

# Volunteer Program

Durango Fire Rescue



# Durango Fire Rescue

## Volunteer Program

### Contents

Mission Statement .....	3
Values of Durango Fire Rescue .....	3
Volunteer Recruitment Process .....	4
Volunteer Annual Recruitment/Training Schedule.....	5
Volunteer Operations .....	6
Minimum Annual Requirements for Membership (Operations) .....	6
Volunteer Support Services .....	7
Volunteer Benefits .....	7
Operational Level Request Worksheet .....	8
Operational Level – Firefighter .....	9
Acts Allowed by Level - Firefighter .....	10
Operational Level – Wildland Firefighter.....	11
Acts Allowed by Level – Wildland Firefighter .....	12
Operational Level – EMS Provider .....	13
Acts Allowed by Level – EMS Provider.....	14

### Volunteer Member Guidelines

- **Remain an active member of the organization**
- **Keep a positive attitude**
- **Respect the Fire Service and those who came before you and those who will follow**
- **Respond to as many fire emergencies in the assigned district as is possible**
- **Take pride in and care for the equipment and facilities within your district assignment**
- **Respect the chain of command, keep your fire officers informed of any personal changes or activity levels**
- **Maintain all minimum requirements for position**
- **Live the department values**
- **Attend as many of the training sessions as possible to maintain qualifications and proficiency**
- **Represent the Fire Service positively on and off duty**

# Durango Fire Rescue

## Volunteer Program

### Mission Statement

- *Providing emergency services to our community*
- *Protecting our community from risk*
- *Preventing emergencies through education and training*
- *Performing all duties with courage, dedication and respect.*

### Values of Durango Fire Rescue

- Provide a safe environment for my crew and myself.  
*We all deserve to go home to our families.*
- Provide quality emergency and non-emergency care to the public.  
*They deserve nothing but the best.*
- Encourage & respect all ideas.  
*Everyone's opinions are valued.*
- Be honest and treat everyone with respect and dignity.  
*Integrity has no substitute.*
- Be a mentor and teach others.  
*Embrace the diversity and utilize the knowledge and talents of those around you.*
- Communicate with my colleagues.  
*This will promote trust and understanding.*
- Have the courage to act and do what I think is right.  
*Believe in yourself.*
- Remember that the most important acts are often small in nature but large in heart.  
*Acts of kindness show compassion.*
- Maintain the integrity, morality and ethical foundation of the Fire & EMS service.  
*Thousands have devoted their lives to create it.*
- Be the current representative, not owner, of our profession.  
*Be proud and shape the future.*
- Be an efficient and effective steward of the community's resources.  
*Without their support we do not exist.*

# Durango Fire Rescue

## Volunteer Program

### Volunteer Recruitment Process

- Applications are accepted year round. Applications are available from Station 1 or from the Durango Fire Rescue Website ([www.durangofirerescue.org](http://www.durangofirerescue.org)).
- Postcard will be sent to applicant, acknowledging that we received your application and that more information will follow.
- Initial review of application will be completed by the Volunteer Coordinator. Initial review will consist of checking station needs based on the address listed for your primary residence. Recruitment priority will be given to current staffing needs of individual volunteer station.
- Applications (along with driving record history and copy of photo ID) will be forwarded to the Human Resource Director for review. The Human Resource Director will notify the Volunteer Coordinator of those candidates that clear initial screening (i.e. minimum age requirements, criminal history, and motor vehicle record).
- Applicants that pass initial screening will be invited to an oral interview. The oral interview will consist of a panel of current Durango Fire Rescue members. Every attempt will be made to have representation from both the career and volunteer sectors.
- After completion of the interview process, those selected will be notified by the Human Resource Director. Candidates will then sign a release allowing Durango Fire Rescue to complete their background check.
- Candidates will be contacted by the Human Resource Director to be invited to the Recruit Orientation and schedule a pre-employment physical through Occupational Medicine at Mercy Regional.

