



**PUBLIC PROTECTION & SAFETY STANDING COMMITTEE of the RTM
PUBLIC HEARING FOLLOWED BY SPECIAL MEETING
Monday, March 20, 2023/6:00 P.M. - Waterford Town Hall
BOE Conference Room**

PUBLIC HEARING

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Public Hearing on proposed amendment to the Waterford Code of Ordinances, Chapter 2.36.080 - Volunteer Firefighters and Fire Police Incentive Program.
5. Adjournment

SPECIAL MEETING

1. Call to Order
2. Roll Call
3. To consider and act upon the March 8, 2023 Meeting Minutes.
4. Consideration and possible action on item(s) referred to committee:
 - A. Review of Ordinance 2.36 – Volunteer Firefighters Incentive Program, RTC 06/06/22
 - B. Fire Marshal Permits Fee Schedule Ordinance, RTC 10/03/22
5. Adjournment

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WATERFORD, CT
2023 MAR 14 A 8:01
ATTEST: *Brad J. Campbell*
TOWN CLERK

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



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**PUBLIC PROTECTION & SAFETY STANDING COMMITTEE OF THE RTM
SPECIAL MEETING MINUTES
WEDNESDAY, March 8, 2023
6:00 P.M. WATERFORD TOWN HALL
BOE CONFERENCE ROOM**

Meeting Called to order at 6:02 PM by Chairperson Timothy Condon

Roll Call

Present: Timothy Condon, Thomas Dembek, Susan Driscoll, Timothy Fioravanti

Absent: Steve Garvin

Others Present: Director of Waterford Fire Department Mike Howley, Town Labor Attorney Kristi Kelly

Public Comment

None

Agenda Item 4- To Consider and act upon the minutes of the January 5th, 2023 meeting.

MOTION made by Fioravanti, Second by Driscoll to accept the minutes.

Vote: Unanimous

Motion passed.

Agenda Item 5- Consideration of and possible action on items referred to committee:

A.) Review of Ordinance 2.36 Volunteer Firefighter Incentive Program 6/6/22

Chairperson Condon gave a brief overview of the last meeting and turned the floor over to Director Howley for remarks. The Director asked that the committee consider retroactive stipends for certain certifications. Representative Driscoll offered multiple changes and the draft document was reviewed by the committee. Ordinances from other towns were included as part of the record. (See Attachment)

MOTION made by Driscoll, Second by Fioravanti to Accept the proposed changes to constitute Draft 2 of ordinance 2.36 Volunteer Firefighter Incentive Program and to present it for a public hearing March 20th at 6pm. (See Attachment)

Vote: Unanimous

Motion Passed

B.) Fire Marshal Permits Fee Schedule Ordinance RTC 10/2/2022

Director Howley gave a brief update that he is still working on a fee schedule for fire marshal services. Brief discussion held about the status of the fire marshal office and the need for more

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TOWN OF WATERFORD

staffing in the office. Chairperson Condon stated that he proposed this possible ordinance as a means to offset the cost for additional staff not to add money to the general fund or burden the public with undue fees. Director Howley stated that he would reach out to the chair when he is ready to present to the committee. No motion made

Motion to adjourn by Dembek, second by Fioravanti.

Vote: Unanimous

Meeting adjourned at 7:28 PM

Respectfully submitted
Timothy Condon, Chair

Title 2 — ADMINISTRATION AND PERSONNEL

Chapter 2.36 FIRE SERVICE

2.36.080 - Volunteer firefighters and fire police incentive program.

