

# Current Version

## AVON VOLUNTEER FIRE DEPARTMENT

### By-Laws

### *Article V*

**Subject:** Membership

**Effective Date:** 30 April 2010

**Section 1:** Membership shall be open to all persons of good character, regardless of race, sex or national origin, who reside or work in the Town of Avon or who reside in other communities. New/Probationary members shall live or work within two (2) road miles of the Avon Town Line; all other members shall have no residency/mileage limitation provided they can fulfil their membership requirements.

- Probationary Member:

A Probationary Member shall be at least eighteen years of age, certified by the Department physicians as being able to perform the type of duties for which the individual is applying. The term of Probationary Membership shall be a minimum of twelve (12) months and upon recommendation by his/her company officer, unless otherwise provided for in these By-Laws or the Administrative Operating Guidelines.

- Firefighter Member:

A Firefighter Member shall be at least eighteen years of age, certified by the Department physicians as being able to perform the duties of a Firefighter as defined under the Administrative Operating Guidelines.

- Fire Police Member:

A Fire Police Member shall be at least eighteen years of age, and certified by Department physicians as being able to perform the duties of a Fire Police Officer as defined under the Administrative Operating Guidelines.

- Administrative Member:

An Administrative Member shall be at least eighteen years of age, and certified by Department Physicians as being able to perform the duties of an Administrative Member as defined under the Administrative Operating Guidelines, and shall be exempt from the mileage and residency provision of this Section.

- Explorer Member:

An Explorer Member shall be at least fourteen years of age, must have graduated from the eighth grade, and shall be certified by Department Physicians as able to perform the duties commensurate with that of an Explorer Member as defined under the Administrative Operating Guidelines. Explorer Membership shall not extend beyond the individual's twenty first birthday. Explorer Members in good standing need serve only a minimum three months as a Probationary Member and will be elevated to a regular member based upon recommendation by his/her company officer.

- Active Veteran Member:

An Active Veteran Member is an individual who has served as a Firefighter Member, Administrative Member, Fire Police Member, or any combination of those; who has reached the age of fifty and has served satisfactorily for ten years (or who has not reached the age of fifty, but has served satisfactorily for twenty years); provided said member applies for such status and the transfer of membership is approved by the Board of Directors and the Membership. See Section 3. Members not meeting the minimum commitment will be automatically re-classified as a Retired Veteran Member and will receive a final retirement award as defined by AOG AWD-3.

- Retired Veteran Member:

A Retired Veteran Member is an individual who has served as a Firefighter Member, an Administrative Member, a Fire Police Member, or any combination of those, who has reached the age of fifty and has served satisfactorily for ten years (or who has not reached the age of fifty but has served satisfactorily for twenty years), provided the member applies for such status and the transfer of membership is approved by the Board of Directors and the Membership. Individuals in this level of membership are considered retired and are no longer covered under department insurance.

- Lifetime Member:

A Lifetime Member is a person who has served in good standing for a period of at least ten years, and who is recommended by the Board of Directors and elected to that status by the Membership. The purpose of Lifetime Membership is to allow members who can no longer serve in an active status the ability to remain a member in a social status.

- **Honorary Member:**

An Honorary Member is a person who is not presently, nor ever was a member of this Department, but whom the Department wishes to recognize. Persons considered for this membership shall be recommended by the Board of Directors and voted on by the membership.

**Section 2:** Physical Certification:

Any requirement for certification of physical ability will be done by the Department physicians. Additional requirements may be found in the Administrative Operating Guidelines and/or Operations Manual.

**Section 3:** Attendance Requirements:

It shall be the duty and obligation of all Members to attend as many Department activities as possible. Specific attendance requirements can be found in the Administrative Operating Guidelines under the appropriate heading.

**Section 4:** Application for Membership:

The process of application is defined in the Administrative Operating Guidelines under the appropriate heading.

**Section 5:** Member Assignment to Companies:

Members shall be assigned to Companies, as appropriate, by the Chief or his designee, keeping in mind that members should, when possible, be assigned to the Company nearest their residence.

