

ORDINANCE NO. 11-11

**AN ORDINANCE REPEALING ORDINANCE 06-01 AND ALL OTHER ORDINANCES
IN CONFLICT HEREWITH, ESTABLISHING RULES AND REGULATIONS
RELATING TO THE CITY OF GREENWOOD MUNICIPAL VOLUNTEER FIRE
DEPARTMENT, AND FOR OTHER PURPOSES**

WHEREAS, the City Council of the City of Greenwood, Arkansas, has determined that the current rules and regulations governing the Greenwood Municipal Volunteer Fire Department are outdated and in need of clarification due to the increased growth within the City and the upgrades made within the Greenwood Municipal Volunteer Fire Department within the last few years; and

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY
OF GREENWOOD, ARKANSAS; THAT**

Section 1: Ordinance No. 06-01 and all other ordinances in conflict herewith are hereby expressly repealed.

Section 2: There has heretofore been created and maintained within the City of Greenwood a department which has become known as the Greenwood Municipal Volunteer Fire Department. This department shall continue to exist within the modified guidelines and regulations set forth herein.

Section 3: As used in this Ordinance:

- (A) "Firefighter" means any paid or volunteer member of the Greenwood Fire Department who engages in fire suppressions, rescue, pump operations or other fire ground activities.
- (B) "Member" means any firefighter as defined above, along with any paid or volunteer individual within the fire department regardless of whether such individual engages in fire suppression, rescue, pump operation or other ground activity.
- (C) "Volunteer" means an individual who performs services without being paid a wage by the City of Greenwood. An employee of the City of Greenwood who receives a regular salary or wage may not be considered a "volunteer" if the volunteer work is the same type of work such person does for the City as an employee. In defining who is a "volunteer", the City of Greenwood hereby specifically adopts the regulations utilized by the Department of Labor found at 29 CFR Section 553.106, as may be amended from time to time. This regulation specifically notes that volunteers may be paid expenses, reasonable benefits, a nominal fee or any combination thereof for their service without losing their status as a volunteer. Such an individual who performs services as a volunteer for the City may receive payment for expenses without being deemed an employee for purposes of the Fair Labor Standards Act. Such individuals would not lose their volunteer status simply because they are

reimbursed for their approximate out of pocket expenses incurred incidental to providing volunteer services, such as cost of meals while providing such service and transportation expenses. Likewise such volunteers, would not lose their status as volunteers because they may be reimbursed for tuition, transportation and meal costs involved with the attendance of classes intended to teach them to perform efficiently the volunteer services they provide or will provide as volunteers. This would also include reimbursement for the cost of books, supplies or other materials essential to their volunteer training. Volunteers under Arkansas law are further entitled to coverage under the City of Greenwood Workers' Compensation coverage and LOPFI coverage or as otherwise authorized by state or federal law. Likewise, such volunteers would not lose their volunteer status based upon their receipt of a nominal fee from the City of Greenwood. A nominal fee is not a substitute for compensation and shall not be tied to productivity. It is further noted that the Department of Labor has opined that, "as a general rule, the fee paid is "nominal" as long as it does not exceed twenty percent of the amount that otherwise would be required to hire a permanent employee for the same services". Opinion Letter Fair Labor Standards Act FLSA 2008-15 (December 18, 2008).

- (D) "Fire Chief" shall be a full time salary position hired by the Mayor. The fire chief shall be directly charged with the responsibility and accountability to the City for all equipment and have control of the management of all department activity. The fire chief shall perform all fire prevention, pre-incident planning, shall be the chief administrator over all members of the City of Greenwood Volunteer Fire Department and shall also perform all other duties which may be required by him by State Statute or pursuant to any mandate of the Arkansas Office of Fire Protection Service Board. This individual must have the minimum qualifications of an Associate's Degree in a fire-related discipline or a Bachelor's Degree in any field. Such person must also have received chief officer training certification from the Arkansas Fire Academy or equivalent and must live within the city limits of the City of Greenwood. This individual shall further assure that their department and personnel is in compliance with all State and Federal Regulations.
- (E) "Assistant Fire Chief" shall assist the Fire Chief in fulfilling the Fire Chief's duties as may from time to time be necessary. This individual shall fill the fire chief position at any time that the current fire chief is unavailable or unable to serve in such capacity, until such time as the fire chief returns to regular duty or is replaced by the Mayor. The assistant fire chief shall have the minimum qualifications of an Associate's Degree in a fire-related discipline or a Bachelor's Degree in any field of study. The assistant Fire Chief shall within three years of the date of his appointment obtain a chief officer certification from the Arkansas Fire Academy or equivalent. This individual must also live within the city limits of the City of Greenwood.
- (F) "Captain"-This individual shall be appointed by the Fire Chief, at his discretion, provided that such individual must possess at least two years of experience and have demonstrated a complete knowledge of all fire department apparatuses, city streets,

