

WANTAGE TOWNSHIP

AN ORDINANCE ESTABLISHING A LENGTH OF SERVICE AWARDS PROGRAM (LOSAP) IN THE TOWNSHIP OF WANTAGE, PURSUANT TO N.J.S.A. 40A:14-183 ET SEQ.

ORDINANCE #2003-10

WHEREAS, the Mayor and Township Committee of the Township of Wantage desire to create a Length of Service Awards Program (LOSAP) to reward the members of the Wantage Township Volunteer Fire Department and First Aid Squad for their years of loyal, diligent and devoted service to the residents of the Township of Wantage; and,

WHEREAS, the Mayor and Township Committee deem the creation of a LOSAP Program with the concurrent creation of a LOSAP Program in Sussex Borough to be in the best interests of the residents of Wantage;

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Township Committee of the Township of Wantage, County of Sussex and State of New Jersey, as follows:

Section 1. *Creation of Program.* A Length of Service Awards Program is hereby created in accordance with N.J.S.A. 40A:14-183 et seq.

Section 2. *Annual Contributions.* The LOSAP shall provide for fixed annual contributions to a deferred income account for each member of the Wantage Township Volunteer Fire Department and First Aid Squad that meets the criteria set forth below. Such contributions shall be made in accordance with a plan that shall be established by the Township of Wantage and shall be administered in accordance with the laws of the State of New Jersey, the United States Internal Revenue Service and this Ordinance.

Section 3. *Criteria for Eligible Members; Amount of Contribution; Cost of Program.*

- A. The LOSAP shall provide for annual contributions to each eligible member that meets the criteria as follows:
 - 1. Fifty (50) points are required for a member to qualify for eligibility for an annual contribution.
 - 2. Five (5) years of service are required for vesting.
- B. The annual contribution shall be \$500 per eligible member per qualifying year.

- C. The estimated total cost of the program annually has been calculated as follows:

Wantage Volunteer Fire Department:

77 members x \$500 per member = \$38,500

Wantage Volunteer First Aid Squad:

50 members x \$500 per member = \$25,000

Sussex Volunteer Fire Department:

50 members x \$500 per member = \$25,000

Total Program Cost: \$88,500

Wantage Township shall be responsible for 72% of this total annual cost, calculated to be \$63,720.

Section 4. Referendum Question. The following referendum question shall be forwarded to the Sussex County Clerk for inclusion on the November 4, 2003 General Election Ballot for ratification as follows:

- A. Shall the Township of Wantage be authorized to establish a Length of Service Awards Program for the Wantage Township Volunteer Fire Department and First Aid Squad members that serve the Township of Wantage, pursuant to the following terms and conditions:
1. The program shall provide for annual contributions to a deferred income account for each active volunteer member that meets eligibility criteria and in accordance with the schedule adopted by the Township of Wantage.
 2. The proposed annual contribution for an active member shall be \$500.
 3. The estimated cost of the program for the Township Of Wantage has been calculated as \$63,720 for regular annual service.
 4. A Length of Service Awards Program for the Township of Wantage shall only be created in the event that an identical program is created in the Borough of Sussex by ratification of the voters of the Borough of Sussex at the November 4, 2003, General Election.

YES _____ NO _____

Explanatory Statement

The Township of Wantage desires to sponsor a Length of Service Awards Program for the active volunteer members of the Wantage Township Volunteer Fire Department and First Aid Squad. The award program would be an annual contribution to a deferred compensation program for all qualifying members. Members of the Wantage Township Volunteer Fire Department and First Aid Squad would earn points for organization related activities, and they would qualify for the annual contribution upon earning fifty (50) points per year. Details of the point system are available for public view in the office of the Wantage Township Clerk and are posted in the Wantage Township Municipal Building. The proposed maximum annual contribution for each qualifying active member of the Wantage Township Volunteer Fire Department and First Aid Squad is \$500 and the proposed estimated total amount to be budgeted in the Township Of Wantage for the program is \$63,720.

Section 5. *When Effective.* This Ordinance shall not take effect unless it is ratified by the voters of both the Township of Wantage and the Borough of Sussex, as a public question at the next General Election as provided by law.

