



Municipality of
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Leamington Fire Services

Est. 1872 "Canada's Southland"

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Recruit Information Package

(Updated June 2017)

Introduction to the Leamington Fire Services

The Leamington Fire Services provides a full range of services to the citizens of Leamington, including but not limited to, Public Education, Fire Prevention, Emergency Fire and Rescue Services. The department responds to the 238 square kilometers that is the combined area of the former Town of Leamington and the former Township of Mersea. Amalgamated in January of 1999, the Corporation of the Municipality of Leamington has a population of approximately 32, 000 residents and rising. The fire risk profile is made up of over 8,800 residential, 9 institutional, 500 commercial, 150 assembly, 50 industrial and over 1,200 otherwise not classified buildings spread over the response area.

The department is made up of 33 members, 5 full-time and 28 classified part-time firefighters. The full-time members are Fire Chief, Deputy Chief of Operations, Deputy Chief Public Education/Training, Fire Prevention Inspector and Administrative Assistant. The Municipality of Leamington and the Firefighters' Association work under a Collective Agreement. The 28 part-time firefighters are split into 4 squads comprised of a captain and six firefighters. Each squad works from a department schedule requiring them to attend all calls during the 13 weeks that squad is on scheduled duty and all full alarm calls if fit and available the rest of the time.

The fire station is located at 5 Clark Street West, Leamington and houses a Heavy Duty Rescue Command Unit, one-95' Aerial Platform Pumper Unit, one 75' Snorkel Pumper Unit, Two Pumpers and one 1500 gallon Pumper Tanker Unit. The department also operates three 4-wheel drive Chiefs' Units, an Inspection Vehicle and during the boating season a 22' Sea Swirl Rescue Boat is stationed at the Leamington Marina.

If chosen as a successful applicant you will be expected to carry on this tradition of service. You will enjoy the team spirit and the satisfaction of helping others and will be committing to responding at any time of the day or night without prior notice and in all kinds of weather and trying conditions. Although a firefighter's job is often carried out in hazardous and trying circumstances, it is rated one of the highest for job satisfaction.

The information in this package will describe in more detail the hiring process and the demands that the position will involve.

Job Description - Firefighter

Summary of Duties:

Firefighters are responsible for all firefighting duties, which involve all the evolutions necessary to save lives and property as well as combat, extinguish and/or prevent fires. They shall rapidly and efficiently perform these varied duties under emergency conditions, which frequently involve considerable hazards. Firefighters shall provide emergency medical aid to those requiring the same and shall perform rescue/extrication operations where necessary to prevent loss of life or further injury. The firefighter's duties shall also include routine maintenance of firefighting equipment and the department's property. Specific orders and directions, as received from a superior officer, shall be carried out in the normal course of all duties. Firefighters shall also exercise a considerable independence of judgement during emergency operations when direction from or referral to a superior officer is not immediately possible. **Firefighters must live within a 4 km radius and work within 6 km radius of the fire station at the time of accepting their contract and maintain this requirement during their career.** Performance Evaluations of the firefighters shall be performed by a superior officer in relationship to their demonstrated abilities and performance.

Work Performance:

Firefighters begin at the position of probationary firefighter. After a period of one year, and upon successful completion of the required training and performance as evaluated by the officers of the department, the probationary firefighter shall move to Class 4 Firefighter. Firefighters are assigned to a duty squad, which is on duty one week of every four and must attend all calls during that time period. During their duty week they are also required to attend the fire hall on Wednesday night and on Sunday morning to perform station duties and training as assigned. During all other times, they are also required to attend all paged full alarm calls when fit and available. All firefighters are required to attend an additional training night a month as well as special training sessions that are scheduled throughout the year.

Prerequisites-Probationary Firefighter

Candidates must be at least 18 years of age and must live within a four (4) kilometre and work within a six (6) kilometre radius of the Leamington Fire Hall, 5 Clark Street West, Leamington, ON.

Candidates must possess a current valid Ontario DZ driver's licence and certification in both CPR and First Aid.

Extra consideration will be given to candidates who hold a Pleasure Craft Operators Card, NFPA Firefighter I or equivalent certification.

Candidates will be evaluated for consideration from their resumes and required to successfully complete a physical test comprised of "ladder climbing, wearing of self-contained breathing apparatus, fire hose carries and dummy drag". (Note: all conditions relative to the physical test will be demonstrated at the time of testing.)

Candidates successfully completing the physical test component, written test and an interview with the fire services selection committee will be placed on a "firefighter eligibility list".

Candidates from the eligibility list recommended for hire will be requested to submit a police clearance, an acceptable driver's abstract and successfully complete a pre-employment medical and demonstrate that their employer has granted the candidate permission to attend "full alarm" calls and

their assigned squad's emergency calls during their regular working hours prior to an employment offer.

Education

Ontario Secondary School Diploma or equivalent.

Requirements of Position

In addition to adhering to the requirements of Article 23 of the Collective Agreement, a Probationary Firefighter shall also:

1. Maintain residency and employment requirements and employer's permission to respond to emergencies.
2. Commit and commence job experience checklist "Ontario Firefighter Certification Program" with the intention of writing for certification.
3. Commit to working on the firefighter's training Module "A" with the requirement of completing said Module "A" or its equivalent as a prerequisite of receiving Class 3 firefighter status. Until this obligation is completed, a firefighter shall receive only the percentage wage increase (economic adjustment) approved through contract negotiation and shall not advance beyond a Class 4 Firefighter.

Firefighters must also:

- Have the physical strength to lay, connect and carry fire hose, hold nozzles, direct high-pressure water streams, work from varying heights of ladders and roofs and must not suffer from the fear of working in tight spaces (claustrophobia).
- Be able to operate all equipment normally associated with efficient operations to control and extinguish fires.
- Wear Self Contained Breathing Apparatus (SCBA) and full protective clothing in noxious and smoke filled atmospheres.
- Be able to effectively ventilate buildings or areas to release heat, smoke or fumes, while working in high locations.
- Carry out salvage operations to lessen property damage.
- Perform overhaul operations to ensure the fire has been completely extinguished.
- Be capable of operating any vehicle or equipment that the department has in its inventory, when assigned to do so.
- Be CPR and First Aid certified to provide emergency medical aid to those persons requiring the same.
- Perform various maintenance duties to apparatus, equipment and other department property as assigned.
- Participate in public relations and fire prevention projects, such as tours, parades and demonstrations.

- Perform any other duties that may be assigned to them by a superior officer.

Physical Testing Summary for Applicants

Note: All tests will be demonstrated, at time of testing, before applicants are asked to perform them.

1. **Ladder Climb:** Firefighters must have the agility and confidence to climb all types and sizes of ladders while performing such tasks as rescue work and firefighting operations. Firefighters must not suffer from ACROPHOBIA (fear of heights). The test will consist of the following:
 - Wearing complete turnout gear and SCBA, you are required to climb 65 feet up in the aerial platform ladder, enter the bucket, attach your safety belt, disconnect the safety belt and climb back down to the ground. A safety line will be used during this exercise.
 - **You will be disqualified if you suffer from Acrophobia.**
2. **Search & Rescue:** Firefighters must wear self-contained breathing apparatus (SCBA) during search and rescue operations. Under extreme heat, toxic gases and dense smoke conditions, firefighters must carry out search & rescue operations, in attics, basements and other areas without the fear of confined spaces. The test will consist of the following:
 - Wearing complete turnout gear and SCBA, you will go down one flight of stairs, enter a room and locate a dummy to be rescued.
 - You will pick up the dummy in an approved manner and return, with the dummy to the starting point.
 - You will be shown the route to follow prior to commencement of the exercise. The face piece will be blacked out and fire department personnel will monitor your movements to prevent possible injury.
 - **You will be disqualified if you suffer from claustrophobia.**
3. **Hose Carry:** Picking up and loading hose is a normal and quite common activity, which requires physical strength on the part of the firefighter. A roll of 2 ½" (65mm) fire hose weighs approximately 60 lbs. (27 kg). The test will consist of the following.
 - Wearing complete turnout gear, you will remove one length of 2 ½" fire hose along with two hydrant tools from the bed of the pumper, carry it a distance of 100 ft (30m) and hook it up to a fire hydrant.
 - You will then disconnect the hose and tools from the hydrant, carry them back to the pumper and place them back on the hose bed.
 - You will be timed on the length of time it takes you to complete this exercise.
 - **This exercise will be demonstrated before you begin.**
4. **Dummy Drag:** Dragging a 150 lbs (68kg) dummy during an emergency situation may save their life. Firefighters must be able to do this action without hesitation.
 - Grasping a hose dummy with firefighter equipment and modify SCBA, the candidate will drag it a specified distance.

Any further questions or information may be obtained by contacting Chief Tim Berthiaume at 326-6291 ext. 3245. Office hours are Monday-Friday, 0830 hours-1630 hours.