

**BOROUGH OF OLD TAPPAN  
ORDINANCE NO. 681-99**

**AN ORDINANCE CREATING A LENGTH  
OF SERVICE AWARDS PROGRAM**

**WHEREAS**, the Mayor and Council of the Borough of Old Tappan deems it appropriate and necessary to act to ensure retention of existing members and to provide incentives for recruiting new volunteer firefighters and first aid organizations members; and,

**WHEREAS**, the Mayor and Council has determined that the creation of a Length of Service Awards Program will enhance the ability of the Borough to retain and recruit volunteer firefighters and first aid organizations members;

**NOW THEREFORE, BE IT ORDAINED** by the Mayor and Council of the Borough of Old Tappan, County of Bergen and State of New Jersey, as follows:

1. A Length of Service Awards Program (“LOSAP”) is hereby created in accordance with Chapter 388 of the Laws of 1997, to reward members of the volunteer firefighter and first aid organizations for their loyal, diligent and devoted services to the residents of the Borough Old Tappan.

2. The LOSAP shall provide for fixed annual contributions to a deferred income account for each volunteer member that meets the criteria set forth below; that such contributions shall be made in accordance with a plan that shall be established by the Borough of old Tappan pursuant to P.L. 1997, c. 388, and that such plan shall be administered in accordance with the laws of the State of New Jersey, the United States Internal Revenue Code, and this ordinance.

3. The LOSAP shall provide for annual contributions to each eligible member that meets the criteria as follows:

- a. 100 points are required for a member to be eligible for an annual contribution;
  - b. Five years of service are required for vesting; and
  - c. The annual contribution shall be \$600 per eligible member for the year 2000; \$850 per eligible member for the year 2001; and \$1,150 per eligible member for the year 2002.
4. The estimated cost of the program has been calculated as follows:  
For regular annual services: \$51,000 for the year 2000; \$72,250 for the year 2001; and \$97,750 for the year 2002.
5. Each active volunteer member shall be credited with points for volunteer services provided to the volunteer fire company/first aid organization in accordance with the following schedule:
- a. Fire Department - See Schedule A; and
  - b. First Aid Corps - See Schedule B.
6. This ordinance shall not take effect unless the voters as a public question at the next general election approve it.
7. The following referendum question shall be submitted to the voters of the Borough of Old Tappan at the November 2, 1999 general election:
- Shall the Borough of Old Tappan be authorized to establish a Length of Service Awards Program for the volunteer firefighters and first aid corps members that serve the Borough in accordance with the following terms and conditions:
- a. The program shall provide for annual contributions to a deferred income account for each active volunteer member that meets the eligibility criteria and in accordance with the schedule adopted by the Borough of Old Tappan.

- b. The proposed maximum annual contribution for an active volunteer member is \$600 for the year 2000; \$850 for the year 2001; and \$1,150 for the year 2002.
- c. The estimated cost of the program has been calculated as follows: For regular annual services: \$51,000 for the year 2000; \$72,250 for the year 2001; and \$97,750 for the year 2002.

YES

NO

### **Explanatory Statement**

The Borough of Old Tappan has decided to create a Length of Service Awards Program ("LOSAP") for members of the volunteer fire department and first aid corps that serve the citizens of the Borough of Old Tappan. The general requirements for a LOSAP are set forth in State law (N.J.S.A. 40A:14-183, et seq.). Additional details on the program may be found in the ordinance adopted by the Borough of Old Tappan, which is available for public inspection, along with a copy of the State enabling law at the Borough Hall, 227 Old Tappan Road, Old Tappan, between 8:00 am and 4:00 pm.

