

The Board of Fire Commissioners shall establish and maintain Award Programs for Personnel designed in the interest of promoting efficiency and economy in District operations and functions and to reward individuals for meritorious performance and suggestions.

Award Programs may include any and all of the following:

1. A suggestion award program;
2. Awards for heroism;
3. An efficiency and incentive award program;
4. Awards for professional accomplishments; and
5. Awards for service.

The Board shall have the power to make appropriations therefore. Awards may take the form of cash, medals, citations, certificates, insignias, and other appropriate devices to be determined in the sole and exclusive discretion of the Board and/or its designee.

The Board may establish a committee to implement this Policy. A committee, if so formed, shall be responsible for the formulation of programs and shall have the power to adopt and promulgate rules and regulations for conduct and operation of Award Programs so established. All programs recommended to be established and the rules and regulations for implementation shall be subject to approval by the Board. If a committee is formed, it shall be comprised in a manner consistent with statutory mandates.

The Board shall enact Rules and Regulations, procedures or guidelines and directives to implement or otherwise effectuate the purpose and intent of this Policy and Federal, State and local laws, and Rules, Regulations, Procedures, Guidelines or Directives promulgated thereto, as amended, which were enacted to insure or supplement the intent and purpose of this Policy. Said Rules and Regulations, procedures or guidelines and directives may be amended or supplemented by the Board as it deems necessary.

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 this 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 this Policy is for any reason held or determined to be unconstitutional or invalid, same shall not affect the remainder of this Policy.

Legal References: N.J.S.A. 40A:5-31

1<sup>st</sup> Reading:

Effective Date:

2<sup>nd</sup> Reading:

Revised Date: