



SWATARA TOWNSHIP  
VOLUNTEER FIREFIGHTER  
INCENTIVE PROGRAM

SWATARA TOWNSHIP  
OFFICE OF THE FIRE CHIEF

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# *Foreword*

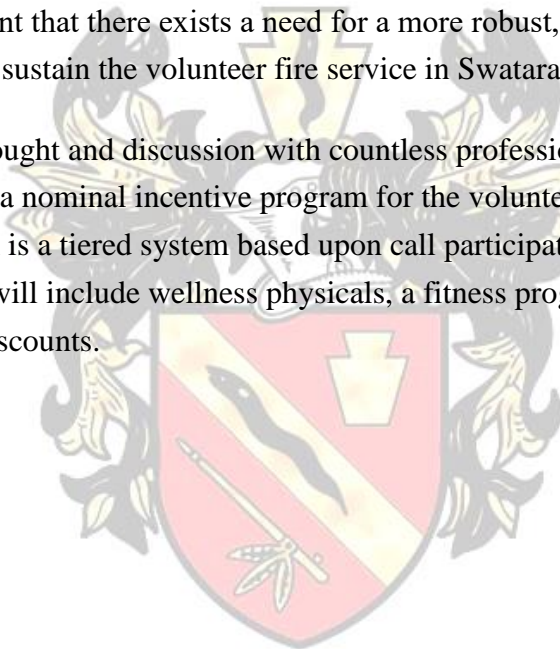
The Swatara Fire-Rescue Service is a 24/7 organization comprised of a diverse team of volunteer emergency responders that continue to dedicate countless hours responding to emergency calls, maintaining equipment, and training for the betterment of the fire service in Swatara Township. We know that our 100% volunteer system is in jeopardy and requires a twenty-first century approach for sustainability and future growth.

All studies can be seen as a catalyst for debate. However, the rate at which the volunteer fire services are seeing decline is not one. We've seen drastic a decline of volunteers over the last decade! We as an organization pride ourselves on being progressive and proactive recognizing the present and future decline of volunteers nationally, state-wide, and more importantly locally. It's the leadership's assessment that there exists a need for a more robust, professional, and systematic approach of incentives to sustain the volunteer fire service in Swatara Township.

It is with considerable thought and discussion with countless professional leaders within the fire service that advocacy for a nominal incentive program for the volunteers of Swatara Township is essential. This program is a tiered system based upon call participation, training, certification, and adequate staffing. It will include wellness physicals, a fitness program, and also cable, telephone, and internet discounts.

Michael Ibberson


Township Fire Chief



# *Administration*

1. The Volunteer Incentive Program is under the administration and sole discretion of The Office of the Township Fire Chief. The Township Fire Chief or his designee shall have the discretion to modify or amend the program at their leisure.
2. The Township Fire Chief or designee will review and approve all incentive disbursements.
3. All disbursements shall meet Federal, State, and Local tax withholdings and other tax requirements concerning volunteer incentives.
4. The disbursements of incentives will be distributed monthly within fifteen (15) days after qualifying month.
5. Any entries into the reporting database for incentives must be completed within five (5) days ending the given month.
6. Any volunteer found falsifying documents to obtain incentive will be subject to discipline in accordance with Swatara Fire-Rescue policies and procedures.
7. Any volunteer found to be in violation of item 6 will forfeit all privileges of the incentive program for a period of one (1) year.
8. Any volunteer that receives written discipline will forfeit participation of the incentive program for a period of three (3) months of incentive disbursements.
9. Any volunteer that is suspended will forfeit participation of incentive program for a period of six (6) months of incentive disbursements.
10. The Office of the Township Fire Chief, any Township Asst. Chief, and or Swatara Fire-Rescue Executive Board reserves the right to remove any volunteer from the incentive program for any length of time for disciplinary infractions.
11. All training requirements will meet the standards as set forth by the Office of the Township Fire Chief. These shall include equivalents to those contained in this document.