city resources and structures. Such appointment will be subject to confirmation by majority vote of the Personnel Board. This individual shall meet the certification of NFPA 1021 within two years of appointment. This individual must also live within one mile of the city limits of the City of Greenwood.

- (G) "Lieutenant"-This individual shall be appointed to such position by the Fire Chief, at his discretion, provided that such individual must possess at least two years of experience and have demonstrated a complete knowledge of all fire department apparatuses, city streets, city resources and structures. Such appointment will be subject to confirmation by majority vote of the Personnel Board. This individual shall meet the certification of NFPA 1021 within two years of appointment. This individual must also live within one mile of the city limits of the City of Greenwood.
- (H) "Safety/Training Officer"-This individual shall be appointed to such position by the Fire Chief, at his discretion, provided that such individual must possess at least two years of experience and have demonstrated a complete knowledge of all fire department apparatuses, city streets, city resources and structures. Such appointment will be subject to confirmation by majority vote of the Personnel Board. This individual shall meet the certification of NFPA 1021 within two years of appointment. This individual must also live within one mile of the city limits of the City of Greenwood. This individual shall conduct such training activities as is deemed necessary by the Fire Chief and will be certified in accordance with Act 833 of 1991. This individual along with the Fire Chief shall be responsible for the preparation and forwarding of all prerequisites as requested by any firefighter.
- (I) "Fire Personnel Board"- shall consist of the Fire Chief, assistant chief, captains, lieutenants, and safety training officer. The Fire Personnel Board shall make recommendations to the Fire Chief who shall make those recommendations made known to the Mayor and City Council in regard to the needs for additional personnel and shall otherwise assist in the preparation and management of the Department's annual budget. The Fire Personnel Board shall also confirm all new officers which may from time to time be nominated by the Fire Chief. The Fire Personnel Board may also make an advisory recommendation to the Mayor any individual who is being considered for appointment as Fire Chief. The board shall also screen all fire department applications, conduct personal interviews and recommend to the Mayor and City Council any individuals for hire within the fire department. The Fire Personnel Board shall also serve to hear any grievances within the department relating to disciplinary measures, due motions and termination. For purposes of conducting business a quorum shall be required. A quorum is hereby defined as two-thirds of the membership of the board. Decisions from the Fire Personnel Board shall be final and not subject to further appeal.

Section 4: Staffing: The City of Greenwood Municipal Volunteer Fire Department shall consist of a Fire Chief, assistant Fire Chief, three captains, three lieutenants, a safety/training officer, a personnel board and additional fire fighters/first responders as the personnel board may from time

to time recommend subject to the approval of the City Council. Any vacancy which occurs in existing authorized positions shall be filled as soon as reasonably possible. In such event the Fire Chief or assistant Fire Chief shall convene a meeting of the fire department personnel board to recommend a list of candidates, from which the personnel board shall select one to fill such position and make such recommendation of appointment to the City Council for their approval.

Section 5: Residency of Members: Except as noted herein above, all fire department members must live within the planning jurisdiction of the City of Greenwood, with exceptions to be approved by the Fire Personnel Board.

Section 6: Membership: Membership to the department shall be by application. The fire department shall advertise any vacant membership position in a newspaper of local circulation for not less than two weeks. Applicants shall apply at City Hall and/or the Fire Department, with the Fire Chief collecting all applications and the Fire Personnel Board reviewing the same and making such recommendations to the Fire Chief who shall then make such recommendations known to the Mayor and City Council for the filling of such position by majority vote of the Council.