**Schedule "A"**  
**LOSAP Point System**  
**Fire Department**  
**100 Points Needed for a Qualifying Year**

1. **Fire Department Responses:** 50 points maximum; points are based upon the following schedule of attendance at the Fire Department responses to which a Volunteer Firefighter's Fire Company has been dispatched, the initial time call is dispatched determines whether call is day or night:

Day calls (7:00am to 7:00pm) 1 point each call  
 Night calls (7:00pm to 7:00am) 2 points each call

2. **Drills:** 30 points maximum; points are credited for participation in Fire Department, Mutual Aid, Special Drills and Training and Maintenance. Any Monday during the month, excluding the meeting. If a mutual aid drill is on a different night, it is still in this category.

1 point per drill, minimum two (2) hour drill.

3. **Schooling:** 30 points maximum; points are credited for Certified Firematic Courses upon receipt of certificate of completion.

- a. Courses under 20 hours of duration; 2 points per hour with a maximum of 20 points per course.
- b. Courses 20 to 45 hours of duration; 2 points per hour for each hour over 20 hours with a maximum of 25 points per course.
- c. Courses over 45 hours of duration; 2 points per hour, maximum 30 points per course.

4. **Completed Courses:** 10 points maximum; points are credited for completed courses, as described in number 3 above (the year after completion) and do not require recertification. Seminars not included.

2 points per course. Since Firefighter I is mandatory, all members receive 2 points.

5. **Holder of an Elected Specified Position:** 40 point maximum; points are credited for completion of a one year term in an elected position. Only one position can be credited per year.

Department Chief	40 points	
Assistant Chief	35 points	
Captain	30 points	
Lieutenant	20 points	
Active ex-Departmental Chief	15 points	Must make 35% of Fire Department Responses
LOSAP Administrator	20 points	

President 30 points  
Vice President 15 points  
Life Member/Delegate NJSFA 5 points Must attend the State Convention

6. **Length of Service:** No Maximum points; must be an active member when ordinance is ratified.

1 point for each year of active service.

7. **Meeting:** 30 points maximum; points will be credited for attendance at regular Fire Company and Mutual Aid Meetings.

2 points per meeting.

8. **Miscellaneous Activities:** 26 point maximum, 10 point minimum; points will be credited for participation in the following activities, which are deemed Official Fire Department activities by the Board of Fire Officers:

2 points per occurrence for each of the following activities (minimum two (2) hour duration).

- Work details
- Regularly scheduled clean ups
- Fire Prevention activities (school visits) per day
- Fund Raising activities
- Wakes and Memorial Services
- Committee meetings (maximum 4 meetings per committee year)
- Pre-parade/inspections clean up
- Parades
- Inspection
- Chief's calls
- Seminars (with certificate of completion and just for the year course was taken)

**Schedule "B"**  
**LOSAP Point System**  
**First Aid Corps**  
**100 Points Needed for a Qualifying Year**

Eligibility is based on active membership as shown by the accumulation of 100 points in the calendar year ending December 31.

Minimum and maximum points apply to the following 3 categories (minimum points must be met to earn any):

Activity	Points Earned	Minimum	Maximum
Business Meetings	1 per meeting	6	11
Drills	1 per drill	6	11
Committees	5 per committee	5	15

The following elected positions receive the following point values:

Position	Points
Captain	25
Night Lieutenant	15
Day Lieutenant	15
President	15
Vice President	15
Treasurer	15
Recording Secretary	15
Financial Secretary	15
Trustee (3)	15
18 <sup>th</sup> District Representative	15
LOSAP Administrator	15
Special Appointment	15

In addition, members may accumulate LOSAP points for the following activities:

<u>Activity</u>	<u>Points Earned</u>	<u>Max. Points/Year</u>
General Alarm Call	2	40
Duty Night (12 hr. shift)*	30	30
Special Events	3	18
Extra Hours	1	24
Per Year of Active Service	1	--

\* Duty Night - You must be on duty on your duty night to receive credit. Partial credit is to be earned as follows:

<u>Assigned Shift</u>	<u>Points Earned</u>
75% - 100%	30
50% - 75%	20
25% - 50%	10
0% - 25%	0