

Fire Fighter Lateral Entry Program

The Lateral Entry Program will help recruit qualified dual certified Firefighter/Paramedics. Upon successful completion of the testing process, the Fire Chief will meet with the background investigator to confirm that the applicant meets the criteria to take advantage of this program.

A. Eligibility Requirements - Applicants must:

1. Be certified as outlined in section 1 above.
2. Have at least two (2) years prior full-time work experience with similar duties in a comparable fire and/or EMS agency; two years of experience will qualify for advancing one step to a maximum of 3 steps (Step 19.3).
3. Must not have had a break in service as a Firefighter and/or Paramedic of more than 180 days prior to the applicant's conditional job offer.

B. Guidelines:

1. The lateral entry program is for pay purposes only and actual work experience in another fire and/or EMS Agency will not be considered for promotional eligibility requirements.
2. The Fire Chief's determination, following review with the Association President, of whether an applicant meets the criteria of the lateral entry program shall be final and non-appealable to the Civil Service Commission or to any court.
3. If an applicant is placed up to step 19.3 of the pay schedule, he/she will progress through the remaining steps as he/she completes each year of service.
4. Longevity pay will be calculated in the same manner as all Firefighters. No credit will be given to completed years of service in other agencies.
5. Entry-level firefighters placed up to Step 19.3 of the pay schedule as per the lateral entry program must also complete a new hire probationary period.

C. Statutory Preemption:

To the extent that any of these provisions are in conflict with the TLGC Chapter 141, 142 and 143, this provision shall prevail.