

Springdale Fire Department

Firefighter Evaluation Reference Guide

Behavioral Traits

Promotes team building (works well with others): Does the firefighter's behavior (day in and day out) **solve** problems or **create** problems?

Performance under pressure (maintains composure): Does the firefighter's performance vary (improve or worsen) when working under stress and pressure? Is there any change in performance during emergency scenes versus training operations?

Adheres to orders (emergency and non-emergency situations): Does the firefighter "freelance" or otherwise not comply with orders and directives? Is there a problem with comprehension of verbal orders or directives?

Adaptability: Does the firefighter demonstrate resistance to changing roles, responsibilities, policies, procedures, etc? Is the firefighter willing to be flexible and adapt to change (work schedules, assignments, etc.)? Is the firefighter set in his/her "own ways"?

Promotes positive relations with members of the public: Does the firefighter leave members of the public with a positive or negative image/feeling for the department? Does behavior/interaction elicit complaints from members of the public?

Compliance Issues

Standard Operating Policies and Procedures: Does the firefighter know the rules? Does the firefighter make every reasonable effort to follow the rules? Does the firefighter choose to disregard the rules "just because"?

EMS Protocols: Same as above.

Civil Service Rules & Regulations: Same as above.

City Personnel Policy: Same as above.

Knowledge & Application of Job Responsibilities

Properly identifies, locates, and uses equipment: Does the firefighter have difficulty in performing this trait? Is training/re-training commonplace? Is the firefighter able to quickly and efficiently retrieve equipment and tools from the apparatus and does he/she properly use the "right tool for the right job" correctly? Are there any instances of misuse or abuse of equipment or vehicles?

Properly maintains vehicles and equipment: Does the firefighter perform basic needed maintenance of equipment? Are routine checks conducted appropriately and completely? Does the firefighter have to be told to perform these tasks?

Performs Fireground Procedures safely and effectively: Does the firefighter adhere to basic safety practices? Does the firefighter perform fireground tasks properly? *Example: The firefighter had difficulty in pulling and deploying the 1 ¾" handline. The load was dropped at the tailboard of the apparatus and the hoseline became tangled, causing a delay in the hoseline being charged with water and effectively bled, the hoseline was delayed in being safely advanced into the structure.*

Performs EMS Procedures safely and effectively: Does the firefighter follow all normal precautions such as scene safety, protects the patient and crew members from risk of harm? Does the firefighter have difficulty in determining level of care to be delivered or locating and using various EMS equipment (12 lead, AED, Ventilator, etc.)?

Follows Safe Operational Practices: Does the firefighter properly utilize safety equipment (PPE, Vests, etc.) are vehicles positioned properly?

Required reports submitted accurately and timely: Does the firefighter delay in generating reports (EMS, Incident Reports, Maintenance Work Orders, Fuel Entries, Shift Swap Forms, etc.)? Are these reports completely accurately and completely?

Working knowledge of department computer systems: Is the firefighter able to submit the above mentioned reports without difficulty? Is training/assistance required frequently?

Level of Supervision Required

Completes tasks without direct supervision: Does the firefighter have to be told to do cleanups, or other station duties? Does the firefighter perform those duties differently when supervised versus when unsupervised?