

PART-PAID FIREFIGHTERS

It is the policy of the PLYMOUTH COMMUNITY FIRE DEPARTMENT to encourage part-paid firefighter participation in fire suppression and prevention in accordance with procedures set forth.

REQUIREMENTS

Position Description

To assist the full-paid members of the Fire Department in the performance of their duties and to aid all citizens of the community in the protection, prevention, and extinguishment of fire, and give aid when called upon by those in need.

Part-paid firefighters may be called upon to do any or all of the following duties (these examples do not include all of the tasks which the member may be expected to perform) and be familiar with:

- Alarm room procedures; utilize radio, telephone, and other telecommunications equipment.
- Respond to alarms in department vehicles or private vehicles.
- Lay and connect hose lines and nozzles.
- Direct water streams or chemicals into fire.
- Create openings into buildings according to acceptable practices, may include the use of axes, chisels, crowbars, power saws, core cutters, or other power equipment.
- Conduct salvage operations
- Raise and climb ladders
- Have a reasonable knowledge of pumps and pump pressures
- Operate auxiliary firefighting or related equipment
- May administer first aid and *CPR* to injured persons and those overcome by fire and smoke.
- Perform assigned duties in maintaining apparatus, fire stations, equipment, grounds, and hydrants.
- Participate in drills, demonstrations, and courses in hydraulics, pump operation/maintenance, and firefighter techniques.

PART-PAID FIREFIGHTERS

- Must take and pass the State of Michigan Firefighters Training Council Fire Apparatus Drivers Training Course to be eligible for station coverage.

Part-paid firefighter status shall be subject to termination as follows:

- Any member being suspended will turn in all issued equipment and pager for the duration of the suspension.
- Part-paid firefighters may be discharged with or without cause, with or without notice, and are not entitled to review of the decision to discharge through either the grievance procedure or through Act 78.
- Upon termination of employment as a part-paid firefighter, all issued equipment shall be returned to the department and any shortages of issued equipment shall be deducted from any final pays due.
- Excused absences from training meetings will be due to employment, sickness, vacations, or a death in the family.
- Discipline will be handled as follows:
 - 1st Infraction - A written warning letter will be issued indicating the exact rules violated.
 - 2nd Infraction - A reprimand letter will be issued indicating the exact rules violated.
 - 3rd Infraction - Suspension from the Fire Department. Amount of time to be determined by the Fire Chief.
 - 4th Infraction - Termination upon request of the Fire Chief.

The Fire Chief reserves the right to place any member on probation, for any length of time, as he deems necessary, at any step of the above progressive disciplinary procedure.

PART-PAID FIREFIGHTERS

COMPENSATION

Rate of Pay for Alarms and Department Activities

- Alarm rates for the first hour, or any portion of that hour and the rate that will be paid for each additional hour or any portion of those hours is determined by the Township Board.
- Other Department activities or assignments, as authorized by the Fire Chief or officer in charge, will be paid according to the above.

Pay Period

- Compensation shall be paid semi-annually. Paydays will be those set forth by the Township Government.
- Upon termination of part-paid firefighter status, that member will receive his compensation as soon as reasonably possible after the date of termination, but not prior to the returning of all issued equipment in reasonable repair and in a clean condition.

Benefits

Nothing in these Rules and Regulations or the Union Contract shall be construed to entitle part-paid firefighters to any of the compensation or benefits of full-time members or any other compensation beyond that set forth in this Part.

GENERAL RULES AND REGULATIONS

Turn-Out Gear

Part-paid firefighters will use complete turn-out gear, as defined by MIOSHA regulations at all fire operations.

Uniforms

Part-paid firefighters' uniforms shall consist of:

- Dress cap with badge
- Dark navy blue shirt with patches (1 short sleeve/1 long sleeve) and trousers
- Breast badge
- Black shoes
- Black socks
- Black belt
- Identification card and pocket badge
- Jacket and patches

PART-PAID FIREFIGHTERS

- The policy of this department continues to be that Shift Captain will summon part-paid firefighters to all emergencies to which he feels there is reasonable necessity for them.

Returning from Alarms

The payroll shall be signed in the alarm room after all equipment is back in service.

Under extenuating circumstances, a member may be excused from the Department operations prior to the in-service time upon the approval of the Shift Captain.

Pagers

- Every individual member assigned to any of the Fire Department stations, will be equipped with a pager.
- All pagers will be signed for and the serial number shall be recorded on the receipt.
- Pagers shall be tested by the Central Dispatch Center on Monday evenings at 5:45 p.m. (1745 hours).
- All tests and broadcasts of alarms shall be repeated twice.
- All radio traffic from the mobile or portable radio units will be repeated or acknowledged by the dispatcher.
- If, for any reason, it is evident that your pager is defective, notify Station #1 at once (during reasonable hours) so that repairs can be made as quickly as possible. All repairs to said pagers shall be authorized by the Fire Chief only.

Regulations for the Use of Personal Communication Equipment

Regulations for the use of Personal Communication Equipment operating on any frequency being used by the Plymouth Community Fire Department are as follows:

Any member owning personal F. M. communication equipment (hand held or mobile) which has the ability to transmit on a fire department frequency or any frequency used by the Plymouth Community Fire Department must make written application to the Fire Chief for such use. Upon receiving the written consent from the Fire Chief of the Charter Township of Plymouth, the member will be allowed to communicate on that frequency(s) in the emergency situations, provided that the following regulations are adhered to.