

# JEFFERSON TOWNSHIP VOLUNTEER FIRE COMPANY

## Departmental Policy Incentives & Benefits

### 1. Purpose:

The purpose of this policy is to define the criteria and guidelines for department members to receive incentives and benefits from the fire company for their service to the community.

### 2. Scope:

The scope of this policy shall include any member of the Jefferson Township Fire Company (JTVFC).

### 3. Responsibilities:

Each member is responsible for placing their own signature on the appropriate sign-in sheet to be eligible to receive the participation point. The Fire Chief and Secretary shall ensure that all participation point summaries are submitted in a timely manner to the Panel of Directors for calculation. Adherence to this policy shall be the responsibility of the Executive Officers.

### 4. Introduction:

The volunteer emergency services are a long-standing tradition in the United States that often encompass families generation after generation. Unfortunately, it is also a tradition in danger of weakening. Many fire departments across the Nation today are experiencing more difficulty with recruiting and retaining members than ever before. Although there has been a decline in the number of active volunteer firefighters nationally from a high of 897,750 in 1984, the trend has changed in the last few years. The number of volunteers dipped to a low of 770,100 volunteers in 1989. While the number has increased since then, the problem of recruitment and retention is still serious in many areas, including ours. The most recent figures (2014) indicate over 788,250 volunteer firefighters, 73 percent of the Nation's firefighting forces.

The following requirements have been developed and put into place as guidelines to aid the fire department in recruitment of new prospective members and retention of its current members.

### 5. General Incentive Program Eligibility Requirements:

A member must meet all of the following requirements in order to be eligible to receive any incentives outlined in this policy.

- I. The member must be in good standing within the company.
- II. The member must have successfully completed and been removed from probationary status.
- III. The member must have completed and submitted all required criminal background and child abuse clearances.
- IV. The member must not be in arrears with dues or any financial obligations to the company.
- V. Members must obtain fifteen (15) general participation points within the previous rolling calendar year.

### 6. Participation Points Calculation:

#### 6.1 GENERAL POINT CALCULATION:

- I. **MEETINGS** – Members will be awarded one (1) participation point for every monthly general business meeting attended.
  - a. Members must sign the "Meeting & Event Sign-In Log" in order to be eligible to receive a participation point for attended meetings.
  - b. Members unable to attend a general business meeting, due to approved reasons as stated within Article 7 Section P of the bylaws, will be awarded one-half (½) participation point for every letter successfully submitted in accordance with the bylaws.

- c. Members will be awarded two (2) participation points for every announced special business meeting attended.
      - i. Members unable to attend a special business meeting due to approved reasons as stated within Article 7 Section P of the bylaws, will be awarded zero (0) participation point for every letter successfully submitted in accordance with the bylaws.
    - d. Members will receive zero (0) participation points for attendance of Panel of Director or Executive Officer meetings.
- II. **FUNDRAISING** – Members will be awarded one (1) participation point for every fundraiser attended and worked. Minimum of two (2) hours must be worked of the fundraiser to be eligible to receive a participation point.
  - a. Members must sign the “Meeting & Event Sign-In Log” in order to be eligible to receive a participation point for worked fundraisers.
  - b. Members will be awarded one (1) participation point, per day, for fundraisers lasting more than one (1) day.
  - c. Members chairing a fundraiser will receive a total of five (5) participation point for each fundraiser chaired in addition to the above attendance point guidelines.
  - d. Members selling tickets towards a fundraiser will receive a total of one (1) participation point for every ten (10) tickets sold.
- III. **WORK SESSIONS** – Members will be awarded one (1) participation point for every announced work session held.
  - a. Members must sign the “Meeting & Event Sign-In Log” in order to be eligible to receive a participation point for work sessions.

#### 6.2 FIREFIGHTER POINT CALCULATION:

- I. **RESPONDERS** – Firefighters/Fire Police will be awarded one (1) participation point for every call they respond to.
  - a. Members must sign the “Incident & Training Log” in order to be eligible to receive a participation point for call responses.
  - b. Members who standby at the station and successfully sign the “Incident & Training Log” will also be eligible for the same participation points outlined above.
- II. **TRAINING** – Firefighters/Fire Police will be awarded one-half (0.5) point for every hour of training they attend. Members must submit completion certificates which clearly list the total hours of the program to be eligible to receive the participation points.
  - a. Firefighters/Fire Police will be awarded one (1) participation point for every announced in-house training session attended and participated in.
  - b. Firefighters/Fire Police will be awarded one (1) participation point for every announced training session attended and participated in that is in conjunction with another fire department.
  - c. Firefighters/Fire Police must sign the “Incident & Training Log” in order to be eligible to receive a participation point for announced in-house training sessions and trainings attended in conjunction with another fire department.

