



CADET FIREFIGHTER PROGRAM

Policy and Guidance

9 July 2012

REV. December 2013

Objective

The Gloucester Volunteer Fire & Rescue Squad (GVF&RS) Cadet Firefighter Program is for teens of good moral character between the ages of 16-18. As these Cadet members reach 18 years of age and have graduated from High School, they then become eligible to seek Active Firefighter Membership with GVF&RS. Our goal is to give the cadet youth a sense of belonging and nurture their growth within the fire service, learn valuable skills, and provide an opportunity to serve their community. The program provides the cadets a chance to experience much of what GVF&RS firefighter's experience, and to learn the basics before taking the NFPA Level 1 Firefighter Course. We are looking for individuals that are willing to work as part of a team, be able to take commands from GVF&RS firefighters and officers, be able to serve in a professional manner, and be able to attend the regular trainings and meetings.

Eligibility

1. Any resident of Gloucester County within GVF&RS jurisdiction, between the ages of 16-18 (if 18 and still in high school) may apply for membership in the GVF&R Cadet Firefighter Program. Those applicants will be considered for a Cadet Firefighter position.
2. The applicant must be of good moral character, complete an application, including a medical authorization and police background check. Included with the application is a parental consent form that must be signed by a parent or legal guardian. The application must be approved by the Cadet Leadership Committee.
3. The applicant must be in good academic standing at his/her school at the time application and during the period of membership as a Cadet Firefighter. A minimum GPA of 2.0 ("C") must be maintained in every class.

General Rules

1. The general standard of conduct is to be commensurate with that of a professional. Cadet Firefighters represent GVF&RS, and are expected to be courteous and respectful to fellow cadets, firefighters and emergency services personnel and all citizens served. The GVF&RS will not tolerate vulgar, offensive, discriminatory or threatening language or gestures at any time. Cadet Firefighters may not wear any article of clothing that, in the opinion of a fire officer, would be offensive to the public served. Violations may result in disciplinary action, and may include suspension or expulsion.



2. The GVF&RS maintains a "zero tolerance" policy with respect to drug and alcohol use and violation of public laws. Any possession or use of alcohol or illegal drugs, or being under the influence of alcohol or illegal drugs, on VF&RS premises or apparatus, emergency scene, training drill, official function, or while in GVF&RS apparel of any type will result in immediate expulsion from the GVF&RS Cadet Firefighter Program. Cadet Firefighters may not use Tobacco products due to Virginia Law that states no person less than 18 years of age can be in possession of any Tobacco products. Any arrest or conviction of any crime will result in a review of the circumstances by the Cadet Leadership Team, and may result in disciplinary action, including suspension or expulsion.
3. Cadet Firefighters shall at all times obey all traffic laws of the Commonwealth of Virginia. Any violation of any traffic law may result in the immediate suspension of the Cadet for a period of at least 30 days, or expulsion from the Cadet program, as determined by the Cadet Leadership Committee
4. Cadet Firefighters may not use or display emergency beacons on their personal vehicle (e.g., red lights). Cadet Firefighters may be issued a cadet vehicle license plate tag and membership card. Cadet Firefighters may wear specifically authorized clothing identifying them as a member of the GVF&RS Cadet program. Assigned personal protective equipment shall only be worn for official purposes. Cadet Firefighters may be issued pagers upon completion of designated training and upon recommendation by the Cadet Firefighter Training Officer and approval by the Chief fire officer to which the Cadet is assigned. Cadet Firefighters may not take pagers to school, or school sponsored activities in which the Cadet is participating.
5. Cadet Firefighters may only bring non-members into any GVF&RS fire station when there are regular active GVFRS members present.
6. Cadet Firefighters are not permitted to be at the fire station after 2200 hours on weekdays during the school year, and 2400 hours (midnight) on weekends, unless directed to leave earlier by the on-duty EMS crew.
7. Cadet Firefighter may not borrow GVF&RS equipment for personal use.
8. Cadet Firefighters may not operate GVF&RS vehicles/apparatus.
9. Power tools, hydraulic and pressurized air operated equipment, and cutting devices such as chain saws/roof saws, air bags and Hurst Tools are to be operated only for training purposes (not on an emergency scene), and only under the direct supervision of a fire officer or their designee. Full protective gear, including gloves and eye covering must be worn by the Cadet Firefighter when operating any power tool, hydraulic or pressurized air operated equipment, or cutting device.
10. Cadet Firefighters may climb GVF&RS ground ladders or aerial ladders for training purposes only. Any ladder must be under the direct supervision of a GVF&RS fire officer or their designee. A ladder belt or safety harness and full protective gear must be worn at all times. Ladders or aerial equipment of another fire department may not be used by the Cadet Firefighter without the consent of a fire officer from the other department and a GVF&RS fire officer.



