



# FIRE DEPARTMENT

## CITY OF WAUSEON

*Volunteer Firefighter / EMT*  
*Paid - On - Call*

*Application Package*



*Exceed Your Expectations!*

*Professional - Responsive - Leaders*

# Fire Department - City of Wauseon

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The Fire Department for the City of Wauseon is tasked with providing effective fire protection and emergency medical service to the citizens and visitors of our community in a professional and ethical manner. You will find that participation as a volunteer (paid-on call) firefighter will bring personal reward and satisfaction, a tremendous sense of accomplishment and significant community service. The Wauseon Fire Department's primary mission is life safety and property conservation, and as a paid-on-call volunteer, dedication to this mission is very critical.

Service as a paid-on-call volunteer member of the Wauseon Fire Department requires a serious commitment. Your careful consideration of all components of the fire and EMS service should be undertaken before making a decision to apply. This application packet has been designed to provide information that will assist you in making the determination whether the volunteer fire and EMS service is a suitable pursuit for you.

Thank you for your interest in serving our community as a Volunteer Firefighter EMT. As the Fire Chief, I am honored to work with a dedicated group of individuals at the Wauseon Fire Department, and we are always recruiting honest and moral people who desire to serve as a role model for their community. If you have any questions after reviewing this packet, please feel free to contact the Fire Chief.

Richard W. Sluder  
Fire Chief

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## Mission Statement

The Wauseon Fire Department exceeds many expectations and requirements in order to meet the demands of the citizens and visitors to our community. Many complex elements describe the multitude of services that we provide, but our mission is very clear:

*“To be there for the people when they need us.”*

### Fire Department Organization

The fire service is a challenging profession that has evolved to the point where the function of fire suppression has become only one of the many important missions of the Wauseon Fire Department. We respond to numerous all-hazard responsibilities including structure fires; vehicle crashes; emergency medical situations; hazardous material mitigation; life and fire-safety education; code enforcement and standards; and emergency management. Our business of emergency response to unlimited situations and the protection of lives and property are very stressful; however, the rewards are considerable.

Our primary goal is to protect the public, and we accomplish this through:

- Public education, so that our citizens are aware of the hazards, how to prevent them, and what to do if an emergency occurs.
- Code enforcement, so that fire and life safety is an inherent part of our community's infrastructure, and where there is a violation, compliance is achieved.
- Fire suppression, is needed where there is a failure in the education and code enforcement portion of this cycle, so that the emergency can be resolved.
- Investigation, in which the incident is documented and examined to determine the cause, and to ensure that the steps are taken to avoid this problem in the future.
- Emergency medical services (EMS), where we respond to calls for service and assistance and perform rescue and patient care, ensuring that victims are transported to a higher level of definitive care.

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## **Profile**

The City of Wauseon Fire Department is a combination of career and paid-on-call volunteer firefighters and EMT's that serve our community. There are 10 full-time personnel that are dedicated to emergency medical service that staff the station 24 hours a day every day. Also, about 15 part-time members assist in staffing the rescue squad on weekends and evenings. The City also provides for two part-time personnel to staff the fire station on weekdays during business hours. These firefighters take care of fire prevention activities such as inspections, public education, and station tours. The remainder of the personnel are available on a paid-on-call basis, and they are paged to the station for every fire and EMS run.

The department operates under the direction of a career Fire Chief who is responsible to the Mayor. The Chief is assisted in running the department by a staff of two Assistant Chiefs, a Captain, and two Lieutenants. This team of officers ensures that the department runs smoothly and they offer full support to all firefighter/EMS personnel in the delivery of service to our citizens.

The City of Wauseon also has an operating agreement for fire protection with the Clinton Township Board of Trustees. In this agreement the Township provides for all firefighting apparatus and equipment to be used by the Wauseon Fire Department, and in turn the Township receives fire protective services. The Fire Department also provides fire and EMS service to all of Dover Township and portions of Chesterfield, Pike and York Townships. Under an agreement with Fulton County Emergency Medical Services, the Department provides Advanced Life Support (ALS) to these areas as well as mutual aid to the remainder of the County. In all the Wauseon Fire Department is directly responsible for over 13,000 citizens in an area that covers about 96 sq. miles.

## **Paid-on-Call Volunteer Firefighting**

Paid-on-call volunteer firefighter/EMT's directly participate in all fire and rescue operations and are only limited by the certification in which they are trained. Upon acceptance and regardless of prior training or experience, all paid-on-call firefighter/EMT must complete the candidate orientations program. In order to ensure that the Fire Department is prepared for any type of emergency, training standards have been developed to maintain the skills required to safely do this job. The Wauseon Fire Department has regular training every week, except for major holidays, and regular attendance is required.