Section 7: Employment: All newly appointed firefighters shall be subject to the City of Greenwood Personnel Policy, and are employees "at will". Nothing within this Ordinance or within the City of Greenwood Personnel Policy manual shall be deemed to make such individual anything other than "at will employee" as defined under Arkansas law. All new firefighters shall meet Firefighter I status within two years of their appointment unless otherwise extended by majority vote of the Fire Personnel Board and meet NFPA standards within (5) years of their appointment. Any full time firefighter employed by the City for a period of more than one year or for a cumulative time exceeding 2912 compensated hours must be certified as having successfully completed the training program administered by the Arkansas Fire Training Academy pursuant to A.C.A. 20-22-811. If such full time individual serves in an administrative capacity only and does not engage in the activities of fire suppression, rescue, pump operations or other fire ground activities, then such individual shall be exempt from this training requirement. All firefighters shall also receive, within the first year of service, at least sixteen hours in the introduction to firefighting course, sixteen hours in introduction to personal protective equipment course and 8 hours in wild fire suppression as mandated by A.C.A. 20-22-806, and such additional requirements as may be mandated from time to time by the state. Each year such firefighters shall complete the minimum continuing education requirements mandated by the state of Arkansas or the Fire Protection Service Board. Such training shall be in addition to the Firefighter I requirements set forth hereinabove. All training must be approved with funds appropriated by the City Council. Any training in excess of the minimum requirements would be at such member's own expense unless specifically authorized with funds being appropriated therefore by the City Council. Any firefighter can be terminated without cause, by the Mayor, Fire Chief or a two-thirds majority vote of the total members of the City of Greenwood Volunteer Fire Department.

Section 8: Classifications: The City of Greenwood hereby recognizes the following classifications of fire fighters:

- (a) **Volunteer** - This classification is for all newly hired firefighters until such individual

completes their first three required training courses as mandated by the Fire Chief, for any firefighter who also serves in a Mayorial or City Council person dual office position and for any other individual who chooses to remain in this classification. These individuals will be reimbursed \$25.00 per event as a nominal reimbursement as authorized by the Code of Federal Regulations referred to hereinabove and recognized by the Department of Labor opinion set forth hereinabove.

- (b) **Paid per call** - Part time employee-this classification shall apply to any firefighter who so desires after completion of his initial first six months of service to the City of Greenwood, except for any firefighter serving in a dual position as both a firefighter and a Mayor or Council person. These individuals shall be paid at the rate of \$25.75 per hour for meeting attendance, authorized training and for each emergency event attended. This individual shall receive a W-2 and shall be considered a part time employee of the City. Each individual shall be subject to a maximum earning capacity of twenty percent of the compensation an employee holding the same job would make, not considering reimbursement for their actual expenses.
- (c) **Full-time** - The Fire Chief shall be the sole full time authorized position and shall draw such salary as may from time to time be established by the City Council.
- (d) **Temporary maintenance-clerical** - This individual will serve on a temporary basis from time to time to be determined by the Fire Chief, with permission of the Mayor, for a period of time not to exceed more than three consecutive weeks within any ninety day time frame for purposes of routine maintenance of equipment, NIFERS reporting or for the upkeep on City apparatuses and fire stations. Such individual must be a member of the fire department and able to respond to emergency events which may occur while serving in this temporary capacity. This individual shall be paid at the rate of not more than \$15.00 per hour, provided the same has been appropriated by the City Council.
- (e) **Assistant Fire-Chief** - This individual shall receive an additional annual stipend as may from time to time be authorized by the City Council, said amounts to be prorated over a twelve month period and paid accordingly.

Section 9: Meetings: Training meetings shall be held at 7:00 p.m. on the second and fourth Tuesday of each month, unless otherwise scheduled by the Fire Chief. Such training sessions will not be less than one hour. In order to continue in good standing, all members must attend at least two meetings per quarter unless such absence is excused by the Fire Chief for good cause. Any member under a military obligation, medical condition or educational obligation shall automatically be deemed to be excused for good cause. In the case of medical condition or educational obligation, such absences may not continue over one year period and still constitute good cause.

Section 10: Mutual Aid: In compliance with Act 833 of 1991, it is understood that the department shall not be required to act if fewer than six department personnel respond to the request.

If fewer than six firefighters respond, the City of Greenwood itself would still be adequately protected. If six fire fighters respond, three firefighters shall go to the emergency scene and three shall stay within the city fire district.

