

NOTICE

Keep for your records.

Only the **final two pages** require printing and handwritten signatures for your membership application.

Digital signatures **will not** be accepted.

You may send a picture of the signed forms with your membership application packet of documents in email, but be prepared to **provide the original physical copy** when you visit the station for an interview for our records.



Angier and Black River Fire Department, Inc.
A tax-exempt 501(c)(3) nonprofit organization.

309 N Broad St E, Angier, NC 27501
<https://angierfire.org>
(919) 639-6234

Dear Applicant and Parent/Guardian,

Thank you for your interest in the Angier & Black River Fire Department Junior Firefighter Program. We appreciate your willingness to serve and your commitment to representing our department and community.

This program will provide you with training and responsibilities to prepare for a future service in emergency services. Participation requires following all department policies, rules, regulations, and expectations, which will be provided when accepted as a member of the fire department.

After completing the full application packet and required documents, send all materials to info@angierfire.org, where they will be sent to the Assistant Chief for review. You will then be asked to come in for an interview, and the Membership Committee will make a recommendation to the Fire Chief. Applicants will be notified once the review process is complete.

We are proud to serve the District 9 community and remain committed to developing young leaders like yourself. Again, thank you for your interest. We look forward to guiding you as you begin your path in the fire service.

Sincerely,

A handwritten signature in black ink that reads 'Brent Mendenhall'.

Brent Mendenhall
Fire Chief

Junior Firefighter Guidelines

The Junior Firefighter Program introduces youth to the fire service.¹ Participants will:

- Gain insight and interest in becoming long-term members of the emergency services.
- Increase awareness about volunteering and supporting the fire and rescue services.
- Provide additional help in accomplishing non-firefighting or non-emergency tasks.

It will be the responsibility of each Angier & Black River Fire Department member to exercise the appropriate control as dictated by their rank as directed by the Assistant Chief and Chief for the Guidance, Training, and Safety of the Junior Firefighter Program.

To be eligible to apply, the applicant must be:

- Between ages 14–18, still enrolled in high school, with a minimum "C" GPA.
- Completion of an application packet.
 - Angier & Black River Fire Department [Membership Application](#)
 - Angier & Black River Fire Department [Junior Firefighter Guidelines and Parental Consent](#)
 - [Criminal Background Check](#)
 - Copy of [Social Security Card](#)
 - Copy of [Driver's License](#)
 - [Driving Record](#) (over the age of 16)
 - Copy of [Most Recent School Report Card](#)
- 90-day probation, including but not limited to the following:
 - Medical History (e.g., primary care doctor, allergies, and conditions) & Emergency Contacts
 - [Physical Fitness Requirements](#) (e.v., fitness standards are modified for juniors.)
 - Media & Conduct Acknowledgement Forms

The Junior Program is limited to twelve (12) Junior Firefighters. If Angier & Black River Fire Department has reached their capacity, a waiting list may be initiated to add members as space becomes available.

¹ NC Office of State Fire Marshal, [Junior Member Standard](#) (Voluntary Guidance)

Upon approval, participation is as an uncompensated volunteer under North Carolina law. This program does not constitute employment, only membership. As a member, at least two (2) adult firefighters will actively supervise all Junior Firefighter activities at the station.

Our department expectations encourage Junior Firefighters to **leave the station by 9 p.m.**, or within 30 minutes after training, cleanup, or activities **Sunday through Thursday** during the school year, unless two adult members remain on-site. Junior Firefighters will never stay overnight at the fire station under any circumstances. Youth labor guidelines² also dictate:

- Youths enrolled in grades 12 and below may not work between 11 P.M. and 5 A.M. when there is school the next day, unless there is written approval from the parent or guardian for youths 16 or older.
- Authorization for qualified youths (ages 14–18) to train as uncompensated members of a bona fide fire department or rescued squad as defined by North Carolina General Statutes.³
- Full compliance with all prohibitions on hazardous and IDLH⁴ activities under OSHA⁵ and federal law.

Futhermore, as a member, Junior Firefighters are expected to:

1. **Be professional, courteous, and respectful** to firefighters, peers, and the public.
2. Have “**zero tolerance**” and not possess or partake in drugs, alcohol, or tobacco (including vaping devices, electronic nicotine delivery systems, and smokeless tobacco).
3. **Avoid vulgar, offensive, discriminatory, bullying, harassment, and threatening** language, gestures, or clothing, as it will result in suspension or dismissal.
4. Only wear issued clothing when acting as a representative of Angier & Black River Fire Department, and do not develop, design, or purchase any unauthorized items.
5. **Not post online sensitive information**, photos, videos, or operational details about incidents, patients, etc. as it violates state and federal privacy laws.
6. Maintain a “**C average**” or higher, otherwise, they will be suspended until standards are met.
7. Communicate in advance any participation in school activities or part-time jobs for an excused absence from Junior Firefighter training and activities.