- A. *Purpose.* Pursuant to § 7-148(c)(4)(B) of the Connecticut General Statutes, the Town of Waterford may enact an ordinance to organize, maintain and regulate the persons providing fire protection. This volunteer firefighters and fire police incentive program is designed to provide monetary compensation to active, volunteer firefighters and fire police members in the Town of Waterford Fire Department, in an effort to assist in covering volunteers' expenses during the execution of their duties, while complying with the federal Fair Labor Standards Act of 1938 as amended, 29 U.S.C. § 201 et seq. ("FLSA"). The FLSA permits payments for reimbursement of expenses, reasonable benefits and nominal fees to volunteers without impairing their status as volunteers. These benefits are in addition to the existing property tax abatement program for volunteer firefighters in Title 3, Chapter 3.12 of this Code of Ordinances. Town of Waterford Fire Department personnel employed by the Town of Waterford are not eligible for this volunteer firefighters and fire police incentive program.
- B. *Definitions.*
1. *Program:* The term "program" means the volunteer firefighters and fire police incentive program.
 2. *Program year:* Program year is the fiscal year, i.e., July 1—June 30.
 3. *Implementation date:* The implementation date of the program is July 1, 2020¹—²
 4. *Volunteer member in good standing in the Waterford Fire Department:* A volunteer member in good standing is defined as:
 - a. A certified firefighter (i.e., State of Connecticut Firefighter 1 or higher) who has participated in the minimum training sessions designated by the director of fire services and including, but not limited to required training (as set forth in ~~paragraph subsection B.8~~), by June 30 of the year preceding the year of eligibility (e.g., complete training by June 30, 2020, to be eligible for the program for the fiscal year July 1, 2020—June 30, 2021, absent a modification of the June 30 date by the director of fire services on an individual basis pursuant to ~~paragraph subsection B.8~~); and/or
 - b. A member of the fire police who has participated in the minimum training sessions designated by the director of fire services and, including but not limited to, required training (as set forth in ~~paragraph subsection B.8.d~~), by June 30 of the year preceding the year of eligibility (e.g., complete training by June 30, 2020, to be eligible for the program for the fiscal year July 1, 2020—June 30, 2021, absent a modification of the June 30 date by the director of fire services on an individual basis pursuant to ~~paragraph subsection B.8~~); and who has been sworn in by the town clerk.

A volunteer member in good standing does not include any member terminated from volunteer service by the Town of Waterford or otherwise separating from volunteer service for any reason, voluntary or involuntary.

5. *Active volunteer firefighter in the Waterford Fire Department:* An active volunteer firefighter is a certified firefighter and member in good standing who, during the year of eligibility, has participated in a minimum number of approved training drills and maintains the minimum training requirements as set forth by the director of fire services.
6. *Active volunteer fire police member in the Waterford Fire Department:* An active volunteer fire police member is a member in good standing who has been sworn in by the town clerk and who maintains the minimum training requirements as set forth by the director of fire services.
7. *Approved training drill:* An approved training drill is a Waterford Fire Department level drill that is approved in advance by the director of fire services, ~~and will result in credit towards the town's insurance service organization, fire protection classification rating.~~
8. *Required training:* Required training is state and federal minimum requirements to function at emergency scenes. These requirements shall include, but are not limited to, the yearly certifications and ~~re-certifications~~ recertifications along with the approved training drills. The director of fire services maintains the discretion, upon a showing of good cause by the volunteer, to excuse temporarily and/or until a date certain, the absence of any such certifications, ~~re-certifications~~ recertifications and/or approved training drills.

Training shall include, but is not limited to, the following titles and substantive content (training titles and reference numbers may change from time to time):

a. *Minimum certifications:*

State of Connecticut Firefighter ~~1~~1
 Hazardous Materials - Operational Level
 IS-700: National Incident Management System
 ICS-100: Introduction to the Incident Command System
 ICS-200: ICS for Single Resources and Initial Action Incidents

b. *Mandatory training:*

Attend routine training drills (Monthly)
 OSHA Mandates

- Haz-Mat Operational Refresher
- Incident Command System Refresher
- Live Fire Training (Annual)
- ~~Blood-borne~~ Bloodborne Pathogens
- SCBA refresher
- Routine Fit Testing
- CPR Certification

c. *Certified fire officer requirements (additional):*

State of Connecticut Fire Officer ~~1~~1
 IS-800: National Response Framework

- ICS-300: Intermediate ICS for Expanding Incidents
- ICS-400: Advanced ICS for Command and General Staff

d. *Fire police requirements:*

- Hazardous Materials - Awareness Level
- IS-700: National Incident Management System
- ICS-100: Introduction to the Incident Command System

9. *Stipend:* A stipend is an amount of money awarded to any active volunteer firefighter or active volunteer fire police member who meets the criteria set forth below and as may be modified, from time to time, by the director of fire services.
10. *Point:* A point represents participation by an active volunteer firefighter or active volunteer fire police member in an emergency fire response or approved training drills as described in ~~paragraph subsection~~ B.7. To receive a point, an active volunteer firefighter or active volunteer fire police member must actually attend an incident and/or respond to and arrive at an activated station before the incident commander dismisses the assignment and/or attend and complete approved training drills. Individuals serving as ~~volunteers or employees of~~with the Waterford Ambulance Service when attending and/or responding to a particular incident will not receive points related to that incident.
11. *Incident commander:* The incident commander sets priorities and defines the incident command system organization for the particular response and is responsible for the safety, accountability, and welfare of personnel through an incident.