- **Firefighter Members**  
Company 1, 2, 3, 4 or Headquarters as appropriate
- **Administrative Members and appropriate Firefighter Members:**  
Headquarters Company
- **Fire Police Members:**  
All Fire Police Members are assigned to Fire Police
- **Veteran Members:**  
Will be assigned to the last duty company
- **Explorer Members:**  
All Explorers are assigned to the Explorer Company

## Summary of Proposed Changes to By-Laws Article V:

### Section 1

- Added language to waive residency restrictions for new members with Chief and Board approval.
- Removed the following Membership Categories:
  - Probationary Member
    - Refers to a status in the life-cycle of a member, not a specific member type.
    - Term is applied to Firefighter, Fire Police and Administrative members when they first join the department.
  - Active Veteran
    - Refers to a status in the life-cycle of a member, not a specific member type.
    - Years of service may impact other benefits, but is not used to identify Member type or evaluate Member Standing.
  - Retired Veteran
    - Refers to a status in the life-cycle of a member, not a specific member type.
  - Lifetime Member
    - Refers to a status in the life-cycle of a member, not a specific member type.
    - Years of service may impact other benefits, but is not used to identify Member type or evaluate Member Standing.
- Removed language regarding the length of time an Explorer member is on probation. This language is addressed under the new Section 6 which defines Probationary Status.
- Removed redundant language regarding mileage requirements that is covered in the introductory bullet of the section.

Section 6 – New Section added to define Member Status categories which impact Member in Good Standing determination.

- Probationary Status
- Active Status (from AA-5 Active and Inactive Status with minor wording changes)
- Offline Status (from AA-5 Active and Inactive Status with minor wording changes)
- Restricted Duty Status (from Operations Manual and AA-6 Modified Duty Status)
- Light Duty Status (from Operations Manual and AA-6 Modified Duty Status)
- Leave of Absence Status
- Dropped Status
- Resigned Status
- Retired Status
- Deceased Status
- Expelled Status

# Proposed Version – Tracked Changes

## AVON VOLUNTEER FIRE DEPARTMENT

### By-Laws

### *Article V*

**Subject:** Membership

**Effective Date:** 30 April 2010

**Section 1:** Membership shall be open to all persons of good character, regardless of race, sex or national origin, who reside or work in the Town of Avon or who reside in other communities. New/ Probationary members shall live or work within two (2) road miles of the Avon Town Line; all other members shall have no residency/ mileage limitation provided they can fulfil their membership requirements. Residency restrictions for new members may be waived with approval from the Chief and the Board of Directors.

• ~~Probationary Member:~~

~~A Probationary Member shall be at least eighteen years of age, certified by the Department physicians as being able to perform the type of duties for which the individual is applying. The term of Probationary Membership shall be a minimum of twelve (12) months and upon recommendation by his/her company officer, unless otherwise provided for in these By-Laws or the Administrative Operating Guidelines.~~

• Firefighter Member:

A Firefighter Member shall be at least eighteen years of age, ~~and~~ certified by the Department physicians as being able to perform the duties of a Firefighter as defined under the Administrative Operating Guidelines.

• Fire Police Member:

A Fire Police Member shall be at least eighteen years of age, ~~and~~ certified by Department physicians as being able to perform the duties of a Fire Police Officer as defined under the Administrative Operating Guidelines.

• Administrative Member:

An Administrative Member shall be at least eighteen years of age, and certified by Department Physicians as being able to perform the duties of an Administrative Member as defined under the Administrative Operating Guidelines, ~~and shall be exempt from the mileage and residency provision of this Section.~~

• Explorer Member:

An Explorer Member shall be at least fourteen years of age, must have graduated from the eighth grade, and shall be certified by Department Physicians as able to perform the duties

commensurate with that of an Explorer Member as defined under the Administrative Operating Guidelines. Explorer Membership shall not extend beyond the individual's twenty first birthday. ~~Explorer Members in good standing need serve only a minimum three months as a Probationary Member and will be elevated to a regular member based upon recommendation by his/her company officer.~~

● ~~Active Veteran Member:~~

~~An Active Veteran Member is an individual who has served as a Firefighter Member, Administrative Member, Fire Police Member, or any combination of those; who has reached the age of fifty and has served satisfactorily for ten years (or who has not reached the age of fifty, but has served satisfactorily for twenty years); provided said member applies for such status and the transfer of membership is approved by the Board of Directors and the Membership. See Section 3. Members not meeting the minimum commitment will be automatically re-classified as a Retired Veteran Member and will receive a final retirement award as defined by AOG AWD-3.~~

● ~~Retired Veteran Member:~~

~~A Retired Veteran Member is an individual who has served as a Firefighter Member, an Administrative Member, a Fire Police Member, or any combination of those, who has reached the age of fifty and has served satisfactorily for ten years (or who has not reached the age of fifty but has served satisfactorily for twenty years), provided the member applies for such status and the transfer of membership is approved by the Board of Directors and the Membership. Individuals in this level of membership are considered retired and are no longer covered under department insurance.~~

● ~~Lifetime Member:~~

~~A Lifetime Member is a person who has served in good standing for a period of at least ten years, and who is recommended by the Board of Directors and elected to that status by the Membership. The purpose of Lifetime Membership is to allow members who can no longer serve in an active status the ability to remain a member in a social status.~~

● ~~Honorary Member:~~

An Honorary Member is a person who is not presently, nor ever was a member of this Department, but whom the Department wishes to recognize. Persons considered for this membership shall be recommended by the Board of Directors and voted on by the membership.