Section 11: Incentive: To encourage a high level of professionalism, and if appropriated by the City Council, the incentive pay as set forth and attached as Exhibit A, may be paid, if approved by the Fire Chief.

Section 12: The City Council of the City of Greenwood hereby acknowledges the mandates of A.C.A. 14-42-107(b) which prohibits alderman, council members, officials and municipal employees from being interested, directly or indirectly in the profits of any contract for the furnishing of services to the municipality unless the governing body of the City has an enacted an ordinance specifically permitting alderman, council members, officials or municipal employees to conduct business within the City and prescribing the extent of its authority. Likewise, the City Council is also aware of A.C.A. 14-42-115 which makes it lawful for a volunteer firefighter to also serve as a member of the City Council and such service would not be deemed a conflict of interest and which further authorizes such person to receive compensation as a member of the City Council and to serve as a volunteer firefighter and to receive compensation as a result thereof. The City Council deems that A.C.A. 14-42-115 is an exception to A.C.A. 14-42-107 and to the extent any council person shall serve in such dual capacity as may be authorized by A.C.A. 14-42-115 but in any event hereby, specifically recognizes and approves the same as mandated under A.C.A. 14-42-107(b).

Section 13: Exemption: All current members of the Fire Department who have (5) or more years of prior service on the enactment date of this Ordinance are exempt from the mandatory training requirements set forth herein.

PASSED AND APPROVED BY A Full MAJORITY OF THE CITY COUNCIL OF THE CITY OF GREENWOOD, ARKANSAS ON THIS 5th DAY OF July, 2011.

Clerk:

Mayor:

William J. Cole

Delmer Tabbald

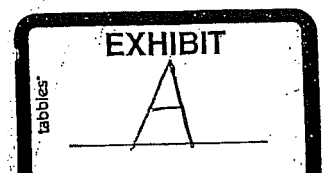


City of Greenwood Fire Department pay schedule
March 29, 2011

FULL TIME POSITION

Fire Chief

- \$44,000.00 Salary
- 40 hrs per week
- The fire chief is the executive head of the department and is directly responsible for the proper and efficient operation of the department.
- The fire chief shall be responsible for the following:
 - Supervising, regulating, and managing the department. The fire chief shall control all department activities.
 - Prescribing the specifications and manner of wear of uniforms and protective clothing and equipment.
 - Reorganizing any part of the department when in his judgment such reorganization would best serve the department.
 - Establishing rules, regulations, and procedures as necessary to ensure department efficiency and effectiveness.
 - Enforcing the department's rules, regulations, and procedures.
 - Reprimanding, preferring written charges, and suspending or dismissing members when conditions so warrant.
 - Preparing and submitting the department's annual budget recommendations to the city council.
 - Monitoring the expenditure of funds allocated to the department.
 - Conducts lectures and demonstrations for the general public and civic groups concerning Fire Department activities.
 - Supervising all members of the fire department.
- The fire chief shall serve as a member of the International Association of Fire Chiefs (IAFC), the Arkansas State Fire Chiefs (ASFCA), the Arkansas State Firefighters Association (ASFA), and the Sebastian County Fire Association.
- The fire chief shall serve as the city's liaison to independent volunteer fire and EMS companies.
- Nothing contained in these rules, regulations, and procedures shall be construed as limiting the power and authority granted to the fire chief by the city administration and city council or by state and federal laws.



PAID-ON-CALL/PER HOUR POSITIONS

Positions paid @ \$25.75 per call/per hour including training

Assistant Fire Chief

- \$3000 rank pay annually
- Paid-on-call position
- Assists in planning and directing activities and personnel of the fire department. Performs related work as required.
- The Assistant chief of emergency services shall be appointed by the fire chief and shall be directly responsible to him for the proper and efficient operation of the department's emergency services and training divisions.
- The Assistant chief of emergency services shall be responsible for the following:
 - Supervising the deployment of personnel in fire and rescue stations assigned to perform fire suppression and emergency medical service response duties.
 - Coordinating fire and emergency medical training for personnel.
 - Preparing reports and maintaining records as required.
 - Supervising the use, maintenance, and repair of the department's administration and training facilities.
 - Acting in the capacity of fire chief, in the fire chief's absence or when instructed.
 - Performing other such duties as may be required.
- Supervising all members of the fire department with exception of the Chief.

