



Town of Alabama Fire Department New Recruit Information



Town of Alabama Fire Department Application Process

1. Individual Shows Interest in Becoming Member
2. New Recruit Information Pamphlet is Given to Individual or Download Off Department Web-Site
3. Individual Provides Background Information to Department Through New Recruit Information Form (Printed or Online)
4. Individual Receives Department Tour on Monday or Training Night
5. Individual is Contacted and Interviewed By Executive Committee
6. Executive Committee Votes to Recommend Individual For Membership
7. After Yes Vote From Executive Committee Individual is Given Formal\ Department Application, NYS Arson Background and County Health Forms
8. Individual is Invited to Department Meeting For Introduction and then Excused
9. Department Membership Votes on Application
10. Members is Accepted With a 2/3 Yes Vote

Approximate Time Frame is 30-45 Days

Interested Recruit,

Thank you for your interest in joining the Town of Alabama Fire Department, we applaud your desire to volunteer and serve your community. Joining a volunteer fire department involves more than just the desire to volunteer, it is critically important that you take a few moments to become acquainted with how our organization operates. The opportunities we can provide you, and in exchange your obligations should you be accepted for membership. After reading this New Recruit Pamphlet and filling out the New Recruit Questionnaire, both available at (www.townofalabamafire.org) your information will be forwarded to our Executive Committee (Fire Chief, President, Board of Director Chair) for review. After review and a personal interview by the committee, they will make a recommendation whether to continue to the application phase. The application phase includes a formal written application (job application), arson background check (required by NYS) and a health form (required by Genesee County for compensation coverage) and finally a majority yes vote from the membership. This process is expected to take between 30 and 45 days.

While this may seem like a lengthy process to “Volunteer” for our organization; history has shown it is a necessary process, with the aim of guaranteeing our new recruits the greatest opportunity for success in our organization.

Emergency Service Business

Although the Fire Department is a volunteer organization it is in fact a very dynamic business, one that no longer hides behind the veil of “we are just volunteers.” We are in a customer service business. Our customers are the taxpayers of Alabama, the residents and businesses of the Tonawanda Reservation and the visitors and travelers to both. When our services are needed our customers have expectations and these expectations are not diluted by the fact that our organization employs volunteers. While we still proudly answer to the title ‘Fireman” or “Firefighter” we are in fact much more than a fire department and our members are much more than firemen. The late 20th and early 21st century has seen an extraordinary impact on the fire service; as the world we live in changes so too does the fire service. Although we still fight fires we are more rightfully an Emergency Service Agency, an agency that provides emergency and

non-emergency services to our customers twenty-four hours a day, seven days a week. Services are not limited to fire suppression, and include rescue operations, emergency medical services, hazardous materials operations, traffic control etc. Additionally, as a first responder agency we are the first step in National Homeland Security. While every member of the department is a volunteer they are all in fact unpaid employees dedicated to the many operational areas of the department both emergency and non-emergency.

Membership/Employment Types

Membership/Employment in the department is broken down into two primary categories, members/employees that are “Active Firematic” and those that are “Social”. Active Firematic members are those member/employees that are actively engaged in any one of the many areas of emergency services provided by the department. The Active Firematic category is comprised of many sub-categories that match the incident events and/or operational tasks involved. Each of these sub-categories requires Skills, Knowledge, and Ability (SKA) to safely, efficiently and effectively perform the duty/task/job involved. The training required to achieve the skills and knowledge necessary to perform these duties/tasks and

jobs are provided to you, at no cost by the department. The ability is provided by the member/employee and may vary throughout their career with the department. The Firematic category includes elected and appointed officer positions (Chief, Assistant Chief, Captain etc.).

Active Firematic Member

Interior Firefighters

Interior Firefighters are actively engaged in fire extinguishment, including entering burning buildings, searching for victims and performing fire extinguishment. These duties/tasks/jobs include operating on ladders and building roofs and require the use of Self Contained Breathing Apparatus (SCBA).



Exterior Firefighters

Exterior Firefighters are actively engaged in fire extinguishment that does not include entering burning buildings or use of SCBA. These duties/tasks/jobs include providing equipment and support for interior firefighters such as placing ladders, advancing hose-lines, exterior hose-line operations and assistance with donning/doffing SCBA.