#### 7. General Company Incentives: (EFFECTIVE - MARCH 07, 2018)

A member meeting the above outlined eligibility requirements shall have access to the following incentives:

- I. **HALL RENTAL** – A member meeting the above general eligibility requirements shall be allowed to rent the Jefferson Township Fire Company Banquet Hall for a reduced rate of \$100 per rental. This discounted rate shall be limited to no more than a combination of two (2) banquet hall or pavilion rentals within a calendar year.
- II. **PAVILION RENTAL** – A member meeting the above general eligibility requirements shall be allowed to rent the Jefferson Township Fire Company Outdoor Pavilion for a reduced rate of \$100 per rental. This discounted rate shall be limited to no more than a combination of two (2) banquet hall or pavilion rentals within a calendar year.

- III. **POOL FILLS** – A member meeting the above general eligibility requirements shall be allowed to receive a reduced rate for swimming pool filling on pools owned by the member or an immediate family member. This discounted rate shall be \$50 per load of water with no limitations.
- IV. **POINT VALUE** – A member meeting the above general eligibility requirements shall be assigned a \$1 value to each General and Firefighter participation point earned, to be used towards clothing embossed with the company logo and firefighter/fire police equipment selected by the member.
  - a. The point value shall only be eligible to be used at approved company vendors.
  - b. Point value may be used towards the cost of other general company incentives listed above.
  - c. Clothing shall include but not be limited to tee shirts, sweatshirts, hats, job shirts, uniforms.

#### **8. Specific Firefighter Incentive Program Eligibility Guidelines:**

A firefighter must also meet the following specific requirements in order to be eligible to receive the outlined firefighter incentives:

- I. **LEATHER BOOTS** – A firefighter receiving credit for 10% or more of incident responses in the previous calendar year shall be eligible to receive leather fire boots provided by the fire company. The percentage shall be calculated utilizing the State Emergency Reporting system.
- II. **SCBA MASK** – An interior qualified firefighter receiving credit for 10% or more of incident responses in the previous calendar year shall be eligible to receive a personal SCBA masks provided by the fire company. The mask must be stored in a lined protective mask bag, which will be provided. The percentage shall be calculated utilizing the State Emergency Reporting system.

#### **9. Firefighter Training/Certification Program Incentives:**

In an effort to promote firefighter training and recognize those firefighters who have been dedicated to achieving specific certification levels, those members shall be eligible to receive equipment upgrades and incentives from the fire company. The upgraded equipment shall remain property of the Jefferson Township Fire Company/Jefferson Township Fire Company Relief Association, unless otherwise agreed upon. The following criteria shall serve as guidelines:

- I. **BASIC VEHICLE RESCUE** – Firefighters successfully obtaining Basic Vehicle Rescue Department of Health certification will be provided with Dragon Fire Vehicle Rescue/Extrication gloves.
- II. **ESSENTIALS OF FIREFIGHTING** – Firefighters successfully completing Essentials of Firefighting will be provided with a Streamlight Survivor LED personal flashlight.
- III. **FIREFIGHTER 1** – Firefighters obtaining Firefighter 1 Pro-Board certification will be provided with a Cairns 1044 Defender composite helmet with personalized company shield.
- IV. **FIREFIGHTER 2** – Firefighters obtaining Firefighter 2 Pro-Board certification shall be provided with a helmet mountable FireCam.
- V. **HAZMAT OPERATIONS** – Firefighters obtaining Hazardous Materials Operations Pro-Board certification shall be provided with Streamlight Vantage LED helmet flashlight.

#### **10. Incentive Point Utilization:**

The following process shall be utilized for all Incentive Point utilizations, including point utilization towards the cost of Hall Rentals, Pavilion Rentals or Pool Fills.

- I. Any member wishing to utilize earned Incentive Points, may do so by submitting a “Incentive Point Utilization Request” Form to the Panel of Directors for review.
- II. After review by the Panel of Directors, the request shall be reviewed at the monthly General Business meeting and the expense shall be voted upon.

**The original Incentives & Benefits Policy was signed into order by the membership at the Regular Monthly Meeting, March 07, 2017.**

This revised **Incentives & Benefits Policy** was approved, adopted and implemented on Tuesday, May 01, 2018.

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Donnie Wallace, *Fire Chief*

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Johncarlo Ligi, *President*