Grant County Fire Protection District 3

POLICY AND PROCEDURE

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1. NUMBER: 5.4.05

2. SUBJECT: ***Hiring – Retired Personnel Drawing a Board of Volunteer Firefighters Pension***

3. POLICY: Hiring practices of retired personnel are to be conducted solely on the basis of ability, merit, qualifications and competence, without regard to race, color, religion, national origin, sex, marital status, physical handicap, or disability.

4. SCOPE: This Policy and Procedure is applicable to personnel 65 and over who have drawn a pension from the ***Board of Volunteer Firefighters.***

5. RESPONSIBILITIES:

   A. The District Fire Chief is responsible for implementation of this Policy and Procedure.

   B. All personnel of Grant County Fire District 3 are responsible for becoming familiar with and adhering to this Policy & Procedure.

6. PROCEDURE:

   A. Each applicant shall complete and sign an application form prior to being considered.

   B. Any applicant supplying false or misleading information is subject to immediate termination, if hired.

   C. Shall be at least 65 years of age.

   D. Shall have been retired and have drawn your pension for a minimum of three months from the Board of Volunteer Firefighters.

   E. Applicant shall be required to successfully pass a medical examination annually as outlined by the Board of Volunteer Firefighters & Reserve Officers. This physical examination will be paid for by the District. See Appendix 05_04_05

F. A candidate may be disqualified from consideration if:

1. Found physically unable to perform the duties of the position (and the individual's condition cannot reasonably be accommodated in the workplace).
2. The candidate refuses to submit to a medical examination or complete medical history forms.
3. If the exam reveals use of alcohol and/or controlled substances.

G. Candidate is expected to operate a motor vehicle and will be required to present a valid Washington State driver's license. Driving records of applicants will be checked annually. Applicants with poor driving records, as determined by the District, may be disqualified.

H. Member will be required to meet requirements of job applied for as outlined in that Policy & Procedure.

See Appendix 05_04_05