


Ocean City Fire Department  
**FIRE CHIEF'S GENERAL ORDER**

FCGO: 21-001

Monday, January 25, 2021

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<b>TO</b>	ALL OCFD Personnel
<b>FROM</b>	Fire Chief Richard R. Bowers, Jr. 
<b>SUBJECT</b>	Professional Development Standard

During September of 2019, the OCFD personnel convened to create a five-year OCFD Strategic Plan. One of the goals identified in the Strategic Plan was to establish a Career/Volunteer Professional Development Standard for the Department. The minimum training and experience standard will provide a roadmap for the newest and most tenured members of the OCFD to achieve a specific rank.

A workgroup comprised of various Career and Volunteer members and ranks developed a comprehensive minimum training and experience standard matrix for the department. The draft document was distributed to Career and Volunteer leadership and Chiefs for review and comment.

The Chiefs met in July 2020, and collectively reviewed the document and discussed a few items in the training matrix. On August 18, 2020, the Minimum Standards Training Workgroup members and the OCFD Chiefs met to finalize the discussion and approval of the training matrix. The Minimum Training Standards matrix was approved with the following timeline for implementation:

**Captains and below:** Must meet requirements by January 1, 2024 (36 months to complete any required training).

**Chief Officers:** Must meet requirements by January 1, 2025 (48 months to complete any required training.)

**THESE REQUIREMENTS ARE EFFECTIVE IMMEDIATELY.**

## STANDARDS FOR THE MINIMUM TRAINING AND EXPERIENCE REQUIREMENTS

<u>Probationary/Recruit</u>	<u>Firefighter I</u>	<u>Firefighter II</u>	<u>Driver/Operator (FADO)</u>
<ul style="list-style-type: none"> <li>Volunteer Orientation Program</li> </ul>	<ul style="list-style-type: none"> <li>Firefighter I</li> </ul>	<ul style="list-style-type: none"> <li>Firefighter II</li> </ul>	<p><b>This is an optional rank for members of the Volunteer Division and part-time members of the Career Division</b></p>
<ul style="list-style-type: none"> <li>Complete either part-time or full-time Recruit Academy</li> </ul>	<ul style="list-style-type: none"> <li>Hazardous Materials Operations</li> </ul>	<ul style="list-style-type: none"> <li>Rescue Technician-Site Ops</li> </ul>	<ul style="list-style-type: none"> <li>EVO</li> </ul>
<ul style="list-style-type: none"> <li>Complete applicable probational requirements</li> </ul>	<ul style="list-style-type: none"> <li>IS 700, IS 800, ICS 100, 200</li> </ul>	<ul style="list-style-type: none"> <li>Rescue Technician – VMR</li> </ul>	<ul style="list-style-type: none"> <li>Pump Operator</li> </ul>
	<ul style="list-style-type: none"> <li>EMT-B, EMT-I, EMT-P required for Career Division</li> <li>AHA First Aid &amp; AED for Volunteer Division</li> </ul>	<ul style="list-style-type: none"> <li>EMT-B, EMT-I or EMT-P required for Career Division</li> <li>AHA First Aid &amp; AED for Volunteer Division</li> </ul>	<ul style="list-style-type: none"> <li>Aerial Apparatus Operator-if operating any aerial apparatus</li> </ul>
	<ul style="list-style-type: none"> <li>EVO required for Career &amp; Volunteer Division members operating equipment in the emergency mode</li> </ul>	<ul style="list-style-type: none"> <li>EVO required for Career &amp; Volunteer Division members operating equipment in emergency mode</li> </ul>	<ul style="list-style-type: none"> <li>Rescue Technician-VMR if operating any rescue apparatus</li> </ul>
	<b>Experience:</b> None required	<b>Experience:</b> 1 year as FFI for Volunteer Division members. Full-time Career personnel will leave the Academy with this status	<b>Experience:</b> 1 year as FFI or FFII for Volunteer Division members. Full-time Career personnel will leave the Academy with this status
<u>Crew Leader</u>	<u>Lieutenant</u>	<u>Captain</u>	<u>Chief Officer</u>
<ul style="list-style-type: none"> <li>Fire Officer I</li> </ul>	<ul style="list-style-type: none"> <li>Fire Officer I</li> </ul>	<ul style="list-style-type: none"> <li>Fire Officer II</li> </ul>	<ul style="list-style-type: none"> <li>Battalion Chief &amp; Assistant Chief – Fire Officer II; Fire Officer III preferred</li> </ul>
<ul style="list-style-type: none"> <li>EMR or AHA First Aid &amp; AED required for Volunteer Division</li> </ul>	<ul style="list-style-type: none"> <li>Instructor I</li> </ul>	<ul style="list-style-type: none"> <li>EMR or AHA First Aid &amp; AED required for Volunteer Division</li> </ul>	<ul style="list-style-type: none"> <li>Deputy Chief – Fire Officer III; Fire Officer IV preferred</li> </ul>
	<ul style="list-style-type: none"> <li>EMR or AHA First Aid &amp; AED required for Volunteer Division</li> </ul>	<ul style="list-style-type: none"> <li>FADO-Engine, Aerial &amp; Rescue</li> </ul>	<ul style="list-style-type: none"> <li>ICS 300 – Battalion Chief and Assistant Chief</li> </ul>
			<ul style="list-style-type: none"> <li>ICS 400 – Deputy Chief</li> </ul>
<b>Experience:</b> 1 year as FFII for Volunteer Division members. Full-time Career personnel will leave the Academy with this level of training.	<b>Experience:</b> 2 years as FFII for Volunteer Division members. Career Division members must have 3 years of experience as a full-time member of the Division.	<b>Experience:</b> 2 years as Lieutenant for Volunteer Division members	<b>Experience:</b> Battalion Chief – 3 years as Career Lieutenant Career Assistant Chief – 2 years as Battalion Chief Volunteer AC must have been a Line Officer for 2 out of the past 10 years. Volunteer DC must have been an AC for 2 out of the past 10 years
<b>**Annual training requirements will be specified no later than September 1 of each year</b>			

*FADO – Fire Apparatus Driver Operator; EMR -Emergency Medical Responder; EVO-Emergency Vehicle Operator; VMR-Vehicle Machinery Rescue; EMT-Emergency Medical Technician; AHA – American Heart Association*