



# BOROUGH OF RIVERDALE NEW JERSEY



## ORDINANCE NO. 04-2019

### ORDINANCE AMENDING CHAPTER 26 OF THE REVISED GENERAL ORDINANCES OF THE BOROUGH OF RIVERDALE AND PROVIDING FOR A VOLUNTEER SERVICE AWARD PROGRAM AND OTHER RECRUITMENT AND RETENTION INCENTIVES FOR THE VOLUNTEER FIRE DEPARTMENT

---

**BE IT ORDAINED** by the Mayor and Council of the Borough of Riverdale, in the County of Morris and State of New Jersey, as follows:

**Section 1.** Chapter 26, Section 26-29 of the Revised General Ordinances of the Borough of Riverdale entitled "Contributions to deferred income account" shall be amended to read, in its entirety, as follows:

**§ 26-29 Contributions to deferred-income account.**

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 Riverdale 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 U. S. Internal Revenue Code and this article. All members will be eligible for LOSAP however, after 12 months of service, a member may elect to receive a VSAP payment in lieu of LOSAP. The method to calculate the payments for LOSAP and VSAP will be identical. If a member elects LOSAP the payment will be placed in the Tax Deferred LOSAP account, if they elect VSAP they will receive a check less all taxes. A member cannot receive a payment for LOSAP and VSAP in the same year.

**Section 2.** Chapter 26 of the Revised General Ordinances of the Borough of Riverdale shall be amended by the inclusion of new Articles IV and V to be titled "Volunteer Service Award Program (VSAP)" and "Volunteer Recruitment and Retention Incentive" which shall read, in its entirety, as follows:

**Article IV. Volunteer Service Award Program (VSAP)**

**§ 26-37 Creation.**

A Volunteer Service Awards Program (VSAP) is herewith created as an after-tax reward for members of the Riverdale Volunteer Fire Department for their loyal, diligent and devoted services to the residents of the Borough of Riverdale.

**§ 26-38 VSAP Eligibility**

After 12 months of service, each member will make an annual election to receive VSAP or LOSAP.

**§ 26-39 Payments**

The VSAP payment shall be based on the same calculation as LOSAP. The award payment will be paid directly to the member in a lump sum less any applicable taxes, and at the same time and subject to the same procedures and limitations as LOSAP payments are approved distributed to other members.

**§ 26-40 Cost of program.**

There will be no additional cost to the Borough, since the member will no longer receive a LOSAP contribution.

**§ 26-41 Effective date.**

The first VSAP payments shall be made in the 1<sup>st</sup> Quarter 2020



# BOROUGH OF RIVERDALE NEW JERSEY



## Article IV. Volunteer Recruitment and Retention Incentive

### § 26-42 Purpose

The Purpose of the Recruitment and Retention incentive program is to reward members who go above the minimum membership requirements in order to attract and retain members of the Riverdale Fire Department.

### § 26-43 Benefit

This program will benefit the taxpayers of Riverdale by ensuring continued high quality and cost-effective fire and emergency services, and eliminated the need for a partially or fully paid fire department. This will also increase the membership attendance at emergencies, reduce response time, and increase the skills and knowledge of our firefighters by motivating attendance to formal training.

### § 26-44 Recruitment and Retention Incentive

In order to improve the efficiency of the fire department we need to increase active participation in the following areas:

- 1) Fires During a member assigned shift
- 2) Fires off shift
- 3) Drills
- 4) Training
- 5) Community Events
- 6) Firematic Officer activities ( Meetings, Running Drills, overseeing equipment, developing newer members)

Because the Borough ordinance requires a member to maintain 40% attendance to be an active member, the Award program will focus individuals who go above the minimum requirement.

### § 26-45 Amount of Incentive

The maximum amount of the incentive will be up to \$2000.00 annually for officers and \$1500.00 for members and will be based on each active member's attendance at emergencies, drills, continuing education, and community events.

### § 26-46 Schedule of payments for Recruitment and Retention Incentive.

The incentive will be paid to each firefighter doing public fire duty, as of the first day of December in each year, the following sums based upon the schedule below to reward each member for attending emergencies, drills, continuing education and training, and community events. The attendance period will be November 1 of the previous year to and including October 31 of the current year.

Attendance (percent)	Member Amount	Officer Amount
40 to 59	\$600	\$600
60 to 69	\$900	\$1,200
70 to 79	\$1050	\$1,600
80 to 100	\$1500	\$2,000

### § 26-47 Stipend for Borough employees

- 1) Any Borough of Riverdale employee who becomes an active member or part time active member of the Riverdale Fire Department shall receive a salary stipend set by the Mayor and Council once they provide a Firefighter 1 Certification that is recognized by the NJ Division of Fire & Safety.
- 2) An active member of the Riverdale Volunteer Fire Department shall be a member who meets the Active Member requirements of the by-laws of the Borough of Riverdale and by-laws and Standard Operational Guidelines of the Riverdale Volunteer Fire Co.



# BOROUGH OF RIVERDALE NEW JERSEY



- 3) A part-time active member of the Riverdale Volunteer Fire Department must:
  - a. respond to fires during working hours
  - b. attend all Mandatory training sessions including 1 live burn training
  - c. attend a minimum of 2 training drills every Quarter
  - d. successfully complete the annual pump operator re-certification on each apparatus
  - e. maintain certification in vehicle extrication, and
  - f. attend any other special training sessions the Chiefs or Training Officer feel are warranted.
  
- 4) Department of Public Works employees - The Superintendent of Public Works may direct the DPW employee to not respond to a fire call in the following circumstances:
  - a. If responding to a fire call would potentially create a safety risk for other DPW workers or residents
  - b. If the DPW is engaged in critical DPW public safety operations, including plowing snow in a major snowstorm. In the discretion of the Superintendent of Public Works, the Superintendent of Public Works may still allow the Fire Department member to respond to a fire call if the fire call is for a structure or vehicle fire, vehicle accident, high occupancy structure issue, or similar critical incident.
  - c. If the fire call is for a non-emergency or non-essential call that is out of town.
  
- 5) Police employees - The Chief of Police or Shift Supervisor may direct Police employees not to participate firefighting operations if their police duties are higher priority or would violate any guidelines set forth in their contract with the Borough and NJ State Pension Laws.

## **§ 26-48 Recruitment and Retention member referral and sign on bonus**

Any applicant who volunteers and becomes an active member shall receive a onetime stipend of \$750.00 after they provide a Firefighter 1 Certification that is recognized by the NJ Division of Fire & Safety and after completion of one year as an active member.

If the new member was referred by an active member of the department that member will receive a bonus of \$150.00 for recruiting the new member to the department.

## **Article V Fire Watch Program**

### **§ 26-49 Fire watch program.**

- 1) A "fire watch" is defined as a Borough-ordered temporary measure intended to ensure continuous and systematic surveillance of and response to the Borough or a portion thereof, or a building or portion thereof, by one or more qualified individuals, for the purpose of identifying and controlling fire and other life/property hazards, detecting early signs of an unwanted fire, raising an alarm of fire to the occupants, notifying the Fire Department and engaging in firefighting or other emergency response.
  
- 2) A fire watch may be ordered by the Fire Official with the preapproval of the Mayor or the Mayor's designee, except that in an emergency the Fire Official, or in the Official's absence, the ranking Fire Department officer present, may act on his or her own. A fire watch may be posted in any portion of the Borough and also in public and privately-owned buildings and/or properties. As the Borough may direct, a fire watch shall be paid for by the Borough, or by a building owner, tenant, lessee, or organization under the following circumstances: required fire protection systems are out of service; a fire watch is directed by the Borough or is requested by the building owner, tenant, or lessee; public and private events where 100 people or more are in attendance; events where the posted occupancy load is exceeded with the approval of the Fire Official or the Official's assigned designee; all other situations deemed necessary by the Fire Official or the Official's assigned designee.
  
- 3) A fire watch may include: firefighting, rescue, recovery and other emergency responses; maintaining posted fire lanes, means of egress, and posted occupancy loads; area and building surveillance; and such other functions as required by the Fire Official or the Official's assigned designee.



# BOROUGH OF RIVERDALE NEW JERSEY



4) Fire watches may be performed by employees of the Borough of Riverdale Fire Prevention Bureau, active regular members of the Riverdale Fire Department, and Riverdale Police Department. Other qualified individuals may be utilized at the discretion of the Fire Official or the Official's assigned designee with prior approval of the Mayor. Any qualified individuals used for the purposes of a fire watch shall report directly to the Fire Official or the Official's assigned designee, who will, in turn, report to and be subject to the direction of the Mayor. Persons appointed to a fire watch shall be subject to all Borough ordinances, rules and regulations.

5) Payment for fire watch services.

a. Payment for fire watch services provided to the Borough. All fire watch services incurred by the Borough of Riverdale directly shall be paid at the Fire Warden duty rate of \$20.15 per hour, which rate may be, from time to time, amended in accordance with the Borough budget. Borough-incurred payments shall be made to individuals directly by the Borough.

b. Payment for fire watch services provided to private persons or properties. All fire watch services ordered for the benefit and protection of private property shall be paid at the rate as outlined in Chapter 95, "Fees for Police Services" , Article VII, Section 15, "Use by Outside Contractors". All payments for this service to private persons/property shall be made within 10 days after service is provided. All such payments shall be made payable to the Borough of Riverdale. The Borough shall pay the individual performing the service directly.

**Section 3.** If any section or provision of this Ordinance shall be held invalid in any Court of competent jurisdiction, the same shall not affect the other sections or provisions of this Ordinance, except so far as the section or provision so declared invalid shall be inseparable from the remainder or any portion thereof.

**Section 4.** All Ordinances or parts of Ordinances which are inconsistent herewith are hereby repealed to the extent of such inconsistency.

**Section 5.** This Ordinance shall take effect immediately after final passage and publication in the manner provided by law.

Adopted this \_\_\_\_ day of \_\_\_\_\_, 2019

\_\_\_\_\_  
Abubakar Jalloh, Borough Clerk

\_\_\_\_\_  
Paul M. Carelli, Mayor

### NOTICE OF PENDING ORDINANCE

The ordinance published herewith was introduced and passed upon first reading at a meeting of the governing body of the Borough of Riverdale, a municipal corporation of the State of New Jersey, held on April 24, 2019. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body to be held at Borough Hall, in the Borough on May 22, 2019 at 7:30 o'clock p.m., and during the week prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's office to the members of the general public who shall request the same.

Abubakar Jalloh, Borough Clerk