#### **Recruitment – Quick Checklist**

- ✓ Application
- ✓ Colorado Drivers License – (copy)
- ✓ Motor Vehicle Record – (copy)
- ✓ Oral Interview
- ✓ Background Check
- ✓ Pre-Employment Physical
- ✓ Recruit Orientation

# Durango Fire Rescue

## Volunteer Program

### Volunteer Annual Recruitment/Training Schedule

Durango Fire Rescue Volunteers are able to choose which areas of Emergency Response they would like to pursue. Depending on the volunteer’s interest, classes are available to receive the training and certifications necessary to safely and successfully serve the community. DFRA has operational opportunities in the following areas: Structural Firefighting, Wild Land Firefighting, Emergency Medical Services, and Technical Rescue. Volunteers may be involved in one or all areas. DFRA’s minimum standards for each discipline have been created to allow all of our members to understand the training and response expectations that are required of them.

Below is the regular schedule of our Recruit Orientations and curriculum courses that will be offered by the Training Division annually to ensure all of our members receive the proper training, instruction, and certification. The curriculum courses are through the National Wildfire Coordinating Group (NWCG) and the International Fire Service Accreditation Congress (IFSAC). Upon successful completion of any of these courses you will be provided the commensurate certification.

<b>January</b>	Review Applications and Interview
<b>February</b>	Start Recruit Orientation #1
<b>March</b>	Wild Land S-130/190
<b>April</b>	First Responder
<b>May</b>	Review Applications and Interview
<b>June</b>	Start Recruit Orientation #2
<b>August</b>	Hazardous Materials Operations
<b>Sept.- Dec.</b>	Firefighter I & II

# Durango Fire Rescue

## Volunteer Program

### Volunteer Operations

Volunteers will be assigned to one of our thirteen volunteer stations. Station assignments are based on the physical address of the volunteer in relation to the nearest fire station. Durango Fire Rescue relies heavily on volunteers for immediate response into our community and to assist the career staff. Company Officers are in place to supervise the daily operations regarding their stations and personnel. Volunteer position descriptions have been created (see attached) to help facilitate the standards set for volunteer operations. DFR offers many training opportunities throughout the year, which give our membership the ability to learn new skills and to maintain their existing skills. The training program also enables members to achieve new certifications and to maintain those skill sets at renewal time.

Volunteers are an integral component of Durango Fire Rescue, thus being utilized on emergency scenes and special events of the district. Our operational volunteers are equipped with pagers and radios for dispatch information and scene communications.

### Minimum Annual Requirements for Membership (Operations)

The minimum requirements have been set to ensure that DFR continues to be a good steward of the communities' resources and to ensure that our personnel are safe in all operations - returning home to their families after every assignment. Training is a priority within DFR. We believe our people need to be trained well in order to perform their assignments and accomplish them safely.

We recognize that volunteers need to serve the community in some capacity, using those skill sets that were learned during training. DFR cannot continue investing time, personnel, or finances to training an individual when those skills are not being used to benefit the community in which we serve. Members will complete an annual 'Operational Worksheet' to track minimum activity requirements and operational level.

#### *Minimum Annual Requirements for Membership (Operations)*

---

<b>Training</b>	24 hours of Training
	1 Station Training per calendar quarter
<b>Calls and/or Events</b>	10 Emergency Calls and/or Events per year

# Durango Fire Rescue

## Volunteer Program

### Volunteer Support Services

Durango Fire Rescue has opportunities for volunteering in support roles for the fire department. Volunteer options may include administrative/clerical assistance, fire prevention/education, fleet/facilities, chaplain program, etc. We recognize that not all are able or willing to participate in the emergency operations section of the fire service, however would still like members of this community to serve and volunteer with the fire department. Volunteer Support Services personnel will be strongly encouraged to participate in the first possible recruit orientation class.

