

ORDINANCE NO. 2018-11
AN ORDINANCE AMENDING AND SUPPLEMENTING
THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF SPRING LAKE HEIGHTS
CREATING A NEW SECTION 2-24.1 ENTITLED "LENGTH OF SERVICE AWARDS
PROGRAM" FOR THE VOLUNTEER INDEPENDENT
FIRE COMPANY NO. 1 SPRING LAKE HEIGHTS

Chapter 24.1 of the General Ordinances of the Borough of Spring Lake Heights is created as follows by the new sections enumerated below:

2-24.1 LENGTH OF SERVICE AWARDS PROGRAM (LOSAP) INDEPENDENT FIRE COMPANY NO.1 – SPRING LAKE HEIGHTS

- a. *Created.* A Length of Service Awards Program (LOSAP) is herewith created in accordance N.J.S.A. 40A:14-183, et seq. and N.J.A.C. 5:30-14.1, et seq., to reward members of the Independent Fire Company No. 1 - Spring Lake Heights, all of whom are volunteer firefighters, for their loyal, diligent and devoted services to the residents of the Borough of Spring Lake Heights.
- b. The LOSAP shall provide for fixed annual contributions to a deferred income account for each volunteer firefighter member that meets the criteria set forth below; that such contributions shall be made in accordance with a plan that will be established by the Borough of Spring Lake Heights, (N.J.S.A. 40A:14-183, et seq.); and that such plan shall be administered in accordance with the laws of the State of New Jersey, the U.S. Internal Revenue Code and this section.
- c. The LOSAP shall provide for annual contributions to each eligible member that meets the criteria set forth below:
 1. An "active volunteer member" who has been so designated by the Governing Board of Independent Fire Company No. 1 as confirmed by the Governing Body of the Borough of Spring Lake heights and who has faithfully and actually performed volunteer service for the year.
 2. Has accumulated the required points to receive distribution (whether in whole or in part) in the aggregate, as set forth in this Schedule A.
 3. Has met the required five (5) years of eligible service in order to become "vested" in the program. The active volunteer member shall not be permitted to receive a distribution of the funds in his or her LOSAP Account until the completion of a five-year vesting period.
 4. No credit for services rendered prior to January 1, 2003 shall be provided under this section.
 5. Vesting period shall commence as of January 1, 2003.
 6. No credit shall be given to any member who does not earn the minimum required points, in the aggregate, in any calendar year.
 7. The maximum contribution, under this program, to be made to each active volunteer member who qualifies shall be one thousand, five hundred fifty-eight dollars (\$1,558.00) dollars per year of active service.
- d. The estimated cost of the program has been calculated as follows:
 1. To reward all qualifying members of the Independent Fire Company No. 1 Spring Lake Heights approximately fifty-four thousand, five-hundred thirty dollars (\$55,530.00) dollars per year.
- e. Each active volunteer member shall be credited with points for volunteer services provided in accordance with the Schedule A attached hereto. However, points accumulated for service to one

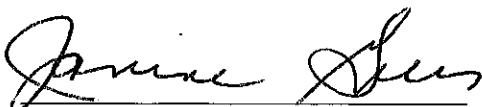
(1) organization serving the Borough of Spring Lake Heights will not be transferable for credit in another organization.

- f. The Independent Fire Company No. 1 Spring Lake Heights shall be required to appoint a LOSAP Officer who shall be charged with the responsibility to certify, by sworn affidavit, to the Governing Body the number of points attained by each member of the squad, in accordance with Schedule A, no less than annually. Reports shall be due within five (5) business days of the close of each quarter and shall be submitted to the Chief Financial Officer for review and distribution to the Mayor and Borough Council. The Governing Body shall, within thirty (30) days, review it and, if necessary, request any records or other such backup that it deems necessary in order to substantiate the information provided. No points shall be considered to be valid without the certification of the LOSAP Officer.
- g. Any volunteer who resigns from volunteer duty shall not be eligible to rejoin the LOSAP program for a period of one year commencing January 1st of the year following their successful reentry into the volunteer organization. In addition, it is noted that any vesting requirement shall begin from that date. Should any member who has previously resigned choose at a later date to rejoin the organization, they must do so as a "new" member and cannot use any previous service credit(s). No member can rejoin the organization within one (1) year of resignation for the purposes of LOSAP participation.
- i. The maximum number of active volunteer firefighter members shall be fixed as thirty-five (35) active members.
- j. If a member of the Independent Fire Company No. 1 Spring Lake Heights has achieved the required number of points in a given year of service, but then ceases to be an active participant prior to meeting the five (5) year requirement for vesting in compliance with the LOSAP Regulations, such individual shall have three (3) years within which to resume active status or their accrued earnings shall be forfeited to the Borough's LOSAP account.
- k. *General Requirements.*
 - 1. Appropriations for the purpose of funding the Borough's LOSAP Plan shall be included as a separate line item in the Borough's budget.
 - 2. Notwithstanding anything contained herein to the contrary, the annual contribution to be made by the Borough for active volunteer members may be subject to periodic increases based upon the "consumer price index factor" pursuant to subsection f. of N.J.S.A. 40A:14-185.
 - 3. The Plan Administrator shall have the right to require any active volunteer member, at the time of his or her becoming a participant, to agree, in writing, to be bound by the terms, covenants and conditions of the LOSAP and accompanying trust. Each participant shall furnish to the Plan Administrator all pertinent information required for the administration of the LOSAP. The Plan Administrator shall rely upon all such information furnished.



Thomas O'Brien, Mayor

10-3-18
Date



Janine Gillis, Borough Clerk

10-3-18
Date

**SCHEDULE A
LOSAP POINT SYSTEM
(BASED ON A 100 POINT SCALE)
INDEPENDENT FIRE COMPANY NO. 1- SPRING LAKE HEIGHTS**

Meetings and Drills

Departmental Meeting	1.5
Departmental Drill	1.5

Longevity

* time counted towards credit must be with the Spring Lake Heights Fire Dept, and need not be continuous*

Responses

11:00pm - 6:00am (1 hr incident)	2
6:00am - 11:00pm (1 hr incident)	1
Additional credit / hr	0.5

* subject must accumulate at least 50 points prior to any longevity being credited*

Training (certificate issued)

Training credit / hr	1
Max credit / class	20
Max credit applied per year	50

0-5 Years	5
6-10 Years	10
10-15 Years	15
15-20 Years	20

School

College student with 20+ credits during the calendar year, as verified by transcript 20

Special Events

Activity credit / hr	1
Maximum Credit	5

Officers

Chief	15
Asst Chief	10
Captain	10
Lieutenant	5
Engineer	10
Asst. Engineer	5
Safety Officer	5
Fire Police Capt	5
President	15
Vice President	5
Secretary	10
Treasurer	10

Misc Credits

Apparatus maintenance / hr	0.5
Building maintenance / hr	0.5
Grounds Maintenance / hr	0.5
Misc Company Business	0.5

* All Misc Credit Points must be documented and verified by the Chief or his / her designee*

Contribution

Service Credit Points Accumulated

Less than 50
50 - 79.99
80 - 89.99
90 - 99.99
100 or more

No contribution
25% of full contribution
50% of full contribution
75% of full contribution
full contribution