

**Camden Fire Department**  
**Certificate Pay Qualifications**



**Basic Certificate**

- Completion of 12 months (one year), Probation period (first step, anniversary Increase)
- Completion of Basic Training from the Arkansas Fire Academy
- Basic training: Emergency Medical Responder, Firefighter 1 & 2, Driver Operator, Haz-mat Ops., Emergency Medical Technician.

**General Certificate 2.5% Merit Pay Increase**

Certificates for the following courses:

- Building construction combustible & Non-Combustible (two 16-hour certificates)
- NFA Inspection principle and practices
- Strategy and Tactics/MCTO series (three 16-hour courses Preparation, Decision making and tactics)
- Leadership 1,2,3 (three 16-hour courses)

**Intermediate Certificate 2.5% Merit Pay Increase**

Meet all requirements for General Certificate.

EMT-Advanced will receive an intermediate certificate upon hire or completion. In order to progress the member must complete the coarse path for General and Intermediate Certificate.

Certificates for the following courses:

- Fire Company Officer 1 (40 Hours)
- Instructor 1 (40 Hours)
- Inspector 1 (80 Hours)

**Advanced Certificate 2.5% Merit Pay Increase**

Meet all requirements for Intermediate Certificate

EMT-Paramedic will receive an intermediate certificate upon hire or completion. In order to progress the member must complete the coarse path for General, Intermediate, and Advanced Certificate.

Certificates for the following courses.

- Fire Company Officer 2 (40 Hours)
- Fire Arson Investigation (80 Hours)

**Choose two from a course path:**

**Rescue Tract:**

- Core Recue Tech (40 Hours)
- Rope Rescue Tech 1&2 (40 Hours)
- Trench rescue Tech (40 Hours)
- Confined Space (40 Hours)
- Swift water rescue 1&2 (40 Hours)
- Surface water rescue 1&2 (40 Hour)
- Hazmat tech

**Administration Tract:**

- Inspector 2 (40 Hours)
- Inspector 3 (40 Hours)
- Instructor 2 (40 Hours)
- Instructor 3 (40 Hours)

**Senior Certificate: 2.5% Merit Pay Increase**

Meet all requirements for Advanced Certificate.

Certificates for the following Courses.

- Fire Officer 3 (40 Hours)
- Fire Officer 4 (40 hours)

**Choosing two courses that have not been previously taken:**

**Rescue Tract:**

- Confined space rescue (40 Hours)
- Rope rescue tech 1&2 (40 Hours)
- Trench rescue tech (40 Hours)
- Swift water rescue (40 Hours)
- Surface water rescue (40 Hours)
- Hazmat tech

**Administration:**

- Inspector 2 (40 hours)
- Inspector 3 (40 Hours)
- Instructor 2 (40 Hours)
- Instructor 3 (40 Hours)

When classes are phased out their equivalent will be substituted in its place. As the department takes on new responsibilities, approved classes and certificates should be added to this list in its respective difficulty level. The Chief shall designate any new classes according to their level of difficulty or expertise.