² U.S. Department of Labor, FLSA volunteer provisions: [29 CFR Part 553](#)

³ [G.S. 58-86-25](#), [G.S. 58-86-30](#), and [G.S. 95-25.5](#)

⁴ **Immediately Dangerous to Life and Health (IDLH)** – A situation that immediately threatens life and/or escape from a dangerous atmosphere. Junior Firefighters must never enter IDLH environments. *Source:* OSHA regulation [1910.134\(b\)](#).

⁵ OSHA General Industry Standards: [29 CFR 1910.134](#), [29 CFR 1910.146](#), and [29 CFR 1910.251 through 29 CFR 1910.255](#); and OSHA Construction Standards: [29 CFR 1926.21](#) and [29 CFR 1926.350 through 29 CFR 1926.354](#)

8. Possess a valid North Carolina driver's license if driving to the fire station, and obey all traffic laws with no exceptions.
- 9. Not be a substitute for trained personnel.**
10. Follow all rules and regulations regarding uniforms, gear, and station conduct.
11. Be financially responsible for damaged or lost equipment due to personal negligence.
- 12. Use the issued protective equipment**, especially in training or at an incident.
13. Respond only to the fire department in a non-emergency mode (not mutual aid, HazMat, etc.).
14. Ride in fire engines in designated seating areas if space is available, and cannot drive or operate any vehicle belonging to the Angier & Black River Fire Department.
15. Not use or display emergency lights on their personal vehicles (e.g., red lights, etc.).
16. Report to an appropriate Officer in Charge upon arrival at any activity or an incident, and wait for assignment. Otherwise, remain at the station if unable to respond to the scene.
- 17. Not climb ladders** without supervision, especially ladders that exceed 35 feet or is not supported against a structure.
- 18. Not enter a burning structure at any time**, or perform ventilation procedures.⁶
19. Report any injury or accident immediately to a senior member, and complete an "Accident" or "Lost or Damaged" report with supervision.
20. Not partake in illegal activity, as **any arrest or conviction for a crime** will result in immediate dismissal from the Junior Firefighter Program.

Safety, compliance, and community will be paramount while working, training, or participating with or for the Angier & Black River Fire Department.

Any violation of the policy, standards, or requirements of the Angier & Black River Junior Firefighter Program will result in a temporary termination may only reapply for readmission six (6) months later.

Juniors turning 18 will move into trainee status if they desire and may continue training until graduation. To be considered a volunteer member with Angier & Black River Fire Department after graduating high school, the Membership Committee will review the trainee's status, performance, and eligibility annually.

For more guidance, support, and information, ask for the Assistant Chief via the [online contact form](#), info@angierfire.org, or call the department directly at +1 (919) 639-6234.

⁶ NC OSFM [Live Fire Training](#) Requirements and [Age Requirements](#)

Definitions

Apparatus – Department-owned or authorized emergency vehicles and mobile equipment used for fire suppression, rescue, EMS, and support functions. Only trained and authorized members may operate the apparatus. Junior Firefighters are prohibited from operating an apparatus under all circumstances and may only ride in an apparatus in approved seating positions.

Dismissal – The act of dismissing; the fact or state of being dismissed. To be removed from the active roster.

Emergency – An unforeseen combination of circumstances or the resulting state that calls for immediate action. Response required: [Code 3](#) response to include the use of emergency lights and an audible siren.

Exterior Operations – Fireground activities conducted outside a structure without entry into an IDLH atmosphere, including defensive fire attack, exposure protection, water supply, and support functions.

Immediately Dangerous to Life and Health (IDLH) – OSHA regulation ([1910.134\(b\)](#)) defines the term as an atmosphere that poses an immediate threat to life, would cause irreversible adverse health effects, or would impair an individual's ability to escape from a dangerous atmosphere. Junior Firefighters are prohibited from entering IDLH environments under all circumstances.

Interior Operations – Fireground activities conducted inside a structure or within an IDLH atmosphere, including fire attack, search, rescue, ventilation, and overhaul. Junior Firefighters are prohibited from entering any structure for firefighting services under all circumstances.

Live Burn / Live Fire – Supervised training involving the ignition of combustible materials for instructional purposes, conducted in accordance with [NFPA 1400](#) regulations. Junior Firefighters are prohibited from participating in interior live burn / live fire training operations under all circumstances, and may only observe from a designated safe area under direct supervision.

Non-Emergency – An incident that does not call for immediate action. Non-emergency response normally does not constitute the use of emergency lights and an audible siren. Non-emergency response is considered a [Code 1](#) response.

Officer in Charge – Normally referred to as "Incident Commander" on incidents. Senior fire officer in charge of a coordinated gathering of fire department members (i.e., training, meeting, etc.).

Personal Protective Equipment (PPE) Requirements – Equipment issued and worn based on assigned duties and hazard exposure, including structural firefighting gear and respiratory protection as required.

Probation – Subjection of an individual to a period of testing and trial to ascertain suitability (as for a job or school).

