Southern Webster County Fire Protection District

Member Recognition & Longevity Program Policy

Policy No.: 2025-14
Effective Date: 06/09/2025
Issued By: Deputy Chief Justin Levy
Approved by: Board President _____ On _____

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1. Purpose

The purpose of this policy is to establish a formal recognition program within the Southern Webster County Fire Protection District (SWCFPD) to honor members for their long-term dedication, service, and commitment to the district and the community.

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2. Scope

This policy applies to all members of Southern Webster County Fire Protection District, including volunteer members, officers, administrative personnel, and any individuals operating under department authority.

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3. Policy Statement

SWCFPD shall recognize members for longevity of service through milestone-based awards and designations. Members who meet the outlined criteria and maintain good standing shall be eligible for recognition as defined within this policy.

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4. Definitions

Active Service
Time served as a member of SWCFPD while meeting minimum participation requirements as established by district policy.

Good Standing
A member who:

- Meets established attendance and participation requirements

- Maintains compliance with all district policies and procedures
- Has not been subject to disciplinary action within the preceding twelve (12) months

Life Member
A designation awarded to members who have demonstrated long-term commitment and service to SWCFPD as outlined in this policy.

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5. Service Recognition Milestones

5.1 Ten (10) Year Service Recognition

Members who complete ten (10) years of active service in good standing shall be awarded a department-issued leather fire helmet.

- The leather helmet shall symbolize experience, professionalism, and dedication to the fire service.
- The helmet shall be issued upon verification of eligibility and approval by the Fire Chief.

5.2 Fifteen (15) Year Service Recognition – Life Membership

Members who complete fifteen (15) years of active service in good standing shall be designated as a Life Member of SWCFPD.

- Life Member status is a permanent recognition of service.
- Life Members may retain their designation regardless of future participation status unless removed for cause.
- Life Members shall be formally recognized by the district through a certificate, plaque, or other appropriate means.
- Members designated as Life Members shall have their annual training and participation requirements reduced to 25% of the current district minimum standards.
- Life Members actively serving in an officer position shall maintain 75% of all applicable officer training and participation requirements.
- Life Members shall be required to participate in a minimum of 24 incidents annually reduced from the standard of 48 incident requirements.
- Life members must remain in good standing with the district to retain these reduced participation standards.
- Once designated as a Life Member, the member shall remain a recognized part of the district family and shall continue to receive invitations to annual banquets, awards ceremonies, retirements, and other district functions, regardless of active participation status.
- Once a member receives the Life Member designation, the issued leather helmet from the members 10 year recognition will be given to the Life Member as their own personal gear.

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6. Prior Service (Grandfather Clause)

- All documented years of service completed prior to the adoption of this policy shall be credited toward eligibility for longevity recognition.
- Members must be in good standing at the time of award.
- Members must have actively participated within the previous twelve (12) months and meet current district participation requirements.
- Final eligibility shall be reviewed and approved by the Fire Chief.

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7. Verification and Approval

- Years of service shall be verified through official district records.
- Eligibility shall be reviewed by the Fire Chief or designee.
- Final approval may be subject to review by the Board of Directors.

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8. Presentation of Awards

- Recognition shall be presented at a district meeting, annual banquet, or other formal event as determined by the district.

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9. Compliance

Failure to meet the requirements outlined in this policy shall result in ineligibility for recognition. Any falsification of service records or misconduct related to eligibility may result in disciplinary action.