



## **New Member Performance Expectations**

As a new member of the Wethersfield Volunteer Fire Department (WVFD), there are requirements set forth in the department by-laws that you must meet. This document explains what will be expected of you as a probationary member. Once you have successfully completed your probationary requirements and become an active member, the minimum requirements for active members apply; they are also listed below.

These requirements are also used to measure a member's performance in order to qualify for the annual \$1000 tax abatement and \$500 pension contribution. Members who meet the requirements for alarms, meeting and drill attendance qualify for this annual benefit.

The WVFD meets and trains primarily on Monday evenings. Company administrative meetings are held on the first Monday of the month and all members are required to attend 10 out of 12 of these meetings. Company drills are held on the 3<sup>rd</sup> Monday of the month and all members are required to attend 10 out of 12 of these drills. Sunday mornings are sometimes used for monthly cleanup or makeup drills.

Department administrative meetings are held quarterly, usually on the 2<sup>nd</sup> or 4<sup>th</sup> Monday in March, June, September, and December. All members must attend 3 out of 4 of these quarterly administrative meetings. Department Core drills are offered twice during the year, on Monday evening or Sunday morning. Probationary members must attend all of these drills.

Probationary members must make 35% of all fire alarms. A sliding scale for fire attendance, based upon years of service, is applied once probation is complete.

Another requirement for completing probation is becoming certified as a Connecticut Firefighter I. This is a 120-hour course primarily taught at the Connecticut State Fire Academy in Windsor Locks, CT. The WVFD will pay for your tuition and books for this class. The class is offered several times throughout the year and classes usually are held on Tuesday and Thursday evenings, with occasional Saturday "hands on" practical training. This training includes such things as fire behavior, SCBA, live fire training, CPR, Blood borne pathogens, and more. The course usually takes about 90 days to complete. Applicants who already have this certification must submit a copy of their certificate with their application for membership. Additional computer-based training is available at each firehouse to help you train and prepare for your firefighting certification and advancement. Additional courses and certifications are available and every member is encouraged to advance their skills through education. The department covers tuition reimbursement if approved in advance.

The probationary period for a new member is usually less than one year. In order to complete probation, new members must pass Firefighter I and demonstrate to the Company Captain that they are familiar and proficient with company and department policies and procedures. These requirements will be reviewed in greater detail with you during your pre-employment interview with your prospective Company's investigation committee.

The first year of membership will require a commitment of time and effort in order to complete the State Firefighter I certification as well as maintain the alarm, meeting and drill requirements.

The rewards you get from serving in the volunteer fire service are immense. If you have further questions, please contact Recruitment Officer Paul Thompson at 721-2830 ext. 6.