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
• 29 Volunteer Fire Stations
• 1,100 Sworn Career (paid) Firefighters, Paramedics and EMTs
• 30 Civilian Personnel
• Over 2,000 Volunteer Members
• We respond to over 138,000 calls each year, including medical emergencies, fires, rescues, and hazardous material incidents.

• Over 75% of all calls received, or about 100,000, are medical calls.
The Fire Chief

Joanne R. Rund

- 32 Years Of Experience In The Career And Volunteer Fire Service
- Leadership positions in operations, administrative service, education and training.
- Holds numerous certifications in the field of health and safety and is a Level 4 Certified Command Officer. for the Maryland Metro Chiefs Life Safety Committee, whose mission is reduction of line of duty deaths in Maryland.
- Works with the National Fallen Firefighters Foundation. Named Region III Advocate Coordinator and remains on a roster of instructors dedicated to reducing line of duty deaths in the U.S. Rund serves as Director at Large with the Safety Health and Survival Section.
- Accepted to the prestigious International Association of Fire Chief’s Fire Service Executive Development Institute Program.
- Focused On Health, Safety, and Wellness
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

• Starting Salary PEMT/PFF: $37,641 w/Annual Reviews
• Starting Salary Paramedic: $55,804 w/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

1. Apply!
2. Written Test (pass/fail)
3. Physical Ability Test
4. Interview (by Invitation)
5. Conditional Offer of Employment
6. Medical/Psychological Exam/Background Investigation
7. Final Offer of Employment
Written Test

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

- Practice Sessions
  - Invite via email - Video of Test for review
  - 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 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
• Two or 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 potentially being 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 or EMT courses necessary to graduate
• Emergency Vehicle Operations (EVOC)
• Internship
  – In-station
  – Regular shifts
• Mentors assigned to all Recruits
Training Facilities

- Burn Building
- Drill Tower
- Flashover Simulator
- SCBA Maze
- Driving Simulator
- EMS
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
What We Do

• 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
What We Do

- 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
This is a CAREER, not a job

Promotional opportunities

Support network

Ongoing training/education
Thank you for your Interest in the Baltimore County Fire Department