personnel into a valued member of the department.

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FREQUENTLY ASKED QUESTIONS:

- Q. If I have prior fire/rescue experience will it count toward the training requirements?
A. It will likely reduce the amount of time required to master the skills but all members must complete the training in order to demonstrate proficiency.
- Q. Is it possible to do just one part of the job, like fire prevention?
A. No. All recruits are expected to become firefighters.
- Q. Can women and minorities be firefighters?
A. Yes. The City of Pitt Meadows is an equal opportunity employer.
- Q. Is there a social aspect to the Fire Department?
A. Definitely. The membership engages in numerous social functions each year. We strongly believe that camaraderie is a vital component to a successful department.
- Q. What happens if I have a change of work or lifestyle?
A. Everyone undergoes change in their lives. The fire department recognizes this and will endeavor to manage these changes. However, changes detrimental to a member's ability to meet their attendance commitment may be cause for re-evaluation of status.
- Q. Who do I contact for more information about the Fire Department?
A. Contact the Assistant Chief - Training at **604-465-2488** during the hours of 8:30am to 4:30pm, Mon-Fri or by email at fire@pittmeadows.bc.ca .