

PURPOSE: 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 drills and calls for service the Board of Fire Commissioners will establish and maintain an 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 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.

SCOPE: All Riverside Fire District employees (firefighters, officers, administrative staff, commissioners, etc.) both paid and volunteer.

PROCEDURE: The Board of Fire Commissioners will determine, based on budgetary limitations, an amount of Incentive Program compensation to be received by individuals per call and drill, and determine a maximum amount of incentive compensation to be received for each. Incentive Program compensation to individuals in accordance with this Policy will be received during the months of June and December. Individuals receiving compensation in accordance with this Policy will receive a tax filing form in January of the following year for revenue reporting purposes. For purposes of this Incentive Policy, the fiscal year shall be December 1st through November 30th.

1. Individuals must respond to at least 12 calls per quarter.
2. Individuals must attend at least 1 drill per quarter.
3. For purposes of this Incentive Policy, quarters for the fiscal year will be December – February, March – May, June – August, and September – November. Incentive Program compensation for the 1st and 2nd quarters (December – May) will be received in June, and compensation for the 3rd and 4th quarters (June – November) will be received in December.
4. Individuals must meet all the mandatory minimal training requirements, including, but not limited to:
 - Bloodborne Pathogens, Right to Know / Hazard Communications, Hazardous Materials, and Respiratory Protection annual refreshers;
 - SCBA Mask Fit Testing;
 - Live Burn / SCBA training for all interior firefighters (at least once per year).
5. Multiple calls resulting from the same incident will be counted as one call credit for the Incentive. (Examples: the fire company responding to multiple calls as a result of a storm will be counted as one (1) call credit; the fire company responding to multiple calls as a result of a truck pulling down wires at multiple locations will be counted as one (1) call credit; an MVA response that becomes a landing zone assignment for a medical helicopter which results in two incidents being generated will be counted as one (1) call credit.)
6. All individuals responding to calls are expected to do so with a sense of urgency. All responding individuals are expected to immediately don their gear upon arrival to the firehouse, board the apparatus, and be prepared to respond to the call.
7. On calls that are considered “Station” responses, all apparatus is expected to respond until recalled on.

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.

1st Reading: October 23, 2019

2nd Reading: November 27, 2019

Effective Date: December 1, 2019

Revision Date:

Lester W. Kemble, Chairman

Richard G. Horton, Vice Chairman

George F. Conard, Treasurer

Robert T. Miller, Secretary

Lawrence J. Winkelspecht, Jr., Commissioner