Captain

- \$1000 rank pay annually
- Paid-on-call position
- Directs and supervises all fire activities and the department training program. Performs related work as required.
- Captain shall be responsible for the following:
 - Commanding an engine or truck company. This includes being responsible for the care, maintenance, and usage of all equipment and items pertaining thereto.
 - Preparing reports and maintaining records as required.
 - Supervising training for station personnel.
 - Obeying, supporting, and enforcing the department's rules, regulations, policies, and procedures and requiring the same of his subordinates.
 - Setting a good example for subordinates and requiring subordinates to meet all required standards of conduct and performance.
 - Promptly reporting in writing any violation of the department's rules, regulations, policies, and procedures, and referring all official matters to the fire chief through the established chain of command.
 - Supervising and assisting subordinates in the performance of maintenance, training, company inspections, public education programs, and emergency response activities.
 - Performing other such duties as may be required.
- Captain manages the Lieutenants and personnel below them.

Lieutenant

- \$750 rank pay annually
- Paid-on-call position
- Directs the activities of the fire department. Performs related work as required.
- Lieutenant is the position immediately below Captain.
- A Lieutenant shall be directly responsible to his Captain for the following:
 - Driving apparatus, operating pumps and aerial devices, performing inspections of apparatus, firefighters, and the stations; taking part in public education activities, and participating in firefighting and emergency medical duties.
 - Possessing a thorough knowledge of how to operate equipment assigned to apparatus in accordance with current training policies.
 - Possessing a thorough knowledge of how to operate equipment assigned to sources, and target hazards within his first-due area.
 - Maintaining the apparatus and equipment to which he is assigned.
 - Provides direct supervision and guidance to firefighters in maintenance tasks relating to stations, equipment and grounds.
 - Acting in the capacity of Captain when properly instructed to do so.
 - Responds to alarms and assists in directing firefighting operations of fire companies at the scene.
 - Assists the Assistant Chief or Captain in planning and directing the activities of the fire department.
 - Supervises and reviews performance ratings of accomplishment of the firefighters.
 - Responds to rescue calls and directs operations at the scene.
 - Makes reports concerning personnel and activities as required
 - Performing other such duties as assigned.
 - Directly supervises non-officer members of the fire department.

Chief Training Officer (CTO)/Safety Officer

- \$500 rank pay annually
- Paid-on-call position
- CTO paid \$25.75 per hour of instruction
- Organizes schedules and directs Public education training with Instructors and Fire Chief.
- Assists in training all fire suppression personnel; instructs in the uses, operation and maintenance of all Fire Department tools and equipment.
- Conducts classroom lectures and demonstrations on fire prevention, fire protection and firefighting methods and practices.
- Provides instruction and demonstration in first aid methods and equipment.
- Keeps abreast of current literature on firefighting methods; develops training and lesson plans; develops conducts and rates examinations; maintains records of testing and training activities.
- Supervises all training fires; assists in supervising pre-fire plans.
- Observes and evaluates fire suppression personnel training needs.

- Coordinates firefighting programs and curriculum for continuing education.
- Implements officer training on a regular basis.
- Maintains training reports and classifies these reports according to the I.S.O. grading.
- Assists the Fire Chief with the preparation and monitoring of the training budget.
- Keeps the Fire Chief advised of the status of training and the readiness of personnel to meet department performance standards.
- Performs related duties as required.
- Responsible for training activities of department instructors
- Acts as the department's safety officer.

Instructor

- Paid-on-call position
- \$100 one-time payment for AFA Instructor I Certification
- Instructor paid \$25.75 per hour of instruction
- Assists CTO in training all fire suppression personnel; instructs in the uses, operation and maintenance of all Fire Department tools and equipment.
- Conducts classroom lectures and demonstrations on fire prevention, fire protection and firefighting methods and practices.
- Provides instruction and demonstration in first aid methods and equipment.
- Keeps abreast of current literature on firefighting methods; develops training and lesson plans; develops conducts and rates examinations; maintains records of testing and training activities.
- Assists CTO on all training fires; assists in supervising pre-fire plans.
- Observes and evaluates fire suppression personnel training needs.
- Assists and coordinates firefighting programs and curriculum for continuing education.
- Maintains training reports and classifies these reports according to the I.S.O. grading.
- Performs related duties as required.

