

**LAFAYETTE TOWNSHIP
SUSSEX COUNTY, NEW JERSEY**

ORDINANCE 2018-09

AN ORDINANCE ESTABLISHING A LENGTH OF SERVICE AWARDS
PROGRAM FOR MEMBERS OF THE LAFAYETTE TOWNSHIP FIRE
DEPARTMENT AND LAFAYETTE TOWNSHIP EMS

WHEREAS, the Township of Lafayette deems it appropriate and necessary to act in order to ensure retention of existing members and provide incentives for recruiting new volunteer fire fighters and EMS members (i.e., emergency services organization); and

WHEREAS, the “Emergency Services Volunteer Length of Service Award Program Act” at N.J.S.A. 40A:14-183 et seq. permits a local government unit to adopt a Length of Service Award Program (“LOSAP”) which would provide each volunteer participating emergency services organization with a defined contribution program which will provide deferred compensation plans for volunteers who meet minimum service requirements; and

WHEREAS, the Township of Lafayette has determined that the creation of a LOSAP will enhance the ability of the Township to retain and recruit volunteer emergency services organizations including the fire fighters and EMS members.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Lafayette as follows:

Section 1. Creation of Program. Length of Service Awards Program (“LOSAP”) is hereby created in accordance with N.J.S.A. 40A:14-183 et seq. and applicable regulations as promulgated and implemented by the Local Finance Board in the Division of Local Government Services in the Department of Community Affairs and from time-to-time amended in order to reward members of participating emergency services organizations designated by the Lafayette Township Committee, including the Lafayette Township Fire Department and Lafayette Township EMS for their loyal, diligent and devoted service to the residents of the Township of Lafayette.

Section 2. Annual Contributions. The LOSAP shall provide for fixed annual contributions to a deferred income account for each volunteer member that meets the criteria set forth in this Ordinance. The contributions shall be made in accordance with a plan that shall be established by the Township of Lafayette and the plan shall be administered in accordance with the laws of the State of New Jersey, the United States Internal Revenue Code and this Ordinance.

Section 3. Criteria for Eligible Members, Amount of Contribution and Cost of Program.
A. The LOSAP shall provide for annual contributions to each eligible member that meets the following criteria:

1. One hundred (100) points are required each calendar year for a member to be eligible for an annual contribution.
2. Five (5) years of service, beginning after the effective date of this Ordinance, not necessarily consecutive, shall be required for vesting.

3. The maximum annual contribution shall be \$1,150.00 per eligible member, with a time-to-time annual increase in LOSAP contributions equivalent to the annual increase in the Consumer Price Index pursuant to N.J.S.A. 40A:14-185(f).
4. Annual contribution per responder for earning 100 points: 100%
 Annual contribution per responder for earning 80 points: 80%
 Annual contribution per responder for earning 60 points: 60%
5. The estimated cost of the program has been calculated at \$63,250.00 per year.

Section 4. Volunteer Credit.

Each active volunteer member shall be credited with points for volunteer services provided in accordance with the following schedules:

SCHEDULE A
 LOSAP POINT SYSTEM
 (LAFAYETTE TOWNSHIP FIRE DEPARTMENT)

Collection of the Tax Deferred Income shall start at age 62. A “year” is defined as a January to December calendar year.

A. Training Courses: 50 points maximum

1. Two (2) points for every two (2) hours of instruction

B. Drills: 25 points maximum

Two (2) points per drill. Each drill will be a minimum of two (2) hours. Any person who does not have at least six (6) points acquired for drills will be deemed to have not met the minimum requirements regardless of their point totals.

C. Meetings:

1. Two (2) points per fire department meeting with a 24 point maximum.
2. One (1) point per meeting shall include any meeting at which the member represents the fire department with a 30 point maximum.

D. Fire Calls: 60 points maximum

Must be in physical attendance to receive credit. Report to the firehouse/Incident Commander when the tones go off. Any person who does not have at least ten (10) points acquired for alarms will be deemed to have not met the minimum requirements regardless of their point system. Three (3) points per call.

E. Elected/Appointed Positions: 15 points

1. Positions which will qualify for points under this section are Line Officers, Fire Department Officers, President, Vice President, Treasurer, Secretary, Recording Secretary.

2. Upon completion of a one (1) year term in an elected or appointed position, the appropriate point value will be applied.

F. Credit for Prior Years of Service: 25 points maximum

For prior years of service in good standing, members will receive five (5) points per year for a maximum point allowance.

