

EMERALD ISLE FIRE DEPARTMENT

The Fire Department Career Advancement Program is a learning based career progression system that was developed specifically for the Emerald Isle Fire Department and the personnel that serve this community. It provides an employee with a structured path of training and growth that will continuously increase their skills, knowledge and abilities in areas that have the greatest impact on the mission of the department. This program is designed to keep the employee engaged in advancing in their career while at the same time increasing their abilities and the quality of services provided to the citizens of Emerald Isle. The structure of the program and the specific requirements are outlined below:

Level	Time in Grade Requirement	No disciplinary actions within previous	Required Certifications/Training	Pay Increase %
Firefighter	N/A	N/A	NC Firefighter Certification ICS-700 ICS-800 NC EMT Basic Certification NC Class B License	Hiring Rate (Grade 14)
Engineer	Release from Probationary Status	6 months	ICS-100(8 hours) Emergency Vehicle Operator FIP 3610 Intro to Pumps FIP 3614 Fire Pump Maintenance FIP 3611 Basic Pump Operations FIP 3613 Sprinkler and Standpipes FIP 3612 Fire Pump Hydraulics FIP 3515 Pump Service Testing Approved Basic Engine Company Operations Course	Hiring Rate (Grade 16) 5% increase upon completion of probationary period to (Grade 16 - Minimum) Based on Town Policy
Engineer I	Minimum 24 months as Engineer	12 months	ICS-200 FIP 3617 Introductions to Aerials FIP 3616 Pump Water Supply FIP 3618 Basic Aerial Operations FIP 3619 Aerial Maintenance FIP 3620 Aerial Testing Approved Basic Ladder Company Operations Course 100 hours of in house training	2.5%
Engineer II	Minimum 24 months as Engineer I	12 months	NC State Fire and Life Safety Educator Level I Certification General Education Administration NFA Leadership 1 NIMS ICS 300 200 hours of in house training	3%
Engineer III	Minimum 24 months as Engineer II	12 months	NC State Fire and Life Safety Educator Level II Certification Plan & Development Education Administration Completion of Assigned Life Safety Field Topic as assigned by Captain NFA Leadership 2 NIMS ICS 400 300 hours of in house training	5%
Engineer IV	Minimum 24 months as Engineer III	24 months	NC State Fire and Life Safety Educator Level III Certification Plan & Development Education Administration NC Fire Instructor I Certification NC Fire Instructor II Certification 400 hours of in house training	7.5%
Fire Inspector I	Minimum 2 years as Engineer IV	24 months	*****by promotional process only***** NC State Level I Fire Inspector Certification NC Law and Administration NC Fire Officer I Certification 500 hours of in house training	5% or Grade 18 minimum (whichever is greater)
Fire Inspector II	Minimum 2 years as Fire Inspector I	24 months	NC State Level II Fire Inspector Certification PICO NC Fire Officer II Certification 600 hours of in house training	5%
Fire Inspector III	Minimum 2 years as Fire Inspector II	24 months	NC State Level III Fire Inspector Certification NC Fire Officer III Certification 700 hours of in house training	5%
Captain	As designated by the Fire Chief	24 months	*****by promotional process only***** Incident Safety Officer OSFM Unified Command & Control NC Fire Arson Investigator Certification STICO	5% or Grade 21 minimum (whichever is greater)
Assistant Chief	As designated by the Fire Chief	24 months	*****by promotional process only***** OSFM Executive Development IOG Essentials of Municipal Administration OSFM Chief 101 Course	5% or Grade 22 minimum (whichever is greater)