



**SAN JUAN COUNTY FIRE DEPARTMENT  
CONTRACTUAL AGREEMENT FOR  
VOLUNTEER FIREFIGHTERS, EMERGENCY MEDICAL SERVICE  
AND RESCUE PERSONNEL**

This agreement is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ between the San Juan County Fire Department, herein after known as the department and \_\_\_\_\_, a prospective volunteer fire and rescue applicant.

This agreement is entered into in order to fully and completely define the expectations of the volunteer and to fully and completely outline the rewards, incentives, values and recognitions that the volunteer may expect from the department in return for their valued service to San Juan County.

The department is a volunteer agency supported by a paid administration. We are a professional organization embracing professional standards of conduct, training and response. We desire to provide the highest quality of trained staff available to respond to emergencies throughout the County in accordance with the limitations of a volunteer organization.

In order to achieve these goals, the department will expect each and every volunteer to comply with the following standards as adopted by the department. These will involve training, conduct, response and participation, attendance at district business and training sessions and such other as is required by policy.

**Basic Initial Training Requirements**

All volunteer personnel who desire to respond to emergencies to provide - fire attack, suppression and/or investigation, render emergency medical care to victims of sudden illnesses and accidents, rescue from entrapments or hazardous environment and other responses where specific training is necessary AND are required to successfully complete the Basic Initial Training requirements within the first 12 months of joining the department. **There are no exceptions.** Volunteer applicants who wish to join as Support Members AND who will NOT be responding to emergency calls except to provide support to emergency responders are NOT required to take this or any emergency training. If Basic Initial Training is not complete within 12 months of joining the department, it will result in immediate termination.

Support personnel are NOT eligible to participate in the State of New Mexico Volunteer Firefighter Public Employee Retirement Plan.

Therefore, I, the undersigned volunteer agree to complete all basic training as outlined above within the first 12 months of membership.

If I have previous training which is clearly equivalent to the basic training requirement, I will provide verifiable evidence to the Fire Operations Training Coordinator within 30 days of joining. My failure to do so will require me to complete the Basic Initial Training prior to the end of twelve months. I understand that I will NOT be eligible for any out of area travel and training until this requirement is fully met.

\_\_\_\_\_  
Volunteer initials

I agree to never drive any vehicle, at any time, under the influence of alcohol or drugs.

I agree to always drive safely, using good judgment at all times, whether related to the fire department or not.

I agree to always comply with all safety policies including the wearing of all appropriate personal protective equipment at all scenes where this is necessary as defined by the County policy.

I agree to always treat others with respect and dignity at all times, even when under the stress of emergency scenes and environments.

I agree to meet my districts requirements for attendance at meetings and district training. I understand that my district may have requirements different from other County Fire Districts. I will attend no less than two-thirds of these sessions.

I further agree to respond to the number of emergency calls that can normally be expected during the discretionary time I have or 25 hours per week, whichever is greater. I understand that if I live beyond 15 minutes normal driving time to one of my districts stations, I will arrange to spend 8 hours a week at the station.

I will **NOT** tolerate fellow volunteers who violate County policies and will report in writing any who do to the District Fire Chief.

I agree to be a positive force within my district, the department and my community.

I understand the chain of command and agree to follow it without exceptions.

I will **NOT** talk behind the back of any department member of any district at any time for any reason.

**I agree to immediately return all County equipment if I am no longer a member of San Juan County Fire Department for any reason.** This includes, but is not limited to, radios, pagers, badges, pins, brush gear, bunker gear, helmets, gloves, boots, t-shirts, caps, bags, etc.

Lastly, I agree to always represent my district and San Juan County Fire Department in a positive manner and will conduct myself in a manner which will not bring dishonor or embarrassment to the department.

I understand that the San Juan County Fire Department will:

- Provide me with the very best in vehicles, equipment and supplies,
- Quality training and educational opportunities,
- Provide me with a nominal fee for my performance and response and training,
- Provide me with uniforms, t-shirts and caps to identify me as a member of the department,
- Enroll me in the New Mexico Volunteer Firefighter PERA program,
- Provide me with a safe environment, good leadership, positive reinforcement,
- An opportunity to learn, serve and thrive.

\_\_\_\_\_  
Printed Volunteer Name

\_\_\_\_\_  
Printed Witness Name

\_\_\_\_\_  
Volunteer Signature

\_\_\_\_\_  
Witness Signature

Date: \_\_\_\_\_