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## **Minimum Qualifications**

- Ability to regularly respond to emergency calls within a reasonable distance of the Wauseon Fire Station.
- Eighteen (18) years of age or older.
- A valid state of Ohio issued driver's license.
- Ability to be insured;
- A high school diploma(or GED);
- Ability to learn and apply standard firefighting, emergency medical services, hazardous materials, and fire prevention techniques by completing:
  - Firefighter I & II
  - CPR
  - Emergency Medical Technician (EMT)
  - Hazardous Materials Response – Operations level
- Ability to meet department physical standards.

## **Character Traits Generally Desirable for Emergency Service Include:**

- A strong desire to help people
- Courage
- Dedication and perseverance
- Assertiveness
- Willingness to learn new skills and face new challenges
- An ability to control emotions during times of crisis
- An ability to perform strenuous work in extreme temperature conditions and hazardous environments

## **Application Process**

A City of Wauseon Fire Department application packet must be completed to be considered for the position of paid-on-call (volunteer) firefighter/EMT. Applications are available in the following ways:

- By visiting our website and downloading the forms at [www.wauseonfire.com](http://www.wauseonfire.com)
- By stopping at the City of Wauseon Administrative officers at 230 Clinton Street, Wauseon, Ohio 43567, second floor suite 206
- By email at [firechief@cityofwauseon.com](mailto:firechief@cityofwauseon.com)
- By calling (419) 335-7831 8a.m. – 4:30p.m. Monday - Friday

The City of Wauseon is an Equal Opportunity Employer and as such will recruit and hire employees without regard to race, religion, color, national origin, sex, age, political affiliation or disability except when physical condition is a bona fide occupational qualification.

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## Frequently Asked Questions

### **What is the cost of the required training?**

The required training for paid-on-call firefighters is provided by the Wauseon Fire Department. Most of the basic training is provided at the Wauseon Fire Station and Training Center through an agreement with Four County Career Center Adult Education.

### **How much do I have to pay for protective clothing?**

All required protective clothing and uniforms are provided by the department?

### **What about coverage in case I am injured?**

Coverage through the Bureau of Workers Compensation is provided to all members of the department. Disability coverage is also provided through the Volunteer Firefighters Insurance Service.

### **How are Paid-on-call Firefighters paid?**

Paid-on-call (volunteer) firefighters and EMT's are paid for required training and for all emergency runs at a rate set by the City of Wauseon. This rate is based on your level of training and position in the organization.

### **If I successfully complete my training, how much time can I expect to devote to being an active member of the fire department?**

Time requirements often vary, but the average training and call-out time is at least 10-20 hours per month. There is no limit on the time you are able to spend on optional volunteer duties such as fund raising and public education functions.

### **How often will a Paid-on-Call Firefighter be called to respond to an emergency?**

Our system depends on our paid-on-call firefighters/EMT's being available to answer to all of our emergency runs that require more manpower than what a duty crew can provide; therefore the department expects that, unless out of town, personnel will be available 24/7/365. This aspect of volunteer firefighting is a major commitment and must be considered carefully. Although the Wauseon Fire Department realizes that nobody can be available every minute of every day, volunteers are relied upon heavily and the success of our emergency response system depends upon a commitment to availability.

### **How quickly does a Paid-on-Call firefighter have to respond to a call?**

It is expected that available members would respond immediately to an emergency situation. A safe response time to the station is normally expected depending on the call and time of day.

### **How long does emergency run usually last?**

The average callout lasts less than an hour. A working structure fire may last 3-4 hours depending on the situation. Some calls may last 8-10 hours if they are multi-alarm fires.

### **Will prior firefighting/EMT training or experience be credited towards Wauseon Fire Department requirements?**

Participation in our recruit and mentoring training is mandatory in order to demonstrate proficiency, however prior experience and training may reduce the time necessary to develop the minimum skills required. Any Ohio Firefighter and EMS certifications will be accepted and transfers from out of state will be dealt with on a case by case basis.

### **Is it possible for a recruit of the volunteer paid-on-call service to specialize in one area?**

All members of the Wauseon Fire Department are firefighter/EMT's and proficient in both fire and rescue operations. Specialty training is available, but not to the exclusion of the regular training and certification requirements.

### **Is there a medical/physical examination prior to acceptance?**

There is a medical exam and a physical exam that is provided by the Wauseon Fire Department in cooperation with the Occupational Health Department at the Fulton County Health Center.

