

BALTIMORE COUNTY

MARYLAND

Baltimore County Fire Department



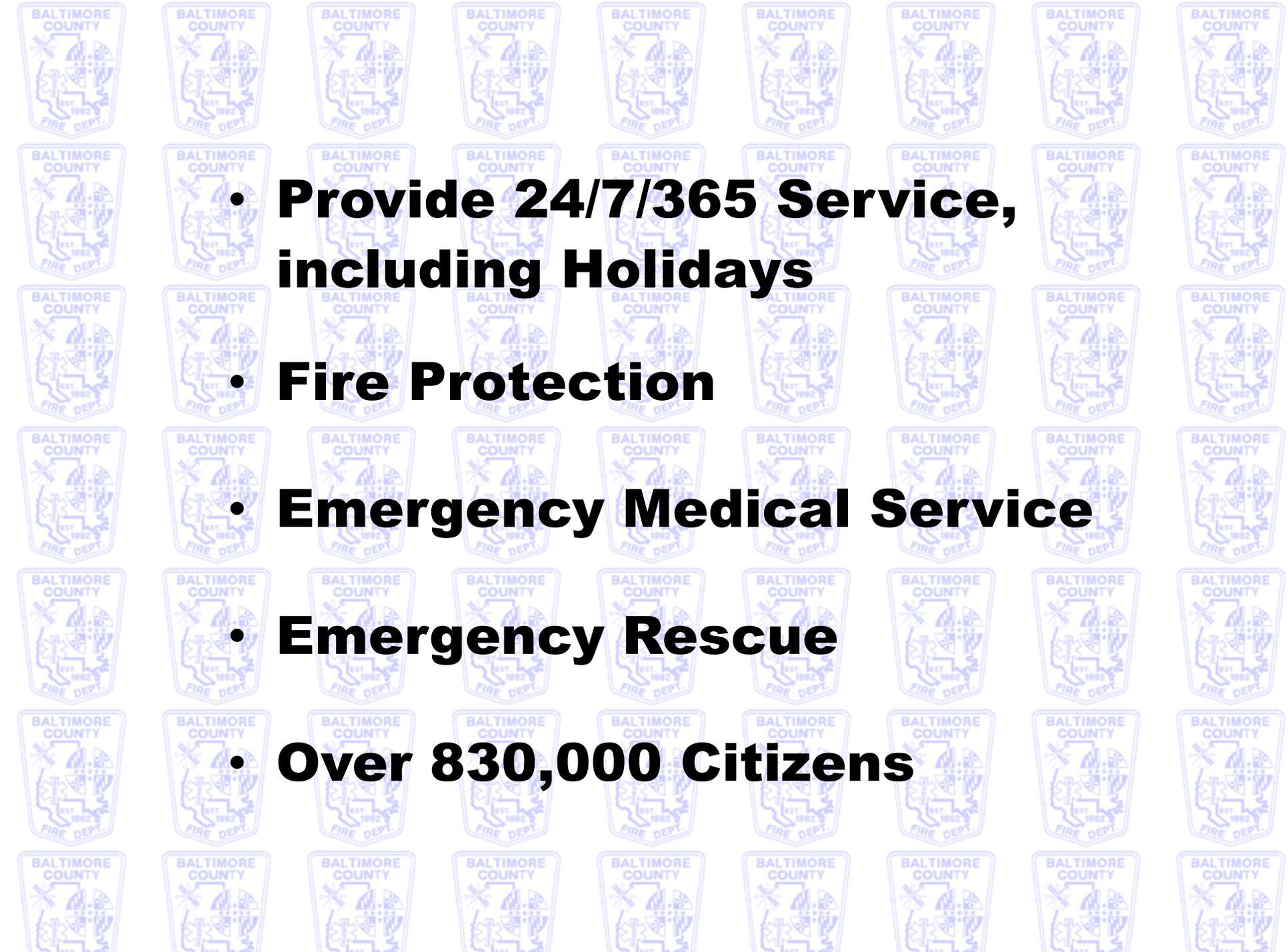
WHO WE ARE, WHAT WE DO



Our Mission

**Serve the citizens
and visitors
of
Baltimore County**



- 
- **Provide 24/7/365 Service, including Holidays**
 - **Fire Protection**
 - **Emergency Medical Service**
 - **Emergency Rescue**
 - **Over 830,000 Citizens**

WHO ARE WE?