Section 2: Physical Certification:

Any requirement for certification of physical ability will be done by the Department physicians. Additional requirements may found in the Administrative Operating Guidelines and/or Operations Manual.

Section 3: Attendance Requirements:

It shall be the duty and obligation of all Members to attend as many Department activities as possible. Specific attendance requirements can be found in the Administrative Operating Guidelines under the appropriate heading.

Section 4: Application for Membership:

The process of application is defined in the Administrative Operating Guidelines under the appropriate heading.

Section 5: Member Assignment to Companies:

Members shall be assigned to Companies, as appropriate, by the Chief or his designee, keeping in mind that members should, when possible, be assigned to the Company nearest their residence.

- Firefighter Members  
Company 1, 2, 3, 4 or Headquarters as appropriate
- Administrative Members and appropriate Firefighter Members:  
Headquarters Company
- Fire Police Members:  
All Fire Police Members are assigned to Fire Police
- Veteran Members:  
Will be assigned to the last duty company
- Explorer Members:  
All Explorers are assigned to the Explorer Company

Section 6: Member Statuses

Status designations are applicable to Firefighter, Fire Police, Administrative and Explorer Members unless otherwise noted below.

Status designations do not apply to Honorary Members.

More detailed information on the various status levels can be found in the Administrative Operating Guidelines.

• Probationary Status

Status given to new Firefighter, Fire Police or Administrative members of the Department to determine if they are a good fit for the organization, are able to attain the necessary skills for their member type, and consistently demonstrate a commitment to responding and/or in participating in Department activities.

• Active Status

Designates a member who is fully authorized to engage in all department activities for the member type in which he or she is assigned.

Firefighter, Fire Police and Explorer members in an Active Status are considered to be “on-line”.

- Offline Status

Status assigned to members of the Department who are not authorized to engage in Department activities for the member type in which he or she is assigned.

Firefighter, Fire Police and Explorer members in an Offline Status have been removed from line of duty and are considered “off-line”.

- Restricted Duty Status

Status assigned to Firefighter or Fire Police members for whom scene response is authorized but certain tasks are limited.

- Light Duty Status

Status assigned to Firefighter or Fire Police Members for whom scene response is not authorized, but appropriate support activities may be authorized.

- Leave of Absence Status

Status assigned to Fire Fighter, Fire Police or Administrative members when life circumstances prevent the member from temporarily meeting the obligations of the member type to which he or she is assigned.

A Leave of Absence may be voluntary (requested by the member) or mandatory (i.e. as a result of a disciplinary suspension).

- Dropped Status

Status assigned by the Board of Directors to a member who is unable to meet the obligations of the member type to which he or she is assigned, does not engage in communication with the Department regarding their member status and does not have enough years of service to be moved to Retired Status. Individuals in this status are no longer members of the Department.

- Resigned Status

Status assigned to a member with less than twenty-five (25) years of service who notifies the Board and/or the Chief or his/her designee in writing of their desire to leave the Department.

- Retired Status

Status assigned to a member with twenty-five (25) or more years of service who notifies the Board and/or the Chief or his/her designee in writing of their desire to retire from active duty. Members with twenty-five or more years of service failing to meet the obligations of the member type to which he or she is assigned may be moved to Retired Status with Board



approval.

- Deceased

Status assigned to a member who has passed away. Lifetime benefits awarded to members stop at the time of death, but social invitations will still be extended to the widow or widower of the deceased member.

- Expelled

Status assigned by the Board of Directors to a member that was involuntarily removed from the Department rolls as a result of a documented disciplinary action. Individuals that have been expelled from membership do not receive any member benefits regardless of years of service prior to expulsion and are not eligible for reinstatement.

# Proposed Version – Clean Copy

## AVON VOLUNTEER FIRE DEPARTMENT

### By-Laws

### *Article V*

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**Effective Date:**            **30 April 2010**

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- Administrative Member

An Administrative Member shall be at least eighteen years of age, and certified by Department Physician as being able to perform the duties of an Administrative Member as defined under the Administrative Operating Guidelines.

- Explorer Member

An Explorer Member shall be at least fourteen years of age, must have graduated from the eighth grade, and shall be certified by Department Physician as able to perform the duties commensurate with that of an Explorer Member as defined under the Administrative Operating Guidelines. Explorer Membership shall not extend beyond the individual's twenty first birthday.

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