**Purpose:** *This policy is intended to set the requirements for newly hired firefighters to ensure fully qualified, certified and licensed career firefighters.*

**Procedure:**

1. For the purposes of this policy, a newly hired career firefighter means a career firefighter hired after July 1, 2007.

2. Must have current certification by the Kentucky Fire commission as either a volunteer or paid firefighter.

3. The following must be achieved prior to the newly hired career firefighter’s first anniversary date:

A. Certified as a Kentucky Emergency Medical Technician, defibrillator level.

B. Qualified to operate either engine *or* aerial company fire apparatus.

C. IFSAC Level I firefighter.

4. The following must be achieved prior to the newly hired career firefighter’s second anniversary date:

A. Qualification to operate *both* engine and aerial company fire apparatus.

B. IFSAC Level II firefighter.

5. A newly hired career firefighter will no longer be required to become a state certified Level 2 Instructor, however no person will be considered for promotion beyond firefighter without being certified as a Level 2 Instructor. This requirement is retro-active to all currently hired firefighters.

6. Failure to achieve the certifications in sections 1 and 2 shall be grounds for termination due to inefficiency.

7. An extension of time to achieve the certifications in sections 1 and 2 may be granted by the fire chief due to an extended injury or illness (more than an aggregate of 30 days).