

## **270 INCENTIVE PROGRAM**

**PURPOSE:** To provide a program to reward and encourage participation in Fire Department activities.

**SCOPE:** This program shall apply to all volunteer members of the Florence Twp. Fire District No. 1 who (1) respond to a minimum of 15% of all emergencies for their assigned station and (2) attend a minimum of 20% of all departmental drills or attend a minimum of 20 additional hours of approved training.

### **GUIDELINES:**

1. It shall be the duty of the Station Commander to record the attendance of his/her company members at all alarms and drills.
2. All Fire Reports or Training Sign-in sheets shall be forwarded to the Florence Township Fire District Administrative Office by the 10<sup>th</sup> day of the following month. (For example: reports for the month of January 2000 shall be forwarded to the administration office no later than February 10, 2000 to receive credit.) Failure for the Station Commander to forward these reports within specified time frame may result in members not receiving proper credit.
3. All members shall be required to participate in the event until relieved by the Officer in Charge. Members who do not stay until properly relieved shall not receive credit for the event. Members and or Officers who willfully submit false attendance records to the Board shall forfeit any and all awards to which they are entitled. In addition, further action will be taken under Section 710 of the Policies and Procedures Manual of the Fire District.
4. The award cycle will begin on Oct. 1 of the year and conclude on Sept. 30 of the following year.
5. Volunteer members who become active during an awards cycle will have their award prorated to match the time served.

### **AWARDS:**

1. Members will receive their annual awards in December of each year.
2. As of October 1, 2000 the following program took effect.
  - a. A fixed rate will be established for the awards program within the budget of the Florence Township Fire District #1.
  - b. At the end of the award cycle, the number of personnel responding to all alarms within the award cycle will be added at a rate of 3 points for Chief Officers, 1 point for active members, and .5 points for junior members and trainees.
  - c. The total response number will be divided into the fixed rate for the program to determine a value for each response.
  - d. Each active member's individual response will be multiplied by the value determined in step c in order to determine his/her award for the cycle. Each junior and trainee member's individual response will be multiplied by .5 and then multiple by the value determined in step c.

Example:

- The district determined the award value for a specific award cycle will be \$15,000
- During that award cycle the department responded to 200 calls with a total of 12,000. (Note: figures based on an average of 6 members per call).
- Dividing the total number of responses (12,000) into the award value (15,000) we get an award value of 1.25 per response.
- A member who made 100 calls (50%) will receive an award of \$125.00. A junior member or trainee who made 100 calls (50%) will receive an award of \$62.50.

**NOTE:** All awards shall be governed by the Budget of the Florence Twp. Fire District No. 1 and the awarding of these must be within the current years Budget and the Board reserves the right to alter any award due to Budget constraints.