Equipment/Vehicle/Pump Operator

This position involves driving a multitude of department vehicles to incidents, operating fire pump/engine at a scene, driving water tankers to bring water to locations without fire hydrants.



Emergency Medical Services

This position includes Certified First Responders (CFR) and Emergency Medical Technicians (EMT), who provide emergency medical evaluation and treatment to injured or sick individuals. Emergency Medical incidents currently make up a majority of the departments responses. These incidents range from minor injury/illness to major trauma/medical that may require lifesaving measures.



Rescue Operations

Additional opportunities for those looking for a greater challenge include Rescue Operations. These operations involve extricating injured individuals from motor vehicles, machinery and farm equipment. Rescue Operations may also involve Search and Rescue of lost or injured individuals in a wild-land, water, or building collapse setting. Additional Rescue Operations include the need for high/low or confined space rescue.





Hazardous Materials Operations

Haz-Mat includes identify and initiating the management of hazardous materials spills or releases. This level requires limited specialized equipment and is followed by advanced level teams and equipment.

Traffic Control (Fire Police)

Fire Police provide the safe control of traffic at incident scenes. This includes providing detours, road closures and coordinated operations with law enforcement.



Social Members

Social members are those member/employees that are engaged in the administrative, social and/or fundraising operations of the department. As with the Firematic category the Social category contains many duties/tasks/jobs. Likewise these duties/jobs/tasks require Skills, Knowledge, and Ability (SKA) to efficiently and effectively perform the duty/task/job involved. These SKA's often come from an individual's "Day Job" or are acquired over time with the department. A prospective member's past work, education, involvement with other non-profits and hobbies may also provide the needed SKA's to fill social duties/jobs/tasks. The Social category involves primarily elected officer positions such as (President, Vice-President, Secretary, Treasure, Board of Director etc.).

Administration

As a business we are impacted by all the behind the scene paperwork type activities, such as insurance, tax filing, health inspections, building/equipment maintenance, human resources etc. The administrative team is led by an elected President along with an elected Board of Directors.

Financial

As a 501c Not for Profit Business, our financials are public record and subject to review and audit. As a private incorporated fire department we are responsible for all the expenses of department operation. We receive funding from several sources; including a contract for services to the Town of Alabama and payment for services to the Tonawanda Reservation. These sums together are less than what is needed to operate the fire department and the balance is made up through fundraising. Our elected treasurer manages the department finances.

Fundraising

As stated our “guaranteed” funding does not equal the needed funds required to operate the department and we must fundraise the balance. Fundraising includes bingo, chicken barbeques and raffles and all members are expected to participate in fundraising. The fundraising team is also a great opportunity for individuals with the desire to serve their community but who choose not to be active firefighters.

Social Activities

The very nature of our business and the fact that our members/employees live in the community along with the longevity of their service creates a very family/social atmosphere. Throughout the year we foster this family environment through events such as a summer camp-out, monthly card parties, annual installation dinner and officer facilitated family breakfast.





The volunteer fire service is not something to be entered into lightly and we encourage all interested individuals to talk to our members, tour our facilities and ask questions. Your interest in volunteering comes at a time when there is an increasing level of opportunities and positions within the department. While we fully understand that the fire service is not for everyone we also understand that not everyone is right for the fire service. We have high expectations for our department and those expectations are fuelled by our members. New members bring new ideas, knowledge, experience and passion which aids in refueling our existing membership.

Thank you again for your interest in the Town of Alabama Fire Department and we encourage you to fill out the New Recruit Information form at www.townofalabamafire.org so we can gain additional information about you and schedule an interview.

Sincerely

The members/employees of the
Town of Alabama Fire Department

Town of Alabama Mission Statement

The mission of the Town of Alabama Fire Department is to provide superior service to the patrons of the Town of Alabama Fire Protection District in an effort to protect their lives, property and environment. The members of the department will accomplish the mission through fire suppression, fire prevention, public education, emergency response and non-emergency response. The department will maintain the highest level of readiness, enabling delivery of firefighting and emergency rescue services in a safe, competent and caring manner