### **Will there be physical or written testing prior to acceptance?**

A physical agility test will be required in order to demonstrate the ability to perform tasks normally performed by a firefighter/EMT. No written test is required of our volunteer paid-on-call members.

### **Is there a criminal or driving record check required prior to acceptance?**

A criminal record check is required before you are accepted to the ranks of the fire department. A felony conviction will prohibit you from obtaining Firefighter or EMT certification in the State of Ohio. Your driving record will also be checked to determine your insurability.

### **How are volunteer paid-on-call firefighter/EMT's integrated with career staff?**

Operational procedures dictate the training levels required in the fire department, and these standards apply to all personnel.

### **Is there a social aspect to being a member of the Wauseon Fire Department?**

In addition to the contribution to the safety of our community, all members of the Wauseon Fire Department often participate in public relations projects, fundraisers, and parades, 4<sup>th</sup> of July fireworks, Homecoming Festival, the Fulton County Fair, and other area events.

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# Firefighter Code of Ethics

## Background

Being a member of the Fire Department in the City of Wauseon is a much larger responsibility than just serving your local citizens, it also includes your dedication to protect the fire service family and bring the honor that the job deserves. The Fire Service is a noble calling, one which is founded on mutual respect and trust between firefighters and the citizens they serve. To ensure the continuing integrity of the Fire Service, the highest standards of ethical conduct must be maintained at all times.

The purpose of this National Firefighter Code of Ethics is to establish criteria that encourage fire service personnel to promote a culture of ethical integrity and high standards of professionalism in our field. The broad scope of this Code of Ethics is intended to mitigate and negate situations that may result in embarrassment and waning of public support for what has historically been a highly respected profession.

Ethics comes from the Greek word ethos, meaning character. Character is not necessarily defined by how a person behaves when conditions are optimal and life is good. It is easy to take the high road when the path is paved and obstacles are few or non-existent. Character is also defined by decisions made under pressure, when no one is looking, when the road contains land mines, and the way is obscured. As members of the Fire Service, we share a responsibility to project an ethical character of professionalism, integrity, compassion, loyalty and honesty in all that we do, all of the time.

We need to accept this ethics challenge and be truly willing to maintain a culture of integrity that is consistent with the expectations outlined in this document. By doing so, we can create a legacy that validates and sustains the distinguished Fire Service institution, and at the same time ensure that we leave the Fire Service in better condition than when we arrived.

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# Firefighter Code of Ethics

**I understand that I have the responsibility to conduct myself in a manner that reflects proper ethical behavior and integrity. In so doing, I will help foster a continuing positive public perception of the fire service. Therefore, I pledge the following ...**

- Always conduct myself, on and off duty, in a manner that reflects positively on me, my department and the fire service.
- Accept responsibility for my actions and for the consequences of my actions.
- Support the concept of fairness and the value of diverse thoughts and opinions.
- Avoid situations that would adversely affect the credibility of public perception of the fire service profession.
- Be truthful and honest at all times and report instances of cheating or other dishonest acts that compromise the integrity of the fire service.
- Conduct my personal affairs in a manner that does not improperly influence the performance of my duties, or bring discredit to my organization.
- Be respectful and conscious of each member's safety and welfare.
- Recognize that I serve in a position of public trust that requires stewardship in the honest and efficient use of publicly owned resources, including uniforms, facilities, vehicles and equipment and that these are protected from misuse and theft.
- Exercise professionalism, competence, respect and loyalty in the performance of my duties and use information, confidential or otherwise, gained by virtue of my position, only to benefit those I am entrusted to serve.
- Avoid financial investments, outside employment, outside business interests or activities that conflict with or are enhanced by my official position or have the potential to create the perception of impropriety
- Never propose or accept personal rewards, special privileges, benefits, advancement, honors or gifts that may create a conflict of interest, or the appearance thereof.
- Never engage in activities involving alcohol or other substance abuse that can impair my mental state or the performance of my duties and compromise safety.
- Never discriminate on the basis of race, religion, color, creed, age, marital status, national origin, ancestry, gender, sexual preference, medical condition or handicap.
- Never harass, intimidate or threaten fellow members of the service or the public and stop or report the actions of other firefighters who engage in such behaviors.
- Responsibly use social networking, electronic communications, or other media technology opportunities in a manner that does not discredit, dishonor or embarrass my organization, the fire service and the public. I also understand that failure to resolve or report inappropriate use of this media equates to condoning this behavior.

**Developed by the National Society of Executive Fire Officers**

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