

## **Number 14.4 - FIRE AND RESCUE DUTY**

**Effective Date:** March 1, 1996

**Applicable To:** All classified employees with the Executive Branch of the State of Vermont.

**Issued By:** Department of Personnel

**Approved By:** William H. Sorrell, Secretary of Administration

### **PURPOSE AND POLICY STATEMENT**

It is the policy of the State of Vermont to support communities by allowing employees, who are members of municipal fire and/or rescue teams, release time from work, without loss of pay or benefits. This policy outlines the procedures by which employees shall receive release time for fire and rescue duty.

### **GENERAL GUIDELINES**

The Fire and Rescue Duty Article of the current Agreements between the State of Vermont and the Vermont State Employees' Association, Inc. (VSEA) must be adhered to when administering this leave.

Subject to the operating needs of an agency or department, employees who are members of municipal fire and/or rescue teams may be granted leave without loss of pay or benefits under the following conditions:

1. Employees must be members of a municipal fire and/or rescue team that is reachable within a thirty (30) minute drive from their work location.
2. Employees must be answering emergency alarms or calls, not drills, within their municipality.
3. If the call is outside the fire or rescue team's municipality, it must be part of a mutual aid call.
4. The call may be for a multiple alarm, or a fire for which employees are reasonably available and are called.

Employees called to respond must notify their appointing authority to the extent practicable.

Employees who are covered by this policy shall be entitled to carry a pager while on duty.