Section 6. *Points Schedule.* Each active volunteer member shall be credited with points for volunteer services provided to the Wantage Township Volunteer Fire Department or First Aid Squad in accordance with the following schedule:

- See Attached Schedule A for the Points Schedule of the Wantage Township Volunteer Fire Department.
- See Attached Schedule B for the Points Schedule of the Wantage Township First Aid Squad.

Section 7. *Severability.* If any provision of this ordinance or the application thereof to any person or circumstances is held invalid, the remainder of this ordinance shall not be affected thereby and shall remain in full force and effect.

Section 8. All ordinances or parts of ordinances or resolutions inconsistent or in opposition to the provisions of this Ordinance are hereby repealed in their entirety.

Section 9. This ordinance shall not take effect until it is ratified by the voters as a public question at the next General Election as provided by law.

ATTEST:

Jeffrey Parrott, Mayor

James R. Doherty, Clerk/Administrator

NOTICE is given that this ordinance was introduced and passed upon first reading at a meeting of the Mayor and Township Committee of the Township of Wantage, in the County of Sussex, New Jersey, held on the 30th day of July 2003. It will be further considered for final passage with the proposed ordinance after public hearing at a meeting of the Mayor and Township Committee to be held in the Wantage Township Municipal Building, 888 Route 23, Wantage, New Jersey 07461, on August 14, 2003, at 8:00 o'clock P.M., and copies of the ordinance will be made available at the Clerk's office in the Municipal Building to members of the general public.

James R. Doherty, Clerk/Administrator

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SCHEDULE A

WANTAGE TOWNSHIP FIRE DEPARTMENT
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

A year of service shall be credited under a service program for each calendar year after establishment of the program in which an active volunteer firefighter accumulates at least 50 points.

1. Participation in Department Responses. 50 points Maximum

| | |
|------------|-----------|
| 61% - 100% | 50 Points |
| 51% - 60% | 40 Points |
| 41% - 50% | 30 Points |
| 31% - 40% | 20 Points |
| 21% - 30% | 10 Points |
| 11% - 20% | 5 Points |
| 0% - 10% | 0 Points |

2. Length of Service 30 Points Maximum

| | | |
|-------------------------|---|---|
| 0 – 7 Years of Service | = | 7 Points |
| 8 – 30 Years of Service | = | 1 Point for each completed year of service |

3. Drills 24 Points Maximum

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| Minimum 2-hour firematic drill - | 2 Points per drill |
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SCHEDULE A

WANTAGE TOWNSHIP FIRE DEPARTMENT
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

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| 4. Attendance At Meetings | | <u>20 Points Maximum</u> |
| Attendance at any official meeting of the volunteer fire company or fire department | | 2 Points per meeting |
| 5. Parades and Funerals Participation | | <u>20 Points Maximum</u> |
| 1. Participation in Parade | = | 5 Points |
| 2. Participation in Funeral | = | 3 Points |
| 3. Participation in Honor Guard | = | 2 Points |
| 4. Participation in Service (wake) | = | 1 Point |
| 6. Training Courses | | <u>25 Points Maximum</u> |
| 1. Courses under 20 hours duration | = | 1 Point per Hour, Maximum 5 Points |
| 2. Courses 20 – 45 hours duration | = | 1 Point per Hour over the Initial 20 hours, with a Maximum of 10 Points |
| 3. Courses over 45 hours duration | = | 15 Points Per Course |
| 7. Sleep-In (Floods, snow conditions, etc.) | | <u>20 Points Maximum</u> |
| Each Full Night | = | 2 Points |

SCHEDULE A

WANTAGE TOWNSHIP FIRE DEPARTMENT
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

8. Elected or Appointed Position 25 Points Maximum
Upon Completion of the One Year Term In An Elected or Appointed Position

