



26 N. Center Street, Rexburg, ID 83440 • (208) 359-3010

Dear Prospective Paid Call Applicant,

Thank you for your interest in Madison Fire Department. We rely heavily upon people like you to assist the community in times of need. The fire and EMS service is not for everyone. It is physically demanding, mentally challenging and time consuming—but very rewarding. By its nature, our department has a great deal of camaraderie where friendships will be made and last a lifetime.

This information has been developed for the men and women who have an interest in becoming Paid Call employees of Madison Fire Department—whether as Firefighters, EMS personnel, or both. Making a commitment to serve as a Paid Call employee of the department is a serious decision—I ask that you take the time to read this information, get the facts, and find out what is involved before submitting an application.

The following pages contain information about Madison Fire Department and how it's organized, along with answers to typical questions raised by prospective applicants. While the following will not answer all of your questions, it will provide you with helpful information for deciding whether applying to work as a Paid Call employee at Madison Fire Department is the right decision for you.

Further information can be obtained by contacting myself or anyone at the department.

Sincerely,

Corey R. Child
Chief

Our Goal, Our Mission, Our Purpose

To Maintain a State of Readiness in: Our People, Our
Equipment, Operational Accuracy, and
Administration

Our Core Values

Integrity, Honor, Pride and Courage

MADISON FIRE DEPARTMENT

Madison Fire Department is a combination department made up of Full-Time Firefighters/EMS personnel along with several classifications of Part-Time Firefighters/EMS personnel.

There are 15 Full-Time shift personnel and approximately 40 Part-Time personnel who serve all of Madison County. There are three shifts for the Full-Time employees: A Shift, B Shift and C Shift. Each shift works 48 hours on (starting at 0700 hours) and 96 hours off. Each day we also have a 12-hour day and a 12-hour night Part-Time Shift Coverage employee to be the sixth person on the shift.

Our entry-level Paid Call position is someone who has a single certification (either fire or EMS) or who has dual certification (both fire and EMS). Paid Call Single Cert and Dual Cert have opportunities to come in for minimum staffing and all call staffing requests (and go on incidents as needed), to go on discipline-specific event standbys (football games, rodeos, fireworks, etc.), to fulfill event requests (station tours, teaching basic fire safety and first aid, etc.), and to fulfill emergency staffing requests for Part-Time Shift Coverage if needed.

Our Part-Time Shift Coverage personnel are dual certified and have generally advanced within MFD from being a Paid Call Single Cert to a Paid Call Dual Cert, and then becoming eligible for Part-Time Shift Coverage (promotion position). Our Full-Time Shift Coverage personnel are dual certified, have generally been with the department for a while, and cover shifts for the Full-Timers as needed.

There are three stations: Station 1 is located at 26 N. Center Street in Rexburg; Station 2 is located in the south end of Madison County, in the townsite of Archer; and Station 3 is located in Sugar City. Station 1 is manned 24 hours a day, seven days a week to respond to all calls for all of Madison County. Stations 2 & 3 have apparatus that personnel can get apparatus from if incidents are located close to those specific station areas.

The Chief reports directly to an Emergency Services Board consisting of a Rexburg City Council member, a County Ambulance District Commissioner, a County Fire District Commissioner, and the Medical Director. The department is guided by the Chief, an Assistant Chief over EMS, and an Assistant Chief over Fire.

The department responds to approximately 3,000 calls per year ranging from all types of medical calls, structure fires, brush fires, vehicle fires, vehicle accidents, and good intent calls. Approximately 2,200 of those calls are medical, while the rest are fire-related incidents.

During the wildland fire season in the summer months, the department also contracts with Idaho Department of Lands to send fire/EMS personnel and apparatus to fight wildland fires throughout Idaho and in other western states.

QUESTIONS MOST OFTEN ASKED BY PROSPECTIVE PAID CALL APPLICANTS

Q. Do I have to have any certifications to be an emergency responder for Madison Fire Department?

A. Yes. For EMS, a national EMT license or higher (NREMT) is required to be considered for employment. For Fire, IFSAC Firefighter I and IFSAC HazMat Operations (structure firefighter), and also NWCG FFT2 (wildland firefighter) certifications are required to be considered for employment.

Q. Will Madison Fire Department provide training for someone wanting to be an emergency responder who doesn't currently have any certifications?