C. *Program components.*

1. *Stipend schedule:* Active volunteer firefighters and active volunteer fire police members who meet the criteria set forth below are eligible for stipends issued on a quarterly basis as follows:

First Quarter	=	July through September (Issued in October)
Second Quarter	=	October through December (Issued in January)
Third Quarter	=	January through March (Issued in April)
Fourth Quarter	=	April through June (Issued in July)

2. *Reporting requirements:*

- a. An incident report shall be generated and completed for every dispatched incident.
- b. All active volunteer firefighters and active volunteer fire police members must sign the report within fifteen minutes of the last vehicle returning to the station at the termination of the event.
- c. If an active volunteer firefighter or active volunteer fire police member is not able to sign the report within the allotted time set forth in subsection C.2.b, he or she must file a report with twenty-four hours of the incident.
- d. Anyone documenting another member's name on the report shall initial next to that entry for validation purposes.

- e. Attendance records shall be recorded and maintained on the town's approved records management software.
 - f. The director of fire services or his/her designee shall prepare the quarterly reports for payment.
 - g. All quarterly reports will be reviewed and approved by the director of fire services prior to the approval of issuance of quarterly stipend.
 - h. The director of fire services shall also submit quarterly reports to the RTM on the status of the program.
3. *Stipend eligibility and amount:* An active volunteer firefighter or active volunteer fire police member shall not receive any stipend until receiving a minimum of ~~fifty~~thirty points during that fiscal year. The active volunteer firefighter or active volunteer fire police member will then be provided a stipend at the rate of seven dollars for each prior and subsequent point earned during that fiscal year (e.g., an active volunteer firefighter who has ~~fifty~~thirty-five points will receive ~~three~~two hundred ~~eighty~~forty-five dollars; an active volunteer firefighter with twenty points will receive zero dollars). The director of fire services may propose changes to the mandatory/minimum eligibility criteria, point value (increase or decrease), stipend rate or amount (increase or decrease) to the RTM, which may act on such proposed changes by majority vote. As part of its determination, the RTM must evaluate continued compliance with the federal Fair Labor Standards Act.

(R.T.M. X-X-23 (part))

4. *Discretionary decisions on awarding of points:* The director of fire services, in the exercise of his/her discretion, will decide any disputes regarding the awarding of points under ~~paragraph subsection B.10~~. The director of fire services, ~~in the exercise of his/her discretion~~, also may, in accordance with departmental policy, award points for reasons other than those expressly set forth in ~~paragraph subsection B.10~~. These decisions shall be documented in the quarterly report.

(R.T.M. X-X-23 (part))

5. *Higher level of training stipend:* An active volunteer firefighter who receives at least ~~fifty~~thirty points during a fiscal year and who is also a certified fire officer and meets all the additional requirements outlined in subsection B.8.c above (i.e., State of Connecticut Fire Officer I; IS 800: National Response Framework; ICS 300: Intermediate ICS for Expanding Incidents; ICS 400: Advanced ICS for Command and General Staff), will receive an additional one hundred fifty dollars on an annual basis in recognition of his/her higher level of training. An active volunteer firefighter who receives at least thirty points during a fiscal year and meets the requirements for both Fire Officer 1 and EMT certification will receive an additional ~~one hundred fifty dollars~~ thirty dollars, for a total annual higher level of training stipend of two hundred dollars. ~~This~~ These one hundred fifty dollar stipends will be issued at the same time as the stipend for the initial ~~fifty~~thirty points. The director of fire services may propose changes to the higher level of training stipend amount (increase or decrease) to the RTM, which may act on such proposed changes by majority vote.

(R.T.M. X-X-23 (part))

6. Initial education stipend: An active volunteer firefighter or active volunteer fire police member will receive points commensurate with certification in the courses listed below. Education stipends will be issued in the quarter following certification and receipt of at least thirty points during a fiscal year, whichever is earlier.¹

Points awarded equal fifty percent of the course hours. The chart below provides the courses and applicable points at the time of enactment.

The director of fire services retains the discretion to adjust points awarded based on the formula above, should the course hours change.

Firefighters Courses

Emergency Medical Technician (240 hrs)	=	102 points
Firefighter 1 (168 hrs)	=	84 points
Firefighter 2 (48 hrs)	=	24 points
Fire Officer 1 (96 hrs)	=	48 points
Fire Officer 2 (80 hrs)	=	40 points
Fire Officer 3 (56 hrs)	=	28 points
Fire Officer 4 (56 hrs)	=	28 points
Incident Safety Officer (24 hrs)	=	12 points
Health & Safety Officer (24 hrs)	=	12 points
Fire Service Instructor 1 (48 hrs)	=	24 points
Fire Service Instructor 2 (40 hrs)	=	20 points
Q or CDL Endorsement (32 hrs)	=	16 points
Aerial Operator (48 hrs)	=	24 points
Pump Operator (48 hrs)	=	24 points
Rescue Technician-CORE (48 hrs)	=	24 points
Confined Space Rescue Technician (56 hrs)	=	28 points
Rope Rescue Technician (64 hrs)	=	32 points
Vehicle Rescue Technician (48 hrs)	=	24 points
Trench Rescue Technician (56 hrs)	=	28 points
Haz-Mat Rescue Technician (40 hrs)	=	20 points

