CARVER FIRE DEPARTMENT

Standard Operating Guidelines

Section 1.17 - LOSAP **June15, 2013**

1.0 PURPOSE

The purpose of the LOSAP Program is to create an award and incentive program for Carver Firefighters who remain active in the Department for an extended period of time. The program will encourage current and future firefighters to remain in the Department for up to thirty (30) years or more. Their experience is invaluable and will help perpetuate the Call System.

1.1 SCOPE

The Scope of this program encompasses all Call Firefighters, Call Officers and Call Chief Officers, hereafter in this document referred to as a Firefighter.

1.2 THE PROGRAM

01. A Firefighter that has twenty (20) Qualifying Years within the Carver Fire Department will receive two hundred ($200) per month for life, starting at age 65.

02. A Firefighter that has thirty (30) Qualifying Years within the Carver Fire Department will receive three hundred ($300) per month for life, starting at age 65.

03. The Town of Carver will buy back up to a maximum of the previous twenty (20) years for active Firefighters. An active Firefighter is defined as someone who would have earned twenty four (24) points in the year 2003. This can be appealed through the Review Process.

04. A Firefighter must complete one (1) Qualifying Year after the start of this program, before they are eligible for a monthly benefit.

05. A Qualifying Year will start on January 1 and end on December 31.

06. A Qualifying Year is defined as:

A. Any Year between January 1 and December 31 that a Firefighter earns twenty four (24) points based on the following:

a. Two (2) points for regularly scheduled Officer's drills and dive drills.
b. One (1) point for all fires.

OR,

B. Any Year that a Firefighter is awarded a "Qualifying Year" after going through the Review Process.

07. Firefighters that are injured in the line of duty in Carver, will receive pro-rated points, based on the length of time they are injured. (If you are injured for six (6) months, you will receive twelve (12) points).

08. If a Firefighter does not qualify in any one year, they lose only that year. Any years they have qualified up to that time will remain, and any future years that they qualify will be counted. (A Firefighter may have thirty (30) years within the Fire Department, but only twenty five (25) Qualifying Years).

09. A newly appointed Carver Firefighter becomes eligible to participate in the credit system at the beginning of the next fiscal year of the Program.

10. All Carver Firefighters receive a ten thousand ($10,000) life insurance policy on or off duty.

11. A Carver Firefighter that is on active military service shall receive the ten thousand ($10,000) life insurance benefit and twenty four (24) points per year, for up to a maximum of four (4) years, if they had a Qualifying Year prior to active duty.

12. Officers will receive a quarterly report of Firefighters points and will notify a Firefighter if they feel the Firefighter is in danger of not qualifying for the year. A Firefighter can receive their point standings during the year from their Company Officers.

1.3 REVIEW PROCESS

01. The review process will be administered by the Officers of the Carver Fire Department. The process will consist of the Officers making a recommendation of eligibility to the Fire Chief, with the Fire Chief having the final authority.

02. A Firefighter that does not earn twenty four (24) points in a year, is subject for a review to determine if the Firefighter has good cause to receive a Qualifying Year, with less than twenty four (24) points.

03. A Carver Firefighter has the right to be present and able to speak on their behalf at the Review Process.

04. A Firefighter has the right to request a review if none is scheduled.

1.4 OPERATION

It is the intent of the Benefit Committee to turn over the operation of this program to the Officers of the Carver Fire Department. It is also our intent that this program stands on its own merit, but it may be used as one of many tools for eligibility to a Company position.

1.5 REVSIONS

The Benefit Committee will be responsible for reviewing the LOSAP Program and for recommending any changes that may be needed. This first review should take place after the LOSAP Program has been in place for two (2) years. This document cannot be revised or changed unless it is recommended by the Benefit Committee, with a super majority vote. A super majority vote consists of five (5) members out of seven (7) voting in the affirmative. Recommended changes to the program voted by the Benefit Committee, must be posted for thirty (30) days in each station and then explained at a meeting of the Carver Firefighters Association.

Dated 10/15/04