

# FRANKLIN COUNTY FISCAL COURT

## AGENDA ABSTRACT

**MEETING DATE:** October 26, 2023

**Subject:** Authorization to Amend Chapter 31 (Officials and Organizations), Section .01 (Firefighter Qualifications) of The Franklin County Code of Ordinances by amending the Hiring and Fitness Requirements for Firefighters

**Department:** Fire

**Contact:** Brian Brewer

**Telephone #:** 695-1617

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**Purpose:**

This ordinance removes the maximum firefighter applicant age of 39 years old, and requires applicants to complete a physical abilities test as part of the hiring process.

**Background:**

The recruitment and retention of firefighters has become an extremely competitive process for all fire departments. Changes to this ordinance are required to ensure the fire department remains competitive in the recruitment of new firefighters. The changes to this ordinance and forthcoming changes to the Franklin County Fire Department Standard Operating Procedure–Employee Hiring Process will give a more complete evaluation of the applicant’s capabilities.

**Attachments:**

Amending Ordinance

APPROVED

Franklin County Fiscal Court

Date: 10/26/23

[Signature]

ORDINANCE NO. 12-2023

**AN ORDINANCE AMENDING CHAPTER 31 (OFFICIALS AND ORGANIZATIONS), SECTION .01 (FIREFIGHTER QUALIFICATIONS) OF THE FRANKLIN COUNTY CODE OF ORDINANCES BY AMENDING THE HIRING AND FITNESS REQUIREMENTS FOR FIREFIGHTERS**

**WHEREAS**, the Franklin County Code of Ordinances Chapter 31: Officials and Organizations, Section .01: Firefighter Qualifications set forth employment standards for firefighters of the Franklin County Fire Department; and

**NOW, THEREFORE, BE IT ORDAINED BY THE FISCAL COURT OF THE COUNTY OF FRANKLIN, COMMONWEALTH OF KENTUCKY, THAT:**

SECTION I. The Code of Ordinances, Chapter 31, Section .01 is hereby amended to the following:

(A) Prior to being offered conditional employment as a firefighter, each applicant must meet the following requirements. An applicant must:

(1) By the date of posted application closing, be not less than 18 years of age ~~and not more than 40 years of age~~; a copy of the applicant's birth certificate, issued by the state and signed by the Registrar of the state in which the applicant was born, must accompany and be made a part of the application;

(2) Be a high school graduate or must have obtained a general education development (GED) diploma; a copy of the diploma or report certified by the proper school authority must accompany and be made a part of the application;

(3) Be an orderly, law abiding citizen and a person of sobriety and integrity;

(4) Be of sound mind and body;

(5) Become a qualified voter of the commonwealth within six months of date of employment;

(6) As part of the employment screening process, be able to withstand a thorough personal background investigation prior to a conditional offer of employment;

(7) Provide a truthful statement certifying he or she has not used illicit drugs;

(8) Possess and maintain a valid driver's license and provide a copy;

(9) If a discharged veteran of the armed forces of the United States, present with his or her application, official documentation of discharge or DD-214, showing reason for discharge. An applicant must have received an honorable discharge; and

(10) Possess any other qualifications as may be prescribed by state statutes or ordinances of the county.

(B) All applicants shall be examined as to qualifications and fitness to fill the position of firefighter in the following respects:

- (1) Successfully complete and pass a written examination given by the County Fire Department;
- (2) Successfully complete and pass a physical ability examination given by the County Fire Department;
- (2) Successfully complete and pass an oral interview panel;
- (3) After a conditional offer of employment, successfully complete a thorough physical examination as required prior to probationary appointment provided he or she satisfactorily passes all other performance requirements;
- (4) All applicants must complete and pass the Commonwealth Fire Commission's candidate physical ability test (CPAT) and maintain that level of fitness. Applicants who are currently employed as a full-time firefighter within the state of Kentucky may receive a waiver for CPAT certification;
- (5) Acquire and maintain commonwealth emergency medical technician certification within one year of employment;
- (6) Acquire and maintain hazardous material technician certification within one year of employment;
- (7) Acquire and maintain Firefighter I certification within two years of employment; and
- (8) Acquire and maintain Firefighter II certification within three years of employment.

(C) As a pre-condition to employment and a condition to continued employment, an applicant must execute a waiver to submit to random testing for illicit drugs. This waiver shall be in force as long as employed by the County Fire Department.


SECTION II. CODIFICATION. The provisions of Section I of this Ordinance shall be published as appropriate in the Franklin County Code of Ordinances as soon as practicable.

SECTION III. SEVERABILITY CLAUSE. If any section, part of provision of this Ordinance is declared unconstitutional or invalid by a court of competent jurisdiction, then it is expressly provided and it is the intention of the Franklin County Fiscal Court in passing this Ordinance that its parts shall be severable and all other parts of this Ordinance shall not be affected thereby and they shall remain in full force and effect.

SECTION IV. PUBLICATION AND EFFECTIVE DATE. This Ordinance shall take effect immediately upon its passage and publication according to law.

**INTRODUCED AND GIVEN FIRST READING IN SUMMARY** at a duly convened meeting of the Fiscal Court of Franklin County, Kentucky, held on the 11th day of October, 2023.

**GIVEN SECOND READING AND APPROVED** at a duly convened meeting of the Fiscal Court of Franklin County, Kentucky, held on the 26 day of October, 2023 and of record in Fiscal Court Order Book 34, Page 158.

  
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Michael Mueller  
Franklin County Judge/Executive

ATTESTED TO:

  
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Kim Cox  
Fiscal Court Clerk

**SUMMARY**

This ordinance removes the maximum firefighter applicant age of 39 years old, and requires new firefighter applicants to complete a physical ability course administered by the County Fire Department.