# *Qualifying Participants*

1. **Junior Firefighter:** (those persons 14 to 17 years of age)
    - a. First Aid/CPR/AED
    - b. Bloodborne Pathogens
    - c. NIMS 100, 200, 700, 800
    - d. Modules A through C
    - e. Completed department training packets
  2. **Probationary Firefighter:** (new members not grandfathered) During this period the volunteer is considered probationary until completion of classes and 1 year of service.
    - a. First Aid/CPR/AED
    - b. Bloodborne Pathogens
    - c. NIMS 100, 200, 700, 800
    - d. Modules A through D
    - e. Firefighter I
    - f. Completed department training packets
  3. **Firefighter Apprentice:** (grandfathered members)
    - a. First Aid/CPR/AED
    - b. Bloodborne Pathogens
    - c. NIMS 100, 200, 700, 800
    - d. Haz-Mat Operations
    - e. Completed PQS
    - f. Completed department training packets
    - g. Annual Township burn
  4. **Firefighter I:**
    - a. First Aid/CPR/AED
    - b. Bloodborne Pathogens
    - c. NIMS 100, 200, 700, 800
    - d. Firefighter I
    - e. Completed department training packets
    - f. Annual Township burn
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**5. Firefighter II**

- a. First Aid/CPR/AED
- b. Bloodborne Pathogens
- c. NIMS 100, 200, 700, 800
- d. Firefighter II
- e. Completed department training packets
- f. Annual Township burn

**6. Driver/Operator**

- a. First Aid/CPR/AED
- b. Bloodborne Pathogens
- c. NIMS 100, 200, 700, 800
- d. Haz-Mat Operations
- e. EVOC
- f. By-annual driver recertification
- g. Completed department driver packet
- h. Annual Township burn

**7. Fire Police**

- a. First Aid/CPR/AED
- b. Bloodborne Pathogens
- c. NIMS 100, 200, 700, 800
- d. EVOC
- e. Basic Fire Police Course
- f. Sworn in Officer



# *Incentive Program*

The incentive program is a point system based upon three (3) tiers with benchmarks for call participation, training, adequate staffing, and the individual volunteer's current certification level.

## **A. Certification category of disbursement yearly maximums**

- a. Firefighter II \$1400
- b. Firefighter I \$1200
- c. Firefighter Apprentice \$1000
- d. Driver/Operator \$1000
- e. Probationary Firefighter \$600 (exempt from point system until completion of classes and 1-year probation)
- f. Junior Firefighter \$500 (exempt from point system until completion of classes)
- g. Fire Police \$5 per call with maximum of \$900 yearly
- h. Township Duty Officer \$1600 (exempt from point system and based upon duties/responsibilities)

Note: may only qualify for one (1) category

## **B. Point system**

- a. Calls: 1 point per call for a monthly maximum of 20 points
- b. Training: 1 point per training hour
  - i. 16-hour training classes qualifies for 10 points
  - ii. 24-hour training classes qualify for 15 points
  - iii. 40-hour training classes qualify for 20 points
- c. Standby: 5 points per 4-hour block of continuous standby
  - i. No maximum points for staffing

## **C. Tier system monthly disbursements**

- a. Basic Incentive - Participant earns between 20 and 39 points during any calendar month \$25
- b. Mid Incentive - Participant earns between 40 and 50 points during any calendar month \$65
- c. Incentive – Participant earns 60 or more points during any calendar month \$120

# *Exempt Volunteer*

The incentive program shall have point exempt volunteers in which their incentive disbursements are based upon duties/responsibilities and meeting training certification levels.

## A. Junior Firefighter

- a. \$100 at completion of First Aid/CPR/AED, Bloodborne Pathogens, NIMS 100, 200, 700, 800 and company training packet.
- b. \$100 at completion of Module A
- c. \$100 at completion of Module B
- d. \$200 at completion of Module C

## B. Probationary Firefighter

- a. \$100 at completion of First Aid/CPR/AED, Bloodborne Pathogens, NIMS 100, 200, 700, 800 and company training packet.
- b. \$100 at completion of Module A
- c. \$100 at completion of Module B
- d. \$100 at completion of Module C
- e. \$100 at completion of Module D
- f. \$100 at completion of Firefighter I

## C. Township Duty Officer

- a. The duty officer shall meet all requirements of Swatara Fire-Rescue Personnel Qualifications Standards and have assigned duties and responsibilities to qualify for incentive.
- b. Eligible for a yearly \$1600 incentive

## D. Township Assistant Chief

- a. The Assistant Chief shall meet all requirements of Swatara Fire-Rescue Personnel Qualifications Standards and have assigned duties and responsibilities to qualify for incentive.
- b. Eligible for a yearly \$5000 incentive