G. Miscellaneous Activities: 25 points maximum

One (1) point for each activity. Each activity must be a minimum of two (2) hours. Participation in relief, fire prevention, fireworks, parades, fund raising, extra duty and special events, as assigned by the president or chief.

**SCHEDULE B
LOSAP POINT SYSTEM
(LAFAYETTE TOWNSHIP EMS)**

Collection of the Tax Deferred Income shall start at age 62. A “year” is defined as a January to December calendar year.

A. Emergency Calls: 95 points maximum
Each call will be equal to two (2) LOSAP points.

B. Schools/Training: 25 points maximum
One (1) point for each verified two (2) hours of instruction/training.

C. Drills: 12 points maximum
One (1) point applied for each verified two (2) hours of drill attended.

D. Meetings: 18 points maximum
One (1) point per monthly meeting or special meeting.

E. Miscellaneous Activities: 12 points maximum
One (1) point per function. Functions includes, but not limited to, funeral services, official ceremonies, parades, Lafayette Day, work nights and other functions authorized by the EMS Captain.

F. Stand-by or Sleep-in: 100 points maximum
One (1) point for each 12 hour shift.

G. Elected/Appointed Positions: 15 points maximum
Completion of a one (1) year term in an elected or appointed position. The points will be calculated as follows:

Capt. / CEO	15 points
1 st & 2 nd Lt. / CFO / Sgt.	10 points
Trustee	5 points
Training Officer	5 points
Secretary	5 points
Treasurer	5 points
Delegate	5 points.

H. Credit for Prior Years of Service: 25 points maximum
For prior years of service in good standing, members will receive five (5) points per year for a maximum point allowance.

Section 5. Posting - At the end of each month a list will be posted showing the total number of service points that a member has earned to date. Every three (3) months, an individual listing of service points in each category will be distributed, on a confidential basis, to each member participating in the program. In this way, a member will be able to monitor their earned points and the categories in which they have been earned.

At the end of the calendar year, a list of those who have successfully met the LOSAP criteria will be submitted to the Township Committee of the Township of Lafayette.

Section 6. Voter Approval. This Ordinance shall not take effect unless it is approved by the voters of the Township of Lafayette as a public question at the next General Election to be held after publication and passage of this Ordinance according to law.

Section 7. Referendum Question. The following referendum question shall be submitted to the voters of the Township of Lafayette at the November 6, 2018 general election:

Shall the Township of Lafayette establish a Length of Service Awards Program for the Lafayette Township Fire Department and Lafayette Township EMS members that serve the Township 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 scheduled adopted by the Township of Lafayette.
- b. The proposed maximum annual contribution for an active volunteer member shall be \$1,150.00, with a time-to-time annual increase in LOSAP contributions equivalent to the annual increase in the Consumer Price Index pursuant to N.J.S.A. 40A:14-185(f).
- c. The estimated cost of the program has been calculated at \$63,250.00 per year.

YES _____

NO _____

Explanatory Statement

The Township of Lafayette has decided to create a Length of Service Awards Program (“LOSAP”) for members of the Lafayette Township Fire Department and Lafayette Township EMS who serve the citizens of the Township of Lafayette. The general requirements for a LOSAP are set forth in State law N.J.S.A. 40A:14-183, et. Seq. The award program would be by way of an annual contribution to a deferred compensation program for all qualifying members. Members of the Lafayette Township Fire Department and Lafayette Township EMS would earn points for organization related activities; and they would qualify for the maximum annual contribution upon earning one hundred (100) points per year. The proposed estimated amount to be budgeted is sixty-three thousand two hundred fifty dollars (\$63,250.00). Details on the program may be found in the Ordinance adopted by the Township of Lafayette which is available for public inspection, along with a copy of the State enabling law, at the Municipal Building, 33 Morris Farm Road, Lafayette, New Jersey between the hours of 9:00am. and 3:00pm.

Section 8. 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 9. Repealer. All ordinances or parts of ordinances or resolutions inconsistent or in opposition to the provisions of this Ordinance are hereby repealed in their entirety.

I hereby certify that this Ordinance was duly adopted by the Township Committee of the Township of Lafayette at a meeting of said Township Committee held on June 6, 2018.

Anna Rose Fedish, RMC
Municipal Clerk

NOTICE

The above entitled Ordinance was introduced and passed at first reading by the Lafayette Township Committee at a meeting on May 15, 2018 and after publication and a public hearing was finally adopted by the Lafayette Township Committee at a meeting held on June 6, 2018.

Mayor:

Municipal Clerk: