
Section: 1.21 Probationary Firefighter Training & Evaluation

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Approved by: Chief M. Pott 04/17/2014

SCOPE:

This procedure applies to all South Metro Fire Department probationary firefighters and to employees responsible for training and evaluating probationary firefighters.

PURPOSE:

To establish guidelines for the safe, effective and consistent development firefighters new to the South Metro Fire Department.

LENGTH OF PROBATION:

The length of probation shall be one year from the start of employment.

PROBATION SCHEDULE:

Probationary firefighters will be assigned to a 40-hour work week for a minimum of four weeks at the start of their employment. During this time, they will have the opportunity to work and train with each of the department's three shifts on a regular basis. Daily training will be based on a schedule as approved by the Fire Chief. Daily training is subject to change due to emergency calls.

After the probationary firefighter has successfully completed the initial training program and evaluations, they can be assigned to a 24-hour schedule on one of the three shifts. Probationary firefighters assigned to a shift will continue to receive regular training and evaluations. This will continue throughout the remainder of the probationary period.

All scheduling of probationary firefighters will be at the discretion of the Fire Chief and fire department officers.

EVALUATIONS:

In an effort to track the probationary firefighter's progress, for the benefit of the fire department and the firefighter, regular evaluations will take place throughout the probation period. These may be informal and/or verbal. In part, probationary firefighters will be evaluated on their knowledge and adherence to fire department guidelines and procedures, interaction with other members of the fire department, effectiveness at emergency scenes, ability to operate fire department equipment and personal character.

Copies of the evaluations and skill sheets may be given to the firefighter so they may track their progress. Copies of the evaluations and skill sheets will also be placed in the employees personnel file.

RESTRICTIONS:

Probationary firefighters may be subject to program and other limitations or restrictions as determined by the Fire Chief.