11. Cadet Firefighters are not to participate in any GVF&RS activity, including emergencies, during school hours. Cadet Firefighters are not to leave work, school, or a school sponsored activity, for emergency response.
12. Cadet Firefighters must attend a minimum of 4 of training drills, 4 general membership meetings and 6 Monthly cadet meetings held each year. Cadet Firefighters are not required to respond to emergency calls.
13. Cadet Firefighters are responsible for the care of all GVF&RS gear issued to them, and are financially responsible for loss or damage from other than official use as a cadet Firefighter.
14. Cadet Firefighters must report any personal injury to a GVF&RS officer, no matter how minor it may appear to be.
15. Cadet Firefighters may not accept monetary payment or gifts for services rendered as a firefighter. Any citizen offering payment of any kind should be advised that payment for firefighting services is not expected. Never accept contributions at an emergency scene. The Cadet Firefighter should direct those individuals seeking to make a contribution to a GVF&RS officer.

Emergency Response

1. Cadet Firefighters may not respond to emergency alarms scenes in their POV. Cadet Firefighters shall drive to the firehouse or as directed by the GVF&RS Chief or Cadet Firefighter Training Officer via a standing assignment order. Qualified Cadet Firefighters may respond on GVF&RS apparatus if seats are available (Cadet Firefighters will relinquish seats to firefighters as needed). Cadet Firefighters are under the command of GVF&RS fire officers from the time of their arrival at the station or emergency scene until released from duty by a GVF&RS fire officer. If no officer is aboard the apparatus, the Cadet Firefighter will be under the command of the operator until reassigned to a GVF&RS fire officer. Cadet Firefighters are not to leave an emergency scene without the knowledge and consent of a GVF&RS fire officer (each Cadet Firefighter is to speak with a fire officer directly, not via a third party).
2. Cadet Firefighters may not respond to an emergency alarm relating to a hazardous material incident, biological or nuclear hazard, explosive device, terrorist incident, police jurisdiction/crime scene assistance or mass casualty (defined as one likely to involve four or more individuals seriously injured or killed – such as an incident involving an aircraft or bus accident).
3. A Cadet Firefighter is to remain well clear of an area of operation requiring use of supplemental breathing air, SCBA.
4. Cadet Firefighters must be seated and seat-belted in the truck cab when emergency apparatus is in motion.
5. Cadet Firefighters must wear full protective gear while riding on the apparatus and at an emergency scene.
6. Under no circumstances is a Cadet Firefighter to enter a burning structure, confined space or underground area, or area subject to a collapse hazard. Cadet Firefighters may only operate a fire stream at brush fires under the



direction of a fire officer or their designee. Cadet Firefighters must remain well clear of structure fires, motor vehicle fire, or other type fire presenting exposure to flammable liquids or hazardous materials. At an emergency scene, a Cadet Firefighter may not climb a ladder or operate from a roof or other elevated position, and may not operate any power tool, hydraulic or pressurized air operated equipment, or cutting device.

7. Upon arrival at an emergency scene, a Cadet Firefighter is not to enter a private dwelling or other structure with firefighters for investigation or emergency action of any type. Once the scene has been deemed safe by the officer in command, Cadets may be directed by an officer to enter for purpose of transporting needed equipment, if the officer in command approves. Cadet Firefighters are to remain with the apparatus or in close proximity to the incident commander, and await specific orders from a GVF&RS fire officer. If the Cadet Firefighter receives orders from an officer (or request from a firefighter) of another fire department, it is incumbent upon the Cadet Firefighter to advise that officer or firefighter of his/her status as a Cadet Firefighter and the limitations placed upon him/her. If ordered to enter a structure by a GVF&RS fire officer for any type of emergency action, the Cadet must be accompanied at all times by a GVF&RS fire officer or their designee.
8. All orders received from a firefighter, or officers are to be obeyed and executed completely by the Cadet Firefighter. If, due to safety concerns or for any other reason, the Cadet Firefighter is unable to complete an assigned task, the officer issuing the order, or another officer in his/her absence, should be immediately notified by the Cadet Firefighter who received the order.
9. At an emergency alarm involving downed power lines or gas leak, the Cadet Firefighter must remain aboard the apparatus until the area of operation for the Cadet Firefighter is determined to be safe by a GVF&RS fire officer.
10. Cadet firefighters will not be involved with directing traffic. Cadet firefighters operating on a scene upon any road or highway shall wear their full-issued personal protective equipment and reflective vest, and shall operate only under the direct supervision of a firefighter or officer within sight of fire apparatus and/or a police vehicle displaying flashing warning lights.
11. Cadet Firefighters are not to make any public comments or make statements to the media at the time of an emergency incident, or following the incident, concerning conditions relating to the emergency scene. Examples of comments to avoid are the cause and origin of a fire, condition of fire victims, and condition of a home interior or firefighting technique. All public inquiries are to be referred to the incident commander or GVF&RS Chief. It should be understood by the Cadet Firefighter that fire inspectors or arson investigators and other governmental officials are required to inspect certain types of damage--their presence may in no way indicate suspicion of wrongdoing on the part of the property owner. Cadet Firefighters must also understand that individuals whose property has been damaged or destroyed and/or family members injured or killed are extremely sensitive to the statements and actions of emergency personnel. GVF&RS Cadet Firefighters are expected to demonstrate the utmost of respect and compassion for these individuals in both their words and actions
12. Valuables found at an emergency scene are to be immediately turned over to a GVF&RS fire officer or police officer. Theft by a Cadet Firefighter will result in the immediate expulsion from the Cadet Firefighter Program and the Gloucester County Sheriff's Department will be notified.

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13. Cadet Firefighters are not to have any direct contact with an injured person or dead body unless properly certified (First Responder, CPR certified, EMT or Paramedic), and then only at the direction of a GVF&RS fire officer or EMS crew chief. Report any accidental contact with blood or other bodily fluid to a GVF&RS fire officer or safety officer immediately, so that medical treatment can be initiated promptly.

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Gloucester Volunteer Fire & Rescue Cadet Firefighter Program Application

Please print using Black or Blue Ink

Applicant Name _____ Phone Number _____

Address _____ Birth date _____

Email Address _____ Social security # _____

Parent/Guardian Name _____ Phone Number _____

Address _____

Emergency Contacts

Name _____ Phone Number _____

Name _____ Phone Number _____

Medical Information

Doctor _____ Phone Number _____

Hospital _____ Phone Number _____

Medical Conditions _____

Allergies _____

Do you take any medication? Yes No

If yes, list the medication and what condition it is for: _____

Background Information (use another sheet of paper if more space needed)

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(A formal background check will be performed; felony conviction(s) disqualifies an applicant from becoming a member of the GVF&RS)

Have you ever been arrested, ticketed, fined, etc.? (Felonies, Traffic Tickets, Misdemeanors, etc.)

Yes No

a) If Yes, Please list the date(s) and what the charge(s) were/was:

Additional Information (use another sheet of paper if more space needed)

Do you use illegal drugs or alcohol? Explain.

What interests you the most about becoming involved with the GVF&RS?

Please list other activities, in detail, that you are involved in (Sports, Volunteer Work, Church, etc.):

Letters of Recommendation

Please attach at least two (2) Letters of Recommendation from persons other than relatives

. Signatures

Applicant Signature and Date

Parent Signature and Date

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Parental Consent

My son/daughter, _____, has my permission to be a Cadet Firefighter with the Gloucester Volunteer Fire & Rescue Service. I give my consent to allow my son/daughter to be a Cadet Firefighter and do not hold the Gloucester Volunteer Fire & Rescue Service and First Responders or Gloucester County responsible for any actions caused by my son/daughter that is not under the direction of an Officer.

Cadet Firefighter Applicant Signature and Date

Parent/Guardian Signature and Date

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Contract of Understanding

I and my son/daughter, _____, have read ALL of the Cadet Firefighter Guidelines and understand the guidelines set up to outline the purpose of the Cadet Firefighters. I and my son/daughter understand that Cadet Firefighters serve as supporters of the GVF&RS to learn the basics of Firefighting and to prepare to become a member at the age of 18, with the completion of high school, if desired. I and my son/daughter understand that Cadet Firefighters are to follow all instructions from members of the GVF&RS and that the general standard of conduct is to act in the manner of a professional. I and my son/daughter understand that he/she is expected to be courteous and respectful of other members (Cadet and Regular) and to all citizens as they are representing the GVF&RS. I and my son/daughter understand there is a "zero tolerance" policy regarding drug and alcohol use. I and my son/daughter understand that by signing this Contract of Understanding we are declaring that any violation of the guidelines is grounds for immediate dismissal from GVF&RS. I and my son/daughter understand that any acts that violate the guidelines and that are illegal by state law will be referred to the appropriate law enforcement authorities.

Cadet Firefighter Applicant Signature and Date

Parent/Guardian Signature and Date