

FIREFIGHTER PAID PER CALL POLICY

HAZLET FIRE DISTRICT NO. 1
Of Hazlet Township, NJ

Sponsored by
Hazlet Township Board of Fire Commissioners
Fire District No. 1
Of Hazlet Township, NJ

*Hazlet Fire Company #1
North Centerville Fire Company
West Keansburg Fire Company*

PURPOSE

The purpose of this document is to define and establish a Paid Per Call and Monthly Drill Incentive for Hazlet Township Active Responding volunteer firefighters and active volunteer fire police with Hazlet Fire District #1. The Board of Fire Commissioners recognizes its mandated responsibility under the Laws of the State of New Jersey to provide fire prevention, protection, suppression and other related and incidental fire services and functions within the District. In the interest of promoting efficiency and to encourage and reward individuals for active participation in response to calls, for service the Board of Fire Commissioners will establish and maintain this Incentive Program. The Board will enact Rules and Regulations, Procedures or Guidelines and Directives to implement or otherwise effectuate the purpose and intent of this Policy may be amended or supplemented by the Board as is it deems necessary.

SCOPE

All active responding firefighters and fire police members of Hazlet Fire District #1, that are considered in good standing with the district.

Definitions:

Firefighter: An approved volunteer member of Hazlet Fire District #1, engages in physical activities of rescues, fire suppression or both in buildings, enclosed structures, vehicles, or vessels or like properties that are involved in a fire or emergency.

Fire Police: An approved volunteer member of Hazlet Fire District #1, assisting and providing support to emergency equipment and firefighters, and providing traffic and crowd control at incident scenes.

Good Standing: An approved volunteer member that is up-to-date on all required certifications and similar requirements as mandated by the State of New Jersey, Department of Community Affairs, and the Hazlet Board of Fire Commissioners.

POLICY and PROCEDURE

Eligibility Requirements:

Individuals must meet the all-mandatory minimal training requirements and be an active responding firefighter. These requirements include, but are not limited to:

1. Bloodborne Pathogens, Right to Know, Hazard Communications, Hazards Materials and Respiratory Protection annual refreshers, by the required date of that year as set forth by the Board of Fire Commissioners
 - a. If annual training is not completed by the required date, any calls during that time will be considered ineligible.
2. SCBA mask fit testing, conducted by the Fire District, by the required date of that year as set forth by the Board of Fire Commissioners
 - a. SCBA mask fit does not apply to Fire Police.
 - b. If Mask fitting is not completed by the required date, any call during that time will be considered ineligible.

Non-responding members of a fire company will not be recognized by the district as an active responding member.

Compensation Procedure:

On or about November 2024, the Board of Fire Commissioners will determine, based on budgetary limitations, the initial amount of Incentive Program compensation to be received by individuals per call, and determine a maximum amount of incentive compensation to be received for each member. Each subsequent year the Board of Fire Commissioners will annually set said compensation for the following year. Members that meet the requirements as set by the December 2024 Resolution – and all subsequent years – shall receive the payment in accordance with the procedures outlined below:

1. For purposes of this incentive policy, the fiscal year shall be October 1st through September 30th.
 - a. Fire Call reports and drills must be submitted to the Chief of each company prior to October 1st of each year. The member must submit to the Chief of each company proof that required eligibility training has been completed, to be considered a member in good standing prior to October 1st of each year. In the event the member fails to submit the fire call reports and drills, and training eligibility to their Chief on or before this date, the members will not receive any compensation under this policy.
 - b. A list of all active responding members – as well as the number of calls and drills, and eligibility training completed, each member attended – must be submitted by the Chief of each company to the Administrator on or before October 15 of each year. If a Chief fails to submit the full list of members to the Administrator on the aforementioned date, the Company shall be responsible for payment of each member’s compensation under the Policy with no reimbursement from the Commissioners
 - i. This list must contain all member contact information including full name, address, phone number, email address, and social security number.
2. After the Commissioners pass the payment resolution at the regular December Commissioner meeting incentive program compensation to individuals in accordance with this policy will be received as soon as practicable once the Administrator processes the payment.
 - a. Responding members will be compensated per call
 - b. Responding members will be compensated up to 12 drills per annum
3. All checks will be distributed through the Fire District Office.
4. Individuals receiving compensation in accordance with this policy will receive a tax filing form in January of the following year for revenue reporting purposes when applicable with tax filing laws.
5. All individuals responding to calls are expected to do so with a sense of urgency.
6. All responding individuals are expected to don their gear upon arrival to the firehouse, board the apparatus, and be prepared to respond to the call. All responding individuals are to be ready, willing, and able to respond to the call.
7. Any member may choose to opt out of this policy in writing to the Fire District Administrative Office and the department Chief, a letter must be submitted annually.

This policy does not modify existing Board policies, procedures, guidelines, rules, regulations, or directives and shall be read and construed in conjunction with other Board policies, procedures, guidelines, rules, regulations, or directives so that any inconsistencies or ambiguities in the policy may be resolved by referencing other board policies, procedures, guidelines, rules, regulations, or directives. Any interpretation as to the meaning of this policy shall not be contrary to Federal, State, or local laws, or contrary to or inconsistent with the mandated charge of the Board. If any provision paragraph, sentence, clause, or phrase set forth in the policy is for any reason held or determined to be unconstitutional or invalid, same shall not affect the remainder of the policy.