Fire Fighter

- Paid-on-call position
- \$500 one-time payment for AFA Firefighter II Certification
- Firefighter is the position directly below that of Lieutenant. The position of firefighter is the entry-level position in the emergency services division.
- Firefighters are directly responsible to their company officers for the following:
 - Participating in company inspections, public education activities, and emergency response operations.
 - Being prepared to temporarily assume the duties and responsibilities of Lieutenant, if necessary.
 - Possessing thorough knowledge of the operation of the apparatus and equipment to which they are assigned.
 - Possessing a thorough knowledge of the streets, hydrants, static water sources, and target hazards in their first-due area.

- Maintaining and caring for all equipment assigned to them, their stations, and their apparatus.
- Acting in the capacity of Lieutenant when properly instructed to do so.
- Performing other such duties as assigned.
- This job has no supervisory responsibilities.

Paramedic

- Paid-on-call position
- \$500 annual payment for Current AR State Paramedic Licensure
- Current certification in the State of Arkansas as a Certified Emergency Medical Technician Paramedic (National Registry Preferred), 16 hour EVOC certified course. Currently updated in CPR, ACLS discipline, PALS, PHTLS within 5 years and AMLS within 5 years.
- Drives, attends and/or accompanies another Emergency Medical Technician Paramedic to and from locations when called to provide service. This person must respect the confidentiality of clients and meet all Health Insurance Portability and Accountability Act (HIPAA) requirements.
- Have a working knowledge of all emergency equipment and have the ability to trouble shoot if necessary. Be able to participate in a systematized assessment of injuries to multiple victims for determination of prioritizing the transportation of medical patients and methods of controlling all injuries.
- Utilize medical equipment and procedures including defibrillator, EKG monitor, oxygen and suction devices, intravenous fluids, CPR and other procedures and medications as required to provide advanced medical care while assisting Sebastian County EMS.
- The position requires bending, stooping, pushing, pulling, reaching overhead and the ability to lift upwards of 200 pounds, waist high.
- Understands and abides by all Sebastian County EMS and City of Greenwood Fire Department operations, procedures and regulatory rules.
- Should be able to display effective communication with the patient, bystanders, and be able to relay this information from the field to the hospital. Reassure patients, relatives and bystanders and be able to assist in providing emotional support when needed.
- Act as team leader and take responsibility for scene management as needed
- Maintains rescue vehicles in efficient operating condition.
- Be able to participate in in-service and formal education when provided by the service, to maintain high level job proficiency.
- Responsible for maintaining competency levels and make certain that a high level of proficiency in the skills necessary to maintain life and prevent injuries is maintained.
- This is a front-line position for providing excellent customer service to members of the general public and other city employees. Personal contact occurs with other employees of the service, employees of other departments in the County, citizens, and customers of the department. Close interaction with representatives from environmental regulatory agencies of the State and occasionally Federal governments. Service is provided in person or by phone contact.

Emergency Medical Technician (EMT)

- Paid-on-call position
- \$250 annual payment for Current AR State EMT Licensure
- Possess a current state of Arkansas Emergency Medical Technician certification, 16 hour EVOC certified course, CPR.
- Drives or accompanies another Emergency Medical Technician to and from locations when called to provide service. This person must respect the confidentiality of clients and meet all Health Insurance Portability and Accountability Act (HIPAA) requirements.
- Have a working knowledge of all emergency equipment and have the ability to trouble shoot if necessary. Be able to participate in a systematized assessment of injuries to multiple victims for determination of prioritizing the transportation of medical patients and methods of controlling all injuries.
- Assist in administering appropriate care within the scope of his/her training level. Master a variety of skills among them airway control, spinal immobilization and transportation of fracture victims, O² administration, CPR, automatic external defibrillation and methods of controlling hemorrhages.
- The position requires bending, stooping, pushing, pulling, reaching overhead and the ability to lift upwards of 200 pounds, waist high.
- Understands and abides by all Ambulance and Fire Department operations, procedures and regulatory rules.
- Should be able to display effective communication with the patient, bystanders, and be able to relay this information from the field to the hospital. Reassure patients, relatives and bystanders and be able to assist in providing emotional support when needed.
- Maintains vehicles in efficient operating condition and maintains a clean and well stocked Response Pack with equipment from Sebastian County EMS.
- Be able to participate in in-service and formal education when provided by the service, to maintain high level job proficiency.
- Responsible for maintaining competency levels and make certain that a high level of proficiency in the skills necessary to maintain life and prevent injuries is maintained.
- This is a front-line position for providing excellent customer service to members of the general public and other city employees. Personal contact occurs with other employees of the service, employees of other departments in the County, citizens, and customers of the department. Close interaction with representatives from environmental regulatory agencies of the State and occasionally Federal governments. Service is provided in person or by phone contact.

