

ORDINANCE NO. 1171-25

**AN ORDINANCE CREATING A LENGTH OF SERVICE AWARD PROGRAM
FOR VOLUNTEER FIREFIGHTERS AND VOLUNTEER AMBULANCE CORP MEMBERS**

Section 1. Purpose & Authority. The purpose of this ordinance is intended to Repeal Ordinance 825 and Ordinance 915 and replace with this Ordinance No. 1171-25 pursuant to N.J.S.A. 40:48-1, and 40:49-2.

Section 2. Amendments.

WHEREAS, the Mayor and Council of the Borough of Demarest deem it appropriate and necessary to act to ensure retention of existing members of the Demarest Volunteer Fire Department and Demarest Volunteer Ambulance Corp.; and

WHEREAS, the Mayor and Council has determined that the creation of a Length of Service Award Program will enhance the ability of the Borough to retain and recruit volunteer firefighters and volunteer ambulance corp. members.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Council of the Borough of Demarest, County of Bergen, and State of New Jersey as follows:

§[] Creation of Program

A Length of Service Awards Program (LOSAP) is herewith created to reward members of the Borough's Volunteer Fire Department and Volunteer Ambulance Corp, respectively, for their loyal, diligent, and devoted services to the residents of the Borough of Demarest.

§[] Contributions; administration of plan

The LOSAP shall provide for fixed annual contributions to a deferred income account for each volunteer member that meets the criteria set forth below; such contributions shall be made in accordance with a plan that shall be established by the Borough of Demarest pursuant to P.L. 1997, c. 388; and such plan shall be administered in accordance with the laws of the State of New Jersey, the United States Internal Revenue Code, and this article. The Boards of Officers of the Demarest Fire Department and the Demarest Volunteer Ambulance Corp, respectively, shall each appoint a member to serve as LOSAP Coordinator of their respective agency for the purpose of administering the LOSAP point system.

§[] Annual Service Requirements For Volunteer Fire Department

The LOSAP shall provide for annual contributions to each eligible member that meets the following calendar year annual service requirements:

Fire and Emergency Calls - Each member shall be required to respond to and be credited for attendance at a minimum of 25% of the calls to which the department is dispatched.

Department Drills – Each member shall be required to attend and be credited for attendance at a minimum of 25% of the company drills held.

Work Details – Each member shall be required to attend and credited for attendance at a minimum of 25% of the work details held by the department.

Meeting Nights - Each member shall be required to attend and be credited for attendance at a minimum of 25% of the meetings held by the department.

For active military service, annual service requirements will be prorated for the year.

§[] Annual Service/Point Scale Requirements for Active Volunteer Ambulance Corp. Members

A. Active members are defined as members who:

1. Attend a minimum of 33% of regular monthly department meetings,
2. Maintain current Blood Borne Pathogen, HazMat, and CPR certificates, and
3. Work a minimum of forty duty shifts (each shift a minimum of 8 hours).

NOTE: All three criterion must be met in order to be considered for LOSAP Performance metrics

B. The LOSAP shall provide for annual contributions to each eligible member that meets the criteria and point schedule as follows:

A. LOSAP Point System. 120 points are needed for a qualifying calendar year.

B. Earning Points. Points are earned for active members according to the following points system:

Criteria	Points	Max	Comments
Duty Shifts	1		Points are for each duty night
Calls	1		Points are for each call
Meetings	1		Points are for each regular monthly meeting
Officers	15		Yes or No Drop down
Drills/Training/Work Detail	1		Points are for each drill

Classes/CEUs	1		Points are for each class
Longevity	1	10	Points are for years of service

Scenario Worksheet

Duty shifts	50	50
Calls	25	25
Meetings	4	4
Officers	YES	15
Drills/Training/Work Detail	4	4
Classes/CEUs	8	8
Longevity	15	10
TOTAL		116
LOSAP ELIGIBLE		No

Note: For Active Military Leave, the calculation will be year-to-date total points divided by the number of months before deployment then multiplied by 12. Example if deployed in July:

Points thru June: 60
Months prior to deployment: 6
Monthly points: 10
Months in year: 12
Total Points: 120 = Eligible for LOSAP

§[] Annual certification list.

The Demarest Volunteer Fire Department and Volunteer Ambulance Corp shall each maintain all required records on forms prescribed by the requirements of the service award program and shall comply with all statutory provisions concerning the length of service award program. Each year the participating emergency service organization shall furnish to the Borough Clerk an annual certification list, certified under oath, of all volunteer members, which shall identify those active volunteer members who have qualified for credit under the award program for the previous year. A volunteer member may request in writing that the member's name be deleted from the lists as a participant in the program in accordance with state statute. The Borough shall review the annual certification lists and approve the final annual certification. The approved list of active certified volunteer members shall then be returned to each

participating emergency service organization and posted for at least 30 days for review by members. The emergency service organization shall provide any information concerning the annual certification list that the Borough shall require as part of its review.

§[] Amount to be budgeted.

The proposed estimated total amount to be budgeted for the program, based upon current membership, shall be \$66,912.00.

§[] Annual Borough contribution.

The proposed maximum annual Borough contribution for an active volunteer shall be \$1,150.00. Subsequent to the adoption of the within program, the maximum annual contribution may be increased from time to time by application of the consumer price index factor as provided by state statute.

Section 3. Repealer. All prior ordinances that are inconsistent with this ordinance are repealed. All ordinances are hereby amended to be consistent with this ordinance and all ordinances, including this one, shall be construed consistent with the express purpose of this ordinance.

Section 4. Savings and Construction. This ordinance shall be construed consistent with the purpose stated in Section 1 hereof. Any ambiguities in this ordinance shall be construed in accordance with the purpose of this ordinance. If any part of this ordinance is invalidated by a court of competent jurisdiction, the remainder of this ordinance shall be saved to the full extent possible. This ordinance repeals provisions of the Demarest Code only where stated herein; otherwise this ordinance is amendatory and supplementary to existing provision of the Demarest Code.

Section 5. Codification. This ordinance shall be codified as amendments to the chapters set forth herein.

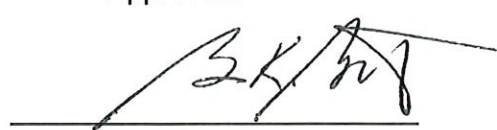
Section 6. Effective Date. This ordinance shall take effect immediately upon approval and publication of notice of adoption as provided by law.

Attest:



Julie Falkenstern, RMC

Approved:



Brian Bernstein
Mayor

Introduced: October 27, 2025

Adopted: November 10, 2025