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| Job Description: Firefighter | Related Policies: | |
| *This policy is for internal use only and does not enlarge an employee’s civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this department for non-judicial administrative action in accordance with the laws governing employee discipline.* | | |
| Applicable KY Statutes: | | |
| OSHA: | | |
| NFPA Standard: 1001, 1500, 1582 | | |
| Date Implemented: | | Review Date: |

1. **Policy:** The Fire Department adopts the following as the job description and essential functions of a firefighter.
2. Performing fire-fighting tasks (e.g., hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions while wearing personal protective ensembles (PPE) and self-contained breathing apparatus (SCBA), including working in extremely hot or cold environments for prolonged time periods;
3. Wearing an SCBA, which includes a demand valve-type positive pressure facepiece or HEPA filter masks, which requires the ability to tolerate increased respiratory workloads
4. Exposed to toxic fumes, irritants, particulates, biological (infectious) and nonbiological hazards, and/or heated gases, despite the use of PPE including SCBA
5. Depending on the local jurisdiction, climbing six or more flights of stairs while wearing fire protective ensemble weighing at least 50 lb (22.6 kg) or more and carrying equipment/tools weighing an additional 20 to 40 lb (9 to 18 kg)
6. Wearing fire protective ensemble that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperature to levels exceeding 102.2°F (39°C)
7. Searching, finding, and rescue-dragging or carrying victims ranging from newborns up to adults weighing over 200 lb (90 kg) to safety despite hazardous conditions and low visibility
8. Advancing water-filled hoselines up to 2 1/2 in. (65 mm) in diameter from fire apparatus to occupancy [approximately 150 ft (50 m)], which can involve negotiating multiple flights of stairs, ladders, and other obstacles
9. Climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines and/or other hazards
10. Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration
11. Operating fire apparatus or other vehicles in an emergency mode with emergency lights and sirens
12. Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions
13. Ability to communicate (give and comprehend verbal orders) while wearing PPE and SCBA under conditions of high background noise, poor visibility, and drenching from hoselines and/or fixed protection systems (sprinklers)
14. Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members

**Editor’s Note:** The 13 essential job tasks listed above have been developed by the NFPA as representative of the essential functions of firefighters. Before adopting these essential tasks, the fire department should evaluate whether or not each represents an essential job task of their department based upon the different types and levels of emergency services provided to the local community, the types of structures and occupancies comprising the community, and the organization of the fire department. The assistance of Human Resource (HR) professionals and local legal counsel is strongly recommended.

1. **Categories of Firefighters**
2. All uniformed members of this department are considered first and foremost to be firefighters regardless of rank or assignment, and shall be capable for performing the essential tasks as outlined above.
3. The following definitions shall apply to non-officers:
4. **Fire Fighter Candidate:** A person who has met the entrance requirements of the fire department, but has not met the job performance requirements for Firefighter I.
5. **Fire Fighter I:** A member of the department who has demonstrated the knowledge and skills to function as an integral member of a firefighting team under direct supervision in hazardous conditions. A firefighter I shall meet the requirements of NFPA 1001, Level I.
6. **Fire Fighter II:** A member of the department who has demonstrated the skills and depth of knowledge to function under general supervision of a company officer. A firefighter II shall meet the requirements of NFPA 1001, Level II.