VOLUNTEER POSITIONS

Positions paid @ \$25.00 per call including training

Volunteer positions may include any position with the exception of Chief.

- Volunteer positions have same duties, responsibilities, required training and position pay as Paid-on-call/per hour positions

COURSES & CERTIFICATIONS

Driver Operator Certification

- \$250 one time payment for certification
- 80 hour Arkansas Fire Academy Course that provides the knowledge and skills to function as an emergency vehicle driver and pump operator

Fire Inspector I Certification

- \$100 one time payment for certification
- 40 hours Arkansas Fire Academy Course to introduce knowledge and skills necessary for fire inspectors to conduct basic fire inspections and apply codes and standards.

Arkansas Fire Investigator Certification

- \$250 one time payment for certification
- 80 hour Arkansas Fire Academy Course that provides the knowledge and skills to conduct, coordinate, and complete a fire investigation.

Fire Officer I Certification

- \$100 one time payment for certification
- 40 hours Arkansas Fire Academy Course to introduce knowledge and skills necessary for fire personnel to function at the Fire Officer I level identified in NFPA 1021-I, chapter 4.

Fire Officer II Certification

- \$100 one time payment for certification
- 40 hours Arkansas Fire Academy Course to introduce knowledge and skills necessary for fire personnel to function at the Fire Officer II level identified in NFPA 1021-I, chapter 5.

Chief Fire Officer Curriculum

- \$250 one time payment for certification
- 160 hours Arkansas Fire Academy Course covering Leadership, Human Resource Development, Community Risk Reduction, and Operations.

Arkansas Fire Academy Rescue Track

- \$250 one time payment for completion of all nine courses
- Courses designed to provide participant with the knowledge and skills to conduct various aspects of fire service rescue functions.
- Training is based on NFPA 1006 minimum standards for Rescue Technician
- Includes: Basic Rappelling, Tactical Rope Rescue, Confined space rescue, trench rescue, Rapid Intervention Team, School Bus Extrication, Rough Terrain & Mountain Rescue I, II, & III, etc.

Arkansas Fire Academy Industrial Training Program

- \$100 one time payment for courses completed over 16 hours and excluding courses already listed above
- Includes: Industrial Chemical Spill Response – Tech level, HAZMAT Tech level Intro to Industrial Fire Protection-Incipient Fire Brigade, Industrial Fire Brigade Structural, Industrial Firefighting Techniques Structural, OSHA 30-Hour General Industry Outreach Training, etc.

COURSES NOT OFFERED BY AFA

SRT1 (currently 6 on department)

- \$250 one time payment for certification
- The Swift Water Rescue Technician (SRT1) - Working knowledge in hydrology and river classifications, size-up, site control and scene management. Practical skills include self-rescue, swift water swimming and the fundamentals of shore, boat and in-water rescues. Basic knowledge of boat handling and the fundamentals of rope rescue including mechanical advantage and anchor systems.

TRR: TL (possibly 6 will be training to this level in 2011)

- \$250 one time payment for certification
- Technical Rope Rescue: Technician Level (TRR:TL) – Working knowledge of basic over-the-bank rescues to progressively more vertical scenarios. Skills in preplanning, size-up and scene management, ascending and descending, belaying, mechanical advantage systems, lowering and raising systems, patient packaging and litter attending, tethers, and high lines. Completion of the TRR: TL class satisfies the requirements in NFPA 1670 for Technical Rope Technician level training. In addition, Technician level training is mandatory for inclusion on many Federal Emergency Management Agency Teams at different Team levels.

