



Town of Hubbardston

7 MAIN STREET
HUBBARDSTON, MASSACHUSETTS 01452
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FIRE DEPARTMENT PERSONNEL POLICY: MEMBERSHIP

Membership

- Regular member:
 - Completed probationary requirements
 - Firefighter status: Attends 12 of the regular Department Drills per year. It is each member's own responsibility to ensure 100% attendance, or make-up the specified drill within one month of the scheduled date; Maintains and demonstrates competency for appropriate Level (1, 2, or 3) annually.
 - EMT status: Maintains EMT-B/I/P certification, per Mass OEMS; Maintains and demonstrates competency in HFD ambulance/equipment operations.
 - Firefighter/EMT status: Both requirements of above.
 - Takes 48 hours of on-call time per month, as detailed in the "On-Call Nights" policy, as a firefighter and/or EMT, depending on classification. No more than one block per month shall be less than 9 hours.
 - Exemption to any part of this requirement may be requested in writing, and subject to approval by Officers' meeting.
 - Regular Membership allowances include eligibility to work paid per-diem (Firefighter/EMTs), eligibility for Annual Membership Awards, and any other benefits stipulating active membership, either by the Department or the Firefighters' Association.
- Associate member:
 - For members who have previously completed probationary requirements and request a specific exemption, such as:
 - Leave of absence
 - Per-diem only employment
 - Educational affiliation

- Other special conditions, as approved by Officers' Meeting, following written request
 - Specific timeframe/expiration must be specified in request
 - Members on Associate status must apply for re-appointment by July 1st of each year; re-appointment will not be automatic.
 - Associate members do not qualify for any Department or Association matters that stipulate "Active Membership", unless otherwise approved by the Officer group.
- Probationary member:
 - Minimum of six-month time period begins after first official Department "turnover" (e.g. precepted EMT, Exterior or Interior tested firefighter)
 - After six-month period is complete, members meeting Active Membership requirements will be allowed to demonstrate knowledge and competency in Department SOP's, policies, and basic operations.
 - Probationary members that successfully complete these requirements will be raised to Regular Membership status