Fire Police Courses

Traffic Incident Management (6 hrs)	=	3 points
Hazardous Material Awareness (8 hrs)	=	4 points
ICS-100 (2 hrs)	=	1 point
ICS -200 (4 hrs)	=	2 points
IS-700 (4 hrs)	=	2 points

(R.T.M. X-X-23 (part))

67. ~~Ineligibility due to misconduct or separation from ~~waterford~~ Waterford fire-Fire department~~Department: The ordinance codified in this section incorporates by reference, the Waterford Fire Department Policy 103—Disciplinary Procedures Policy, as may be renumbered and/or amended from time to time.

In the event that the director of fire services decides to impose disciplinary action short of termination against any active volunteer firefighter or active volunteer fire police member, the director of fire services retains the discretion to suspend any active volunteer firefighter or active volunteer fire police member from the program, as either the discipline or as a component of the discipline. The director of fire services retains the discretion to determine the status of any existing points (e.g., forfeited, retained) at the time of suspension.

Any active volunteer firefighter or active volunteer fire police member who is terminated from volunteer service by the Town of Waterford immediately forfeits all points and is not eligible for any stipend. The director of fire services and the human resources director shall evaluate and determine, in their discretion, the eligibility for a stipend of an active volunteer firefighter or active volunteer fire police member who voluntarily separated from volunteer service as of the end of a quarter.

D. Funding and administration.

1. Funding:

- a. Through its normal, annual budget process, the town shall determine whether or not to fund the program and, if so, in what amount.
- b. Any portion of the annual appropriation not expended during a fiscal year does not carry over to the next fiscal year.
- c. Should the total expenses for the program exceed the annual appropriation, then the quarterly stipends for the then-current quarter will be prorated to reflect the total amount available for distribution for that quarter. If the program exceeds the annual appropriation in a quarter other than the last quarter of the fiscal year, the program may be unfunded for quarters following the pro-rated quarter.

2. Modifications: Any modifications allowed under this section without an ordinance amendment (e.g., change in the stipend rate) will be recorded in an annual program update each July and maintained on file in the office of the director of fire services.

3. Termination: The town shall have the right through the ~~representative town meeting~~RTM to terminate the program at any time through the ordinance process.

(Amend. of 10-5-20(4))

Footnotes:

--- (1) ---

~~Depending on the date of enactment of this Ordinance, the implementation Date is~~The implementation date of the initial education stipends for Emergency Medical Technician, Firefighter 1, and Firefighter 2 courses shall be retroactive to July 1, 2020.-

Title 2 — ADMINISTRATION AND PERSONNEL

Chapter 2.36 FIRE SERVICE

2.36.080 - Volunteer firefighters and fire police incentive program.

- A. *Purpose.* Pursuant to § 7-148(c)(4)(B) of the Connecticut General Statutes, the Town of Waterford may enact an ordinance to organize, maintain and regulate the persons providing fire protection. This volunteer firefighters and fire police incentive program is designed to provide monetary compensation to active volunteer firefighters and fire police members in the Town of Waterford Fire Department, in an effort to assist in covering volunteers' expenses during the execution of their duties, while complying with the federal Fair Labor Standards Act of 1938 as amended, 29 U.S.C. § 201 et seq. ("FLSA"). The FLSA permits payments for reimbursement of expenses, reasonable benefits and nominal fees to volunteers without impairing their status as volunteers. These benefits are in addition to the existing property tax abatement program for volunteer firefighters in Title 3, Chapter 3.12 of this Code of Ordinances. Town of Waterford Fire Department personnel employed by the Town of Waterford are not eligible for this volunteer firefighters and fire police incentive program.
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 - a. A certified firefighter (i.e., State of Connecticut Firefighter 1 or higher) who has participated in the minimum training sessions designated by the director of fire services and including, but not limited to required training (as set forth in subsection B.8), by June 30 of the year preceding the year of eligibility (e.g., complete training by June 30, 2020, to be eligible for the program for the fiscal year July 1, 2020—June 30, 2021, absent a modification of the June 30 date by the director of fire services on an individual basis pursuant to subsection B.8); and/or
 - b. A member of the fire police who has participated in the minimum training sessions designated by the director of fire services and, including but not limited to, required training (as set forth in subsection B.8.d), by June 30 of the year preceding the year of eligibility (e.g., complete training by June 30, 2020, to be eligible for the program for the fiscal year July 1, 2020—June 30, 2021, absent a modification of the June 30 date by the director of fire services on an individual basis pursuant to subsection B.8); and who has been sworn in by the town clerk.
- A volunteer member in good standing does not include any member terminated from volunteer service by the Town of Waterford or otherwise separating from volunteer service for any reason, voluntary or involuntary.