#### *Minimum Annual Requirements for Membership (Support Services)*

<b>Events or Department Activity</b>	Average of 3 hours per month or 36 hours per year
--------------------------------------	---

### Volunteer Benefits

**Durango Fire Rescue has some special benefits in place for our operations volunteer members:**

- Full protective equipment to perform your job
- Department issued T shirts, hat, jacket
- Many Training Opportunities at the Department's Expense
- Life Insurance Policy \$50,000 – 24/7 coverage (on or off duty)
- Workman's Compensation Insurance
- Pension Plan – Volunteers vested at 10 years and receive full pensions at 20 years of volunteer service (See pension bylaws for more specifics)

<b>Yearly Pension Requirements</b>	24 hours of Training
------------------------------------	----------------------

**For those who are in a support Volunteer role the benefits are as follows;**

- Department issued T shirts, hat, jacket
- Training Opportunities
- Workman's Compensation Insurance

# Durango Fire Rescue *Operational Level Worksheet*

## Operational Level Request Worksheet

Name:	Year Applying For:
Station Assignment:	Date Joined:

### *Certifications (check all that apply)*

<input type="checkbox"/> Firefighter I	<input type="checkbox"/> NIMS – IS-100.a	<input type="checkbox"/> Driver Operator
<input type="checkbox"/> Firefighter II	<input type="checkbox"/> NIMS – IS-200.a	<input type="checkbox"/> Pumper Operator
<input type="checkbox"/> Haz-Mat Awareness	<input type="checkbox"/> NIMS – IS-700.a	<input type="checkbox"/> Aerial Operator
<input type="checkbox"/> Haz-Mat Operations	<input type="checkbox"/> First Responder	<input type="checkbox"/> S-190
<input type="checkbox"/> Haz-Mat Technician	<input type="checkbox"/> Colorado EMT-B	<input type="checkbox"/> S-130
<input type="checkbox"/> Fire Instructor I	<input type="checkbox"/> Colorado EMT-I	<input type="checkbox"/> S-131
<input type="checkbox"/> Fire Officer I	<input type="checkbox"/> Colorado EMT-P	<input type="checkbox"/> S-133
<input type="checkbox"/> Fire Officer II		<input type="checkbox"/> S-230

### *Operational Level Requested*

Firefighting	EMS	Wildland Firefighting
<input type="checkbox"/> 5 – No Fire Training, Rookie Training <input type="checkbox"/> 4 – Exterior Firefighter <input type="checkbox"/> 3 – Interior Firefighter <input type="checkbox"/> 2 – Interior Team Leader <input type="checkbox"/> 1 – Command Staff	<input type="checkbox"/> 5 – No EMS Certification <input type="checkbox"/> 4 – First Responder <input type="checkbox"/> 3 – EMT-Basic <input type="checkbox"/> 2 – EMT-Intermediate <input type="checkbox"/> 1 – EMT-Paramedic	<input type="checkbox"/> 4 – No Wildland Fire Training <input type="checkbox"/> 3 – Firefighter Type 2 <input type="checkbox"/> 2 – Firefighter Type 1 <input type="checkbox"/> 1 – Engine Boss




### *Minimum Activity*

Training	Calls and/or Events
<input type="checkbox"/> Completed minimum of 24 hours of training <input type="checkbox"/> Completed minimum Station Training Req. (1 per quarter) <ul style="list-style-type: none"> <li><input type="checkbox"/> First Quarter (Jan.-March)</li> <li><input type="checkbox"/> Second Quarter (April-June)</li> <li><input type="checkbox"/> Third Quarter (July-September)</li> <li><input type="checkbox"/> Fourth Quarter (Oct.-Dec.)</li> </ul> <input type="checkbox"/> Interior Firefighters – 1 Live Fire Training at Tower annually <input type="checkbox"/> Interior Firefighters – Annual Fit Test of SCBA Mask	<input type="checkbox"/> Completed minimum of 10 calls/events  <input type="checkbox"/> Number of Calls _____  <input type="checkbox"/> Number of Events _____

### *Wellness and Fitness (Date completed)*

<input type="checkbox"/> Medical Physical _____ <input type="checkbox"/> Functional Ability Test _____ <input type="checkbox"/> Wildland Pack Test _____ <input type="checkbox"/> Wellness Assessment _____
--