A TRUE COMBINATION FIRE SERVICE, WITH CAREER AND VOLUNTEER RESPONDERS WORKING SIDE-BY-SIDE ON BEHALF OF OUR CITIZENS.





- Headquarters - Towson
- 25 Career Fire Stations
- 33 Volunteer Fire Stations
- 1,000 Sworn Career (paid) Firefighters, Paramedics and EMTs
- 30 Civilian Personnel
- Over 2,000 Volunteer Members



- We respond to over 115,000 calls each year, including medical emergencies, fires, rescues, and hazardous material incidents.
- Over 70% of all calls received, or about 84,000, are medical calls.



The Fire Chief

John J. Hohman



- Over 40 Years of Experience in the Career and Volunteer Fire Service
- Former President of the Local IAFF 1311 Firefighters' Union
- Former President of the Maryland Metro Chiefs Association

Apparatus



- 50 Advanced Life Support (ALS) Medic Units (career and volunteer), Staffed by EMTs and Paramedics
- 85 Engines (27 career, 58 volunteer)
- 13 Truck Companies (career and volunteer)
- 9 Tanker and Tanker Support Units for Rural Firefighting (career and volunteer)
- 16 Rescue Units (career and volunteer)
- 45 Brush and Special Units (career and volunteer)
- 1 HazMat and 2 Satellite HazMat Units (career)
- Decon and Foam Units (career)

Special Units



- 9 Heavy Rescue Units (volunteer)
- 1 Hazardous Material Unit and 2 Satellite Units
- Advanced Tactical Rescue Team (ATR) and Cave-in Team
- 2 Swiftwater Teams, a Dive Team, and a Marine Emergency Unit (volunteer)



What Else Do We Do?

- Fire Marshal's Office
 - Building Inspections and Enforcement
- Public Safety Education
 - Visits to Schools, Special Events, and Other Out-reach Efforts
 - County-wide Safety Campaigns
- Emergency Management
 - Helping Citizens Prepare for, and assisting them after, natural disasters



What Else Do We Do?

- Fire-Rescue Academy
 - Training for Incoming Probationary Firefighter, EMTs and Paramedics and Continuing Education Training for Career and Volunteer Members
- Fire Dispatch
 - Liaison with 911-Communication Center and the Fire Department
- Recruitment
- Safety/Research and Development
- Fire Supply/Equipment Maintenance
 - Issues Gear to Career and Volunteer Members
 - Warehouse for all Departmental Supplies



Starting a Career with Us

Probationary Employees

- \$35,125 Starting Salary for EMTs and Firefighters
- \$49,861 Starting Salary for Paramedics
- Annual Reviews
- Excellent Health, Dental, and Vision Benefits Available
- Tuition Assistance
- Deferred Compensation Plan Available
- Two-year Probationary Period
- Assigned to a Station
- Opportunity for Advancement

Hiring Process

Apply!

Written Test and/or Skills Assessment

Physical Ability Test

Interviews (by Invitation)

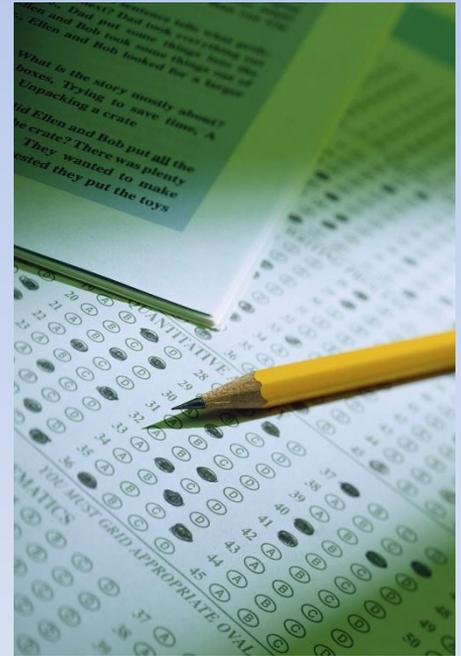
Conditional Offer of Employment

Medical/Psychological Exam/Background Investigation

Final Offer of Employment

Written Test

- Administered by the Office of Human Resources
- Study Guide is Available On-Line
- Pass/Fail Results
- If You Pass, You Will be Invited to Take the Physical Ability Test



