



## Sample Volunteer Orientation Expectations Agreement

No previous experience or training is required for a volunteer firefighter applicant. You will need more than just a desire to help people, you also need courage and dedication, assertiveness, and a willingness to learn new skills and face new challenges. Our service is one that calls on its members to perform hot, sweaty, dirty, strenuous work, often in uncertain and hazardous environments.

Our volunteers need to be team players, respecting each other's role and contributions. You need to be able to work on-call and to deal with interruptions to your lifestyle, dropping what you're doing at the "sound of the bell" to respond to the emergency needs of your fellow citizens. Becoming a volunteer firefighter more than likely is unlike any other activity you have volunteered to join.

As a volunteer firefighter you are joining a rather unique group of citizens willing to risk their life while trying to save another.

**There are expectations for those who take the oath.** Swearing an allegiance to the job should not be taken lightly. The fire service has a rich history and numerous traditions that date back to Benjamin Franklin in 1736. Ben Franklin started the first volunteer fire department in Philadelphia. Before you make a commitment, think carefully. A commitment obligates you to do something.

You can look at how you commit by examining three main areas of your life:

- Relationships (who you spend time with)
- Place (where you spend your time)
- Activity (what you do with your time)

People commit in different ways too, and I wouldn't go as far to say there is a right or wrong way to entrust in our relationships to others', the way we spend our time, nor the place we choose to spend it. The fire department will make a huge commitment to you. Protective gear costs about \$2400. The first gear you receive will not be new but in order for you to receive gear someone more than likely will get new if they can fit you with existing gear.

Expectations	Initial
Do you accept as a volunteer member that you will be expected to interrupt your personal life and respond to emergency calls at various hours of the day and night?	



Are you willing to get out of bed in some cases multiple times in a night?	
Do you understand that you will be expected to be awakened while sleeping and respond to emergency calls at a moment's notice?	
Do you acknowledge that you will be expected to attend training to become at a minimum a State Certified Emergency Medical Responder within 18 months of being accepted into membership?	
Do you acknowledge that you will be expected to attend training to become at a minimum a State Certified Firefighter I within one year of being accepted into membership?	
Will you be willing to sacrifice your personal time to be an active member?	
Will you commit to keeping your pager on your belt/person at all times?	
Will you commit to attend training on a continuous basis?	
Will you commit to possibly being late for work due to an emergency response? If not, why not?	
Will you commit to being willing to assist with equipment and apparatus cleanup after an emergency?	
Will you assist with fundraising/community relations/public education activities?	
Are you willing to miss personal activities because of an emergency response?	
What are the number of hours you think you are willing to commit to being a volunteer firefighter? 2 hours	
What are the number of hours you think you are willing to commit to being a volunteer firefighter? 4 hours	
What are the number of hours you think you are willing to commit to being a volunteer firefighter? 6 hours	
What are the number of hours you think you are willing to commit to being a volunteer firefighter? 8 hours	
How many hours each week do you work/go to school? <u>20 hours</u>	
How many hours each week do you work/go to school? <u>30 hours</u>	
How many hours each week do you work/go to school? 40 hours	
How many hours each week do you work/go to school? <u>50 hours</u>	
How many hours each week do you work/go to school? <u>60 hours</u>	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? High Blood Pressure	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? COPD	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? Asthma	



Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? Emphysema	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? Stroke	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? Heart Attack	
Do you have any kind of health issues that might impact your ability to function as a volunteer firefighter? Hepatitis	
Have you had a health physical in the last...12 months	
Have you had a health physical in the last...24 months	
Have you had a health physical in the last...36 months	
Being a volunteer firefighter requires physical activity that may require you to get dirty. Do you understand this is an expectation?	
Personnel must be willing to follow orders during emergency events without hesitation. Are you willing to comply with all orders immediately?	
Do not discriminate against a patient based upon ethnicity, gender or economic status.	
Do not take pictures while on a fire department emergency response.	
Treat patients/customers/people just like you would want your mother to be treated.	
Be sensitive to the needs of the customer.	
Learn how to operate and use every piece of equipment on the apparatus.	
Learn first due district streets, target hazards, and other unique and/or related items that may be of importance.	
Ask questions whenever you are not sure about your assignment or duties.	
Perform the required station, apparatus, and equipment maintenance and checkouts that are necessary.	
Will not use your cell phone when responding/riding on the apparatus to an emergency call.	
Become familiar with Fire Department Rules and Regulations, Policy Manuals and Training Manuals.	
Keep supervisors "in the loop" of information that may have a positive/negative impact on the reputation or operation of the fire department.	
After a response participate in the cleaning of apparatus/equipment is wiped/washed. Cleaning the windows, tires, hand tools, power tools, & other equipment are functions to perform as needed.	
Use safety equipment provided by the department in accordance with policy.	



<p>General Fire Department Expectations that will make you a better firefighter:</p> <ol style="list-style-type: none"> <li>1. If you open it, CLOSE IT!</li> <li>2. If you turn it on, TURN IT OFF!</li> <li>3. If you unlock it, LOCK IT!</li> <li>4. If you break it, REPAIR IT!</li> <li>5. If you can't fix it, CALL SOMEONE WHO CAN!</li> <li>6. If you borrow it, RETURN IT!</li> <li>7. If you use it, TAKE CARE OF IT!</li> <li>8. If you make a mess, CLEAN IT UP!</li> <li>9. If you move it, PUT IT BACK!</li> <li>10. If it belongs to someone else, GET PERMISSION TO USE IT!</li> <li>11. If you don't know how to operate it, LEAVE IT ALONE!</li> <li>12. If it doesn't concern you, DON'T MESS WITH IT!</li> </ol> <p>© 2015 - Steve Prziborowski - <a href="http://www.chabotfire.com">www.chabotfire.com</a> &amp; <a href="http://www.code3firetraining.com">www.code3firetraining.com</a></p>	
<b>Fire Department Responsibility</b>	<b>Initial</b>
The fire department will provide a safe work environment.	
The fire department will provide the member with free training relative to the performance expectations specific to this department.	
The fire department will provide personal protective equipment free of charge.	
The fire department will provide an environment that does not condone bullying, harassment or hostile work activities.	
The fire department will listen to and act appropriately on ideas designed to improve the department.	
The fire department will provide uniform style clothing in accordance with policy and financial limitations free of charge.	
The fire department will provide qualified leadership in accordance with department policy.	
The fire department will provide for workers compensation, accident and health insurance in accordance with state law at no charge for the volunteer firefighter.	
The fire department will provide appropriate recognition for accomplishments.	
The fire department will provide appropriate appreciation for your efforts.	
The fire department will provide a fair and impartial promotional process open to all qualified members.	



<b>If you are considering paying volunteers here is a pay rate based upon performance.</b>	
If you attend 20% of the responses / compensation rate is \$8.00 per response. Compensation will be made the month following the activity.	
If you attend 30% of the responses / compensation rate is \$9.00 per response. Compensation will be made the month following the activity.	
If you attend 40% of the responses / compensation rate is \$10.00 per response. Compensation will be made the month following the activity.	
If you attend 6 hours of training in a 30 day calendar month / compensation rate is \$8.00 per hour. Compensation will be made the month following the activity.	
If you attend 8 hours of training in a 30 day calendar month / compensation rate is \$9.00 per hour. Compensation will be made the month following the activity.	
If you attend 10 hours of training in a 30 day calendar month / compensation rate is \$9.00 per hour. Compensation will be made the month following the activity.	



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