

NEW HOPE VOLUNTEER FIRE DEPARTMENT OF ORANGE COUNTY, INC.

MANDATORY MINIMUM PARTICIPATIONSHIP REQUIREMENTS FOR VOLUNTEER MEMBERS

The Board of Directors of New Hope Volunteer Fire Department of Orange County, Inc. ("NHVFD") has adopted the following mandatory minimum participation requirements for all volunteer members of NHVFD effective as of January 1, 2010. The following mandatory minimum participation requirements do not apply to junior members, retired members or to paid personnel.

Minimum Requirements. In order to be and remain active and in good standing as a volunteer member of NHVFD ("Member"), each Member shall:

1. Respond to not less than 15% of all fire calls (EMS call are excluded) **or** log not less than 192 station hours (an average of 32 hours per month) during each consecutive 6-month period; **and**
2. Accumulate not less than 36 training hours during each calendar year; **and**
3. Have not more than 3 unexcused absences from the monthly members meetings during any calendar year.

The above-stated minimum requirements will be reviewed by the Board of Directors or the Recruiting & Retention Committee on a quarterly basis on or about April 1, July 1, October 1 and January 1 of each year, beginning April 1, 2010. The period of review will be the immediately preceding 6-month period ending on March 31, June 30, September 30 or December 31, as applicable. For example, on or about April 1, 2010, the Board of Directors or the Recruiting & Retention Committee will review each Member's call responses and station hours for the 6-month period beginning on October 1, 2009 and ending on March 31, 2010 to determine whether the Member has met either the minimum call response requirement or the minimum station hours requirement. The above-stated training hours and meeting attendance requirements will be reviewed on or about January 1 of each year for the immediately preceding calendar year and may be reviewed quarterly.

All training hours must be approved by the training officer. Call responses, station hours, and training hours will be determined from the data entered in NHVFD's Firehouse program. Meeting attendance will be based upon the roll call ledger maintained by the secretary. It is the responsibility of each Member to ensure that his/her training hours are submitted to the training officer on a timely basis and that his/her call responses, station hours and training hours are properly and timely logged according to procedures established by NHVFD. Call responses, station hours and training hours that have not been entered into the Firehouse program will not be considered for purposes of determining compliance with the minimum participation requirements stated above.

Consequences of Non-Compliance. If, during any quarterly review, it is determined that a Member not on probation has failed to comply with any mandatory minimum participation requirement, such Member shall be placed on probation for a period of 3 months until the next quarterly review. If, during any quarterly review, it is determined that a Member who is already on probation has failed to comply with any mandatory minimum participation requirement, such Member shall be terminated as a member of NHVFD.

Notwithstanding the foregoing, the Board of Directors shall have the right, in its sole discretion, to extend any period of probation, in lieu of termination, to a Member who has been on an approved leave of absence or who has demonstrated extraordinary circumstances, or for other good cause.

Other Requirements. All volunteer members of NHVFD shall also comply with any and all other policies, procedures, SOGs, SOPs and other directives at any time adopted or implemented by the Fire Chief or the Board of Directors

Mike Bordeaux, Chief
Will Bernard, President
01/08/2010

The undersigned Member has read and understands the above-stated mandatory minimum participation requirements:

Signature: _____
Printed Name: _____
Date: _____