



## **Town of Hubbardston**

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### **FIRE DEPARTMENT PERSONNEL POLICY: WEEKEND SHIFTS**

#### **Weekend Shifts**

- Schedules for Weekend Shifts will be posted quarterly
- Regular members that meet requirements during the previous quarter are eligible to work
- Shifts will be filled by seniority, among active Firefighter/EMTs. Qualifying members, in order of seniority, shall be allowed to sign up for three (3) shifts once a new schedule is published. Any shifts remaining open at the end of this process will be offered starting again at the top of the seniority list. Any shifts that open up during the quarter will continue to be filled using this process, continuing down the seniority list where it was previously left off.
- A list of eligible members, ranked by seniority, will be posted simultaneously with each new schedule
- Seniority will be calculated and divided by rank. Within each rank/level, members shall receive one (1) year (four quarters) of credit for each year that he/she has been in good standing in said rank/level, and one-half (1/2) year (two quarters) of credit for each year that he/she was in good standing at a lower rank/level. The start date for seniority calculation shall be the start of a member's initial probation period (i.e. after first "turn-over" for precepted EMT, Exterior or Interior firefighter). Per-diem only members rank below Level 1 Firefighter/EMT's.