5. *Active volunteer firefighter in the Waterford Fire Department:* An active volunteer firefighter is a certified firefighter and member in good standing who, during the year of eligibility, has participated in a minimum number of approved training drills and maintains the minimum training requirements as set forth by the director of fire services.
6. *Active volunteer fire police member in the Waterford Fire Department:* An active volunteer fire police member is a member in good standing who has been sworn in by the town clerk and who maintains the minimum training requirements as set forth by the director of fire services.
7. *Approved training drill:* An approved training drill is a Waterford Fire Department level drill that is approved in advance by the director of fire services.
8. *Required training:* Required training is state and federal minimum requirements to function at emergency scenes. These requirements shall include, but are not limited to, the yearly certifications and recertifications along with the approved training drills. The director of fire services maintains the discretion, upon a showing of good cause by the volunteer, to excuse temporarily and/or until a date certain, the absence of any such certifications, recertifications and/or approved training drills.

Training shall include, but is not limited to, the following titles and substantive content (training titles and reference numbers may change from time to time):

a. Minimum certifications:

- State of Connecticut Firefighter 1
- Hazardous Materials - Operational Level
- IS-700: National Incident Management System
- ICS-100: Introduction to the Incident Command System
- ICS-200: ICS for Single Resources and Initial Action Incidents

b. Mandatory training:

- Attend routine training drills (Monthly)
- OSHA Mandates
 - Haz-Mat Operational Refresher
 - Incident Command System Refresher
 - Live Fire Training (Annual)
 - Bloodborne Pathogens
 - SCBA refresher
 - Routine Fit Testing
 - CPR Certification

c. Certified fire officer requirements (additional):

- State of Connecticut Fire Officer 1
- IS-800: National Response Framework
- ICS-300: Intermediate ICS for Expanding Incidents
- ICS-400: Advanced ICS for Command and General Staff

d. Fire police requirements:

- Hazardous Materials - Awareness Level

IS-700: National Incident Management System

ICS-100: Introduction to the Incident Command System

9. *Stipend*: A stipend is an amount of money awarded to any active volunteer firefighter or active volunteer fire police member who meets the criteria set forth below and as may be modified, from time to time, by the director of fire services.
10. *Point*: A point represents participation by an active volunteer firefighter or active volunteer fire police member in an emergency fire response or approved training drills as described in subsection B.7. To receive a point, an active volunteer firefighter or active volunteer fire police member must actually attend an incident and/or respond to and arrive at an activated station before the incident commander dismisses the assignment and/or attend and complete approved training drills. Individuals serving with the Waterford Ambulance Service when attending and/or responding to a particular incident will not receive points related to that incident.
11. *Incident commander*: The incident commander sets priorities and defines the incident command system organization for the particular response and is responsible for the safety, accountability, and welfare of personnel through an incident.

C. *Program components.*

1. *Stipend schedule*: Active volunteer firefighters and active volunteer fire police members who meet the criteria set forth below are eligible for stipends issued on a quarterly basis as follows:

First Quarter	=	July through September (Issued in October)
Second Quarter	=	October through December (Issued in January)
Third Quarter	=	January through March (Issued in April)
Fourth Quarter	=	April through June (Issued in July)

2. *Reporting requirements*:

- a. An incident report shall be generated and completed for every dispatched incident.
- b. All active volunteer firefighters and active volunteer fire police members must sign the report within fifteen minutes of the last vehicle returning to the station at the termination of the event.
- c. If an active volunteer firefighter or active volunteer fire police member is not able to sign the report within the allotted time set forth in subsection C.2.b, he or she must file a report with twenty-four hours of the incident.
- d. Anyone documenting another member's name on the report shall initial next to that entry for validation purposes.
- e. Attendance records shall be recorded and maintained on the town's approved records management software.
- f. The director of fire services or his/her designee shall prepare the quarterly reports for payment.

- g. All quarterly reports will be reviewed and approved by the director of fire services prior to the approval of issuance of quarterly stipend.
 - h. The director of