### *Comments: (volunteer member)*

<input type="checkbox"/> Volunteer Lieutenant/Captain Approval	
<input type="checkbox"/> Volunteer Coordinator Approval	
<input type="checkbox"/> Medical Director Approval (Needed for EMT-Intermediates & Paramedics)	



# Durango Fire Rescue *Operational Level Worksheet*

---

## Operational Level – Firefighter

### Level 5 – rookie or no fire training

- HIPPA Training
- CPR/AED Certification
- NIMS – IS-100.a
- NIMS – IS-200.a
- NIMS – IS-700.a
- Recruit Orientation Completion

### Level 4 – exterior firefighting operations

- All Level-5 Objectives Met
- DFR exterior fire training
- Colorado Hazardous Materials Awareness/Ops Certification (IFSAC)
- Meet Minimum Standard for Physical Fitness
- Lieutenant Approval
- Captain/Volunteer Coordinator Approval

### Level 3 – interior firefighting operations

- All Level-4 Objectives Met
- Colorado Firefighter 1 Certification (IFSAC)
- Colorado Hazardous Materials Operations Certification (IFSAC)
- Lieutenant Approval
- Captain/Volunteer Coordinator Approval

### Level 2 – interior company/team leader

- All Level-3 Objectives Met
- Colorado Firefighter 2 Certification
- Two Years Experience with DFRA
- Lieutenant Approval
- Captain/Volunteer Coordinator Approval

### Level 1 – command or operations section chief

- All Level-2 Objectives Met
- Incident Safety Officer
- Four Years Experience with DFRA
- Lieutenant Approval
- Captain/Volunteer Coordinator Approval

# Durango Fire Rescue *Operational Level Worksheet*

---

## Acts Allowed by Level - Firefighter

*The Durango Fire & Rescue Authority prides itself on the safety of its firefighters. The higher your education, experience and activity level the safer the department becomes. The Firefighter will be rewarded by advancing levels as education and experience grows. Additional activity flexibility will be allowed by the firefighter both during training and on scene as they advance levels.*

---

### Level 5

Personnel in this level will be allowed to attend training in mostly an observer capacity. Level 5 personnel will not be allowed on emergency incidents **without** direct supervision and they may participate only in non-threatening environments and situations.

### Level 4

The personnel in this level will be allowed to participate fully in training exercises with direct supervision. They also will be allowed to participate on emergency scenes under direct supervision. They will not be allowed to be team supervisors. This level is trained to the Firefighter 1 level minus interior operations. The Level 4 category can operate in all exterior fire operations.

### Level 3

The personnel in this level will be allowed to participate fully in all training sessions. They will be able to act as members of a team and *if needed* as team supervisors on scenes and during training. Level 3 personnel are Colorado Firefighter 1 certified.

### Level 2

The personnel in this level are allowed to be team leaders on offensive attack teams, division supervisors etc. Level 2 personnel are Colorado Firefighter 2 certified.

### Level 1

The personnel in this level are able to perform in command and general staff assignments on an incident (ie. command, operations, division/group supervisors).

## Operational Level – Wildland Firefighter

### Level 4

- HIPPA Training
- CPR/AED Certification
- NIMS – IS-100.a
- NIMS – IS-200.a
- NIMS – IS-700.a
- Recruit Orientation Completion

### Level 3

- All Level-4 Objectives Met
- Human Factors in the Wildland Fire Service (L-180)
- Introduction to Wildland Fire Behavior (S-190)
- Firefighting Training (S-130)
- Meet Minimum Standard for Physical Fitness
- Captain/Volunteer Coordinator Approval

### Level 2

- All Level-3 Objectives Met
- Firefighter Type 1 (S-131)
- Look Up, Look Down, Look Around (S-133)
- Captain/Volunteer Coordinator Approval

### Level 1

- All Level 2 Objectives Met
- Engine Boss (S-230)
- Two Years Experience with DFRA
- Captain/Volunteer Coordinator Approval