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|---|---|-----------|
| 1. Line Officers (Assistant Engineer, Engineer, Lieutenant, Captain, Assistant Chief, Deputy Chief, Chief and Ex-Chief) | = | 25 Points |
| 2. Staff Officers (President, Vice President, Secretary and Treasurer) | = | 20 Points |
| 3. LOSAP Administrator | = | 25 Points |
| 4. Ex-Assistant Chief, Ex-Deputy Chief | = | 15 Points |

9. Miscellaneous Activities 16 Points Maximum

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| Attendance at inspections, Formal Fundraising Activities, And Other Official Fire Department And Company Activities Not Falling Under One Of The Other Categories | = | 1 Point Per Activity |
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TOTAL 230 Points Maximum

To qualify for compensation for the year of service, the following sliding scale method will be used:

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|---|---|-------------------|
| 0 Points to 49 Points | = | zero compensation |
| 50 Points to 74 Points (Of which at least 10 points must Be Department Responses) | = | 50% compensation |
| 75 Points to 99 Points (Of which at least 20 points must Be Department Responses) | = | 75% compensation |
| 100 Points to 230 Points (Of which at least 20 points must Be Department Responses) | = | 100% compensation |

SCHEDULE B

WANTAGE TOWNSHIP FIRST AID SQUAD
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

For members of the Wantage Township First Aid Squad to qualify for the LOSAP program, they must meet the requirements described below. Qualification must be re-established at the end of each calendar year and is based on a point system. The minimum number of points to qualify is 50. A year of service shall be credited for each calendar year after the establishment of the service program.

1. Participation in Response During Scheduled Duty 50 points Maximum

| | |
|------------|-----------|
| 61% - 100% | 50 Points |
| 51% - 60% | 40 Points |
| 41% - 50% | 30 Points |
| 31% - 40% | 20 Points |
| 21% - 30% | 10 Points |
| 11% - 20% | 5 Points |
| 0% - 10% | 0 Points |

2. Length of Service 30 Points Maximum

| | | |
|-------------------------|---|---|
| 0 – 7 Years of Service | = | 7 Points |
| 8 – 30 Years of Service | = | 1 Point for each completed year of service |

3. Drills 20 Points Maximum

| | |
|----------------------|--------------------|
| Minimum 2-hour drill | 2 Points per drill |
|----------------------|--------------------|

4. Attendance At Meetings 20 Points Maximum

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|--|----------------------|
| Attendance at any official meeting of the volunteer First Aid Squad | 2 Points per meeting |
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SCHEDULE B

WANTAGE TOWNSHIP FIRST AID SQUAD
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

5. Fund Raiser Participation 25 Points Maximum

1. Participation in Fund Raiser = 5 Points

2. Participation on Fund Raiser Committee = 8 Points

6. Training Courses 25 Points Maximum

Certified Courses = 1 Point per Hour

7. Sleep-In (Floods, snow conditions, etc.) 20 Points Maximum

Each Full Night = 2 Points

8. Elected or Appointed Position 25 Points Maximum

Upon Completion of the One Year Term In An Elected or Appointed Position

1. Line Officers = 25 Points
(Captain, First Lieutenant,
Second Lieutenant, Engineer)

2. Staff Officers = 25 Points
(President, Vice President,
Secretary and Treasurer)

3. LOSAP Administrator = 25 Points

9. Miscellaneous Activities 15 Points Maximum

Attendance or Participation In Other Official
First Aid Squad Activities, As Approved By
The Officers, Not Falling Under One Of The
Other Categories = 5 Points Per Activity

TOTAL 230 Points Maximum

SCHEDULE B

WANTAGE TOWNSHIP FIRST AID SQUAD
LENGTH OF SERVICE AWARD PROGRAM
LOSAP POINT SYSTEM

To qualify for compensation for the year of service, the following sliding scale method will be used:

| | | |
|--|---|-------------------|
| 0 Points to 49 Points | = | zero compensation |
| 50 Points to 74 Points (Of which at least 10 points must Be First Aid Squad Responses) | = | 50% compensation |
| 75 Points to 99 Points (Of which at least 20 points must Be First Aid Squad Responses) | = | 75% compensation |
| 100 Points to 230 Points (Of which at least 30 points must Be First Aid Squad Responses) | = | 100% compensation |