

## **Racine Fire Department Lateral Transfer**

Lateral transfers allow the Racine Fire Department to attract new members in a competitive employment market and to attract better candidates that may be interested in joining our organization for mutual benefit.

Lateral transfers shall be defined as a firefighter, EMT, or Paramedic who has served on another full-time fire department for at least one (1) year and must have been a non-probationary employee.

Both entry-level and lateral transfer applicants must meet all of the hiring requirements as of their date of application.

- High School diploma or GED equivalent
- Valid Driver's License
- Wisconsin State Certified Firefighter I
- Valid, active Wisconsin licensed EMT-Basic or Paramedic or ability to obtain a Wisconsin EMT-Basic or Paramedic licensure by hire.

Preferred:

- National Incident Management System (NIMS) Independent Study 10, 200, 700, 800
- Wisconsin State Certified Firefighter 2, Wisconsin State Certified Driver/Operator Pumper
- Wisconsin State Certified Driver/Operator Aerial, Wisconsin State Certified Emergency Services Instructor I, Wisconsin State Certified Fire Officer I, and NIMS 300, 400 are highly desirable

In consultation with the Fire Chief, Human Resources shall make the complete determination for placement on Local 321 CBA wage and vacation schedule.

Lateral members will be placed on the seniority schedule as their date of hire with the City of Racine to pick time off and for promotions.

Lateral transfers will also utilize their hire date with the City of Racine for all retirement and post-employment benefits.

## Lateral Transfer Explanation

### *Requirements:*

- High School diploma or GED equivalent
- Valid Driver's License
- Wisconsin State Certified Firefighter I
- Valid, active Wisconsin licensed EMT-Basic or Paramedic or ability to obtain a Wisconsin EMT-Basic or Paramedic licensure by hire.
- One year on a full-time department and off probation

### *Process:*

#### ~~Written Test~~

- Candidate Physical Ability Test (CPAT)
- Panel Interview
- Background Checks
- Initial Interview with Fire Department Chief Officers
- Police and Fire Commission Interview
- Medical Exam before employment

### *Pay and Time off:*

- Lateral transfers shall be evaluated for the previous service to determine commensurate pay and vacation.
- In consultation with the Fire Chief, Human Resources shall make the complete determination for placement on Local 321 CBA wage and vacation schedule.
- Sick time will start with a zero balance and then follow the CBA.
- Other excused time off will be accrued based on the CBA.

### *Seniority:*

- Lateral members will be placed on the seniority schedule as their date of hire with the City of Racine to pick time off and for promotions.
- For clarity lateral transfer individuals start out with zero seniority.

### *Retirement:*

- Lateral transfers will also utilize their date of hire with the City of Racine for all retirement and post-employment benefits.