# Durango Fire Rescue *Operational Level Worksheet*

---

## Acts Allowed by Level – Wildland Firefighter

*The Durango Fire & Rescue Authority prides itself on the safety of its Wildland firefighters. The higher your education, experience and activity level the safer the department becomes. The Wildland Firefighter will be rewarded by advancing levels as education and experience grows. Additional activity flexibility will be allowed by the firefighter both during training and on scene as they advance levels.*

### Level 4

Personnel in the green level will be allowed to attend training in mostly an observer capacity. Level 4 personnel will not be allowed on emergency incidents **without** direct supervision and they may only participate in non-threatening environments and situations.

### Level 3

The personnel in the Level 3 category will be allowed to participate fully in training exercises with direct supervision. They will be allowed to participate on wildland fire emergency scenes under direct supervision. They will not be allowed to be team supervisors.

### Level 2

The personnel in the Level 2 category will be allowed to participate fully in all training sessions. They will be able to act as members of a team, squad boss, crew boss or engine boss if needed.

### Level 1

The personnel in the Level 1 category are allowed to be squad boss, crew boss, engine boss etc. They have working knowledge of wildland fire behavior and business management. They can operate as Division Supervisors or Type 4 incident commanders.

## Operational Level – EMS Provider

### Level 5 – Rookie or no EMS training

- HIPPA Training
- CPR/AED Certification
- NIMS – IS-100.a
- NIMS – IS-200.a
- NIMS – IS-700.a
- Recruit Orientation Completion

### Level 4 – First Responder

- All Level-5 Objectives Met
- Orientation of LaPlata County EMS Protocols
- Meet Minimum Standard for Physical Fitness
- Captain/Volunteer Coordinator Approval

### Level 3 – EMT Basic (Level 2+ w/IV)

- All Level-4 Objectives Met
- Colorado EMT-Basic Certification
- Able to perform within LaPlata County EMS Protocols
- (Level 2+) IV certification
- Captain/Volunteer Coordinator Approval

### Level 2 – EMT Intermediate

- All Level-3 Objectives Met
- Colorado EMT-Intermediate Certification
- EMS Chief Approval
- Medical Director Approval
- Captain/Volunteer Coordinator Approval

### Level 1 – EMT Paramedic

- All Level-2 Objectives Met
- Colorado EMT-Paramedic Certification
- EMS Chief Approval
- Medical Director Approval
- Captain/Volunteer Coordinator Approval

# Durango Fire Rescue *Operational Level Worksheet*

---

## Acts Allowed by Level – EMS Provider

*The Durango Fire & Rescue Authority prides itself on the provision of quality emergency and non-emergency medical services to our community. For this reason, we allow individuals gradually more responsibility with direct patient care given their level of training and experience. EMS is also a highly regulated environment. DFRA carefully adheres to all state laws in the oversight of medical service.*

---

### Level 5 – No EMS certifications

- Personnel in this level will be allowed to attend training in mostly an observer or student capacity. Members will not be allowed to work on emergency medical incidents **without** direct supervision.

### Level 4 – First Responder

- Function as first responders on emergency medical calls providing basic medical care including CPR and AED
- Staff special events along with higher trained members

### Level 3 – EMT-Basic Colorado State Certified

- Function under the La Plata County EMS Protocols to the level of EMT-Basic or as defined by the DFRA Medical Director
- Assist medics with patient care in the ambulance
- Staff special events

### Level 2 – EMT-Intermediate Colorado State Certified

- Function under the La Plata County EMS protocols to the level of EMT-I or as defined by the DFRA Medical Director
- Assist medics with patient care in the ambulance
- Staff a medic unit under paramedic supervision
- Staff special events

### Level 1 – EMT-Paramedic Colorado State Certified

- Function under the La Plata County EMS protocols to the level of EMT-Paramedic or as defined by the DFRA Medical Director
- Staff a medic unit as paramedic
- Operate a medic unit
- Become a member of elite medical teams