Physical Ability Test

- Practice Sessions
 - Nights and Weekends
 - Opportunity to Talk with Current Career Members
 - Review/Practice Each Station
- Held at the Fire-Rescue Academy in Sparrows Point
- Test will be Scheduled via Email, by Appointment Only
- Skill stations will vary, depending on the position, EMT, Paramedic or Firefighter
- Test Will be Timed

Interview

- Completing the Physical Ability Test does not Guarantee you an Interview
- By Invitation Only
- **Practice and Prepare!**
- 20 Minutes
- Three-member Panel
- Multiple Questions with Different Scenarios
- **Be Thorough!**



Selections Made



- By the Fire Chief
- Only those selected will be contacted
- If selected, you will receive a Conditional Offer of Employment
- Background investigations, physical and psychological evaluations, drug/alcohol screening, and stress tests will be conducted before given a Final Offer of Employment

Final Offer of Employment

Congratulations!

- Formal Letter from the Fire Chief with start date and salary
- Must agree to Tobacco Abstinence





Recruit Training

Fire-Rescue Academy
Sparrows Point, MD





Recruit Training

- Must successfully complete all phases of training
- Schedule: 40 hours per week
 - Varies from five, 8-hour days, to four, 10-hours days, Monday-Friday
 - May include nights and weekends, as necessary
- Daily physical fitness workouts
- Intro. to other County agencies and Fire Department divisions
- Fair practices training

Recruit Training

- All Firefighter, Paramedic, or EMT courses necessary to graduate
- Emergency Vehicle Operations (EVOOC)
- Internship
 - In-station
 - Regular shifts
- Mentors assigned to all Recruits



Training Facilities

- Burn Building
- Drill Tower
- Flashover Simulator
- SCBA Maze
- Driving Simulator
- Medical Training



Graduation



101st Recruit Class

102nd Recruit Class



Station Life

- Paramilitary Structure
 - Uniform Policy
 - Following orders from Officers
- You are responsible for actions on and off duty
- Subject to random drug and alcohol screening
- MUST report, weather conditions are not an excuse
- We work 365/24/7
 - including holidays



Station Life

- 2-2-4 shift-work configuration (A, B, C, and D shifts)
 - Work two, 10-hour days (7 a.m. – 5 p.m.)
 - Then, two, 14-hour nights (5 p.m. – 7 a.m.)
 - Followed by four days off
- A few employees will work on E-shift, M-1, or M-2 shift
 - E-shift is Monday – Friday, 7 a.m. – 5 p.m., with a Rotating Day Off
 - M-1 shift is Monday – Friday, 7 a.m. – 3 p.m.
 - M-2 shift is Monday – Friday, 3 p.m. – 11 p.m.
- Co-ed sleeping quarters in most stations
- Report to work early and be ready to work





Station Life

- Daily apparatus, gear, and equipment checks
- Living situations – like home
 - cooking, cleaning, make beds, take out trash
 - Help co-workers
- In-station training
- Leave when you are relieved by the incoming shift
- Pass-on information about activities

The Job

- Respond immediately to calls during day and night hours
- Safety is a priority, for yourself, your co-workers and the public
- Provide care to people during stressful times of their lives
- Exposure to highly stressful situations
 - Extreme trauma
 - Environmental hazards
 - Emotional
- Must be professional and empathetic



The Job

- Re-stock/clean equipment after returning to the station
- Complete reports
- Check emails
- Be ready to do it all over again
- Leave when you are relieved by the incoming shift
- Pass-on information about activities





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This is a CAREER, not a job

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Promotional opportunities

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Support network

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Ongoing training/education

**Thank you for your
Interest in the**



**Baltimore County
Fire Department**