

BYLAWS

Goodwins Mills Fire Department, Inc.

Article THREE

MEMBERSHIP **(Amendment 1, 7, 9,10)**

Section 3.1 Categories and Status

R7) A. Active Membership: Members assigned to operational duties. Active membership is limited to eighty persons. (Membership limits will be waived for a junior member who becomes eligible for active membership.) Active members have full voting rights.

- 1) The fire chief shall assign all active members to duties based on the individual's skills and desires.
- 2) Active members may vote at corporation meetings and elections.

B. Per Diem Membership: Those individuals who do not qualify for Active Membership, yet are hired to be on-duty at the fire station to covering daytime shifts.

C. Associate Membership: Members not assigned to operational, administrative or maintenance duties. Associate members perform purely a community relation, fund raising, benevolent and welfare role. Associate members are not to be considered active members or employees of the corporation. These members will not be used in firefighting, rescue, EMS, any other emergency or operational functions, either directly or indirectly. Associate members may not vote.

D. Honorary Membership:

- 1) Honorary Membership is used to recognize and honor members who have made significant contributions to the betterment of the corporation over a significant period of time.
- 2) Members must be nominated for honorary status. Such nomination must be in writing and indicate why the member is deserving of honorary status. Any active member may make a nomination. By popular vote of the membership, any member so deserving of this honor may be placed in honorary membership status.
- 3) Honorary members may choose to remain active. If so, they are required to meet all training requisite of an active member. All honorary members must inform the fire chief of their intent whether or not to remain active.
- 4) An honorary member may not be removed from membership. Honorary members regardless of activity may vote.
- 5) Those who were members of the former Goodwins Mills Rescue, on June 30, 1978, are honorary members of this corporation.

E. Charter Membership:

- 1) Charter members are the signers of the petition for incorporation as of April 1949.
- 2) All charter members are assigned honorary status.

F. Probationary Membership: (1) Probationary members are new members (active and per diem) under training and instruction. After completing a medical physical examination, a member candidate will be placed on a one-year probation.

(2) The fire chief shall set goals and objectives for probationary members to achieve while on probation. The fire chief may dismiss a member for not accomplishing the goals and objectives expected of a probationary member.

R7) G. Military Leave Status: 1) Any active member will automatically be placed on Military Leave Status when that member enlists on active duty in the Armed Forces.

2) When a member is called to active military duty under orders of a military reserve unit or the National Guard, that member will automatically be placed on Military Leave Status.

- 3) To remain on Military Leave Status the member must inform the fire chief of his/her military status every five years.

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- 4) A member on military leave period exceeds six month, the member will be placed in associate member status only if active military status is longer than six months.

H. Leave of Absents: 1) The fire chief may grant members leaves of absents on a month to month basis, not to exceed one year. At the end of the leave of absents, if the member desires and extension, the member must request an extension from the Fire Chief.

- 2) While on a leave of absents, the member will be placed on associate member status.

I. Junior Membership: Any member of the Goodwins Mills Junior Fire Department is a Junior Member of this corporation. Junior members must have parental/guardian permission to join. Junior members must be attending school and maintain passing grades in all classes. Junior members may not vote. The fire chief will establish policy and regulate the junior fire department program.

Section 3.2 Qualifications and Requirements: R10

- A. Candidates for active membership must be legal residents of Lyman or Dayton, Maine, or reside within a 2.5 mile radius from the station.
- B. Candidates must be at least sixteen years of age and be of sound moral character.
- C. This corporation is an equal opportunity non-profit organization. No person may be rejected from membership based on race, creed, color, religion, ethnic origin, gender or sexual orientation.
- D. The Chief shall develop a procedure for the hiring of Fulltime and Per Diem members. Section 3.2(A) does not apply to Fulltime and Per Diem members. Fulltime and Per Diem members, who do not meet the requirements for active membership, do not have voting privileges and may not hold an elected or appointed office.

Section 3.3 Membership applications and screening process:

R7,9 A. Persons desiring membership must submit an application to any active member. That member will ensure the application is delivered to the candidate interview committee (CIC)

B. The Fire Chief with the assistance of the Candidate Interview Committee will develop a procedure for the processing of applications for membership.

- C. As a minimum, the following will be conducted for active and per diem applications:

- 1) Review the application and interview the candidate.
- 2) Conduct a records check with the State Bureau of Identification and the State Bureau of Motor Vehicles.

- D. The Fire Chief is the approving and disapproving authority for all applications for membership.

Section 3.4 Probationary requirements:

A. Within forty-five days of notification of membership approval the new member, active or per diem must, in this order:

1) Receive training in bloodborne pathogens and hazardous materials as required by the Maine Department of Labor.

- 2) Receive a physical medical examination. The corporation will pay for this examination.

B. Following completion of section 3.4A(1) and (2): the new member may begin responding to emergency calls; the new member will be in a probationary status for one-year.

During which time probationary training requirements, as set forth by the fire chief or designee, must be met.

C. After all probationary training and the one-year time criteria are met, the fire chief may place the member on permanent active status or dismiss the individual from membership.

D. Should the probationary requirements not be met within the 12-month period, the probationary member may request an extension, not to exceed three months. The fire chief or designee may approve extensions.

R7) F. Probationary members are restricted from assignment to more than one duty type (IE: fire or emergency medical) while on probation. However, new members who hold a Firefighter I Certificate and/or a valid EMT license at time of application to Goodwins Mills Fire-Rescue, are exempt from this restriction.

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Section 3.5 Dismissal, suspension and resignation from membership:

A. To dismiss a member, cause for dismissal must be presented to the fire chief in writing. The fire chief will then order a review of the case and make recommendations.

B. At any time the fire chief may suspend any member, as he/she deems necessary for a period not to exceed sixty days. Should the fire chief suspend a member three or more times in a twelve-month period, that member will automatically be reviewed for dismissal.

C. Any member of this corporation who is found to be under the influence of alcohol or drugs, while performing assigned duties, will be suspended from membership, and reviewed for dismissal.

D. Should an individual desire to voluntarily resign from membership, written notification must be presented to the fire chief. The fire chief will then notify the secretary.

R7) E. The fire chief may, with just cause and after investigation, dismiss any individual from membership. Additionally, a member may be dismissed by a vote of the membership.

Section 3.6 Medical requirements:

In addition to a physical medical examination upon initial membership; any member returning to duty following medical injury or illness, must present a written statement of health and physical readiness from competent medical authority to resume duties. Such statement(s) must be presented to the fire chief.

Section 3.7: Membership Consolidation

R7) All members of the former Goodwins Mills Rescue Unit, as of August 2001, are active members of the Goodwins Mills Fire Department, Inc. They are entitled to the same privileges and responsibilities of all active members.