SRTA (currently 0 on department)

- \$250 one time payment, \$100 annually to keep certification
- Swift water Rescue Technician Advanced (SRTA) – Ability to integrate techniques learned in SRT1 and TRR: TL, concentrating on victim rescue. Ability to utilize various skills in river and flood rescue, including, rope systems, management of litter & patient raising systems, highline systems, advanced river search concepts, performing rescues at night or in low visibility and basic flood disaster management. Completion of the SRT-A along with SRT-1 and TRR: TL satisfies the requirement outlined in NFPA 1670 Surface/Swift Water Technician Level. This qualified graduates to operate on a Swift Water/Flood search & Rescue team according to NFPA.

CONF: P (currently 0 on department)

- \$250 one time payment
- Confined Space Rescue Professional (CONF: P) - Working knowledge of hazard identification, safe operations and rescue skills. The ability to use basic and specialized equipment, rope and rigging, safety considerations, scene

management and organization, lowering and raising systems, patient packaging and litter management in confined space environments.

SAR TECH III (currently 0 on department)

- \$250 one time payment
- Search & Rescue Technician III – Basic knowledge and skills of search and rescue

SAR TECH II (currently 1 on department)

- \$250 one time payment
- Search & Rescue Technician II – Basic knowledge, skills and field performance competence of search and rescue

SAR TECH I (currently 1 on department)

- \$250 one time payment, \$100 annually thereafter to keep certification
- Search & Rescue Technician I – Advanced knowledge, skills and field performance competence of SAR tactics including K-9 attachments to a SAR crew, advanced land navigation skills, group leadership and management.

DEGREES

FIRE SCIENCE RELATED ASSOCIATES DEGREE

- \$500 one time payment
- Must be provide by an accredited program and/or partnering colleges

FIRE SCIENCE RELATED BACHELORS DEGREE

- \$1000 one time payment
- Must be provide by an accredited program and/or partnering colleges

Veto overridden by Council
on 8/1/11

July 8, 2011

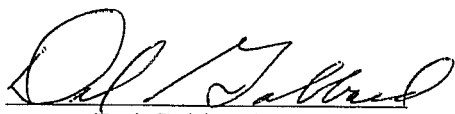
Ms. Wilma Cabe
City of Clerk
City of Greenwood
PO Box 1450
Greenwood, Arkansas 72936

Re: Veto of Ordinance 11-11, a Ordinance Repealing Ordinance 06-01 Establishing
Rules and Regulations Relating to the City of Greenwood Municipal Volunteer Fire
Department

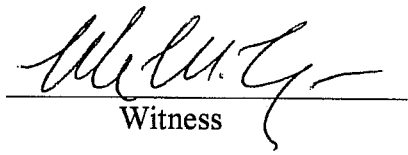
Dear Ms. Cabe:

Pursuant to the authority vested in me by Arkansas Code Annotated Section 14-43-504, I
Del Gabbard, Mayor of the City of Greenwood, want to veto the Ordinance 11-11
repealing Ordinance 06-01 establishing rules and regulations relating to the City of
Greenwood Municipal Volunteer Fire Department that was presented at the City Council
Meeting on Tuesday, July 5, 2011.

This veto was presented Friday, July 8, 2011 at 11:20 A.M. to Wilma Cabe.



Del Gabbard
Mayor


Witness

7-8-11
Date

11:29 AM
Time



City of Greenwood

"A Good Place to Live"

Del Gabbard
Mayor

Wilma Cabe
City Clerk/Treasurer

July 21, 2011

Mrs. Wilma Cabe
Greenwood City Clerk
Greenwood City Hall
P.O. Box 1450
Greenwood, Arkansas 72936

Re: Veto of Ordinance 11-11, an Ordinance Repealing Ordinance 06-01 Establishing Rules and Regulations Relating to the City of Greenwood Municipal Volunteer Fire Department

Dear Mrs. Cabe:

The reason for the veto of Ordinance 11-11 is it was based on a very complicated section of the Municipal Code one that could be interpreted either way.

I felt the City Council used the law to their advantage and they will benefit from this Ordinance after they leave their term of office from the City Council.

This Ordinance takes all the authority and power away from the City of Greenwood making the Fire Department its own entity, where they can now give their selves anything they want without any constrictions.

I feel that this Ordinance is self serving and does not have the best interest of the citizens of the City of Greenwood in mind.

Sincerely,

A handwritten signature in black ink that reads "Del".

Del Gabbard
Mayor