A. Madison Fire Department offers three EMT classes each year, and each year offers the three fire certification classes. To register for classes, please go to: <https://secure.rec1.com/ID/rexburg-recreation/catalog>

Q. When does Madison Fire Department hire Paid Call employees?

A. Depending on our needs, we generally hire EMTs in the Fall, and Firefighters in the Spring. You're welcome to submit an application at any time, and we'll hold it until we do our next hiring group.

Q. How much are Paid Call employees paid?

A. All Paid Call employees are paid \$7.25/hour to start out. After completing credentialing, the pay rate increases to \$8.70/hour for EMTs/Firefighters and to \$9.70 for Paramedics. Pay also increases as employees obtain additional certifications.

Q. What time commitment is required to work as Paid Call?

A. As there are no scheduled shifts for entry-level Paid Call employees, there is no set time commitment. Paid Call employees are expected to fulfill minimum training requirements (usually weekly, or every other week), and come in for minimum staffing and all call staffing requests as they are able. They also have the opportunity to do event standbys, fulfill event requests, and fulfill emergency staffing requests for Part-Time Shift Coverage, if needed. Participation in these things is employee-dependent given each employee's personal circumstances, but responsiveness and activity level will be a basis for advancement opportunities within the department.

Q. What is the Live-In Program?

A. The Live-In Program is for single BYU-I students to live rent-free in the apartment behind the fire station. (We currently only have housing for male students, but this is something we

would consider for female students if there's sufficient interest.) You must be either an EMT or a Firefighter (or both) to qualify for this program. This housing is provided in exchange for working shifts. Each Live-In is assigned to one of the three shifts and then works a 12-hour shift each of those shift dates. One shift is working at the station "on shift" for the full 12 hours (either day shift or night shift), and the other shift is being in the apartment and available, if needed, during the 12-hour night shift.

Q. If I have prior training and experience, will it count towards MFD requirements?

A. If hired, your participation in our credentialing process will be required regardless of your previous level of training. This assures that you are current on all skills and are trained to our department's specific operating standards.

Q. Do I need to pass a medical physical examination?

A. A doctor's physical exam is not required prior to being hired or to remain at the department, but you are strongly advised to check with your doctor to ensure that you will be able to participate at the level of activity that you will be expected to perform as a Paid Call employee. A drug and alcohol test is required prior to employment. There is also random testing done for everyone at the department.

Q. Are there physical fitness requirements?

A. Each employee must pass two physical fitness tests: 1) the physical agility test, which is a series of job-related exercises that must be completed in a given time period and 2) the Work Capacity Test (Pack Test), which is (for firefighters) walking three miles in 45 minutes, carrying a 45-lb. pack; or (for EMS-only employees) walking two miles in 30 minutes, carrying a 25-lb. pack.

Q. Do men and women have the same requirements for employment?

A. Yes, an emergency does not vary based on the gender of the emergency responder. Training and other standards have been based on performance requirements and do not vary. This helps to ensure a consistent level of performance expectations. MFD is an equal opportunity employer.

Q. Who provides insurance coverage for my activities as a Paid Call employee?

A. Paid Call personnel are covered under Workers' Compensation through the State of Idaho for injuries incurred while working as a Paid Call employee. In addition to this, the department provides a group insurance policy for all personnel, free of cost, for coverage for accidents, accidental death and dismemberment, and also life insurance. Each member is advised to maintain accident and liability insurance for personal vehicles they may use to respond to an emergency scene.

Q. I really want to be a dual-certified responder for MFD and work shifts once or twice a week. How long will it take to get to that point?

A. If you don't have any certifications, then you would need to first get the required certifications for either EMT or Firefighter. Depending on which discipline you pursue first, this will take anywhere from four months (EMT) to seven months (Firefighter). Assuming you apply with a single cert and get hired, then you can pursue being a Paid Call Dual Cert employee. Becoming a Part-Shift Coverage employee is dependent on being promoted, and also on openings becoming available. We've had some employees achieve this as quickly as one year from their date of hire. This is highly dependent on your motivation and availability for pursuing this.

Q. Will being a Paid Call employee give me any preference in being hired as a Full-Time shift employee, if a position is available?

A. While no hiring preference is given, serving as a dual-certified Paid Call employee (both fire and EMS) will give you the opportunity to gain valuable training and experience. This background will enhance your ability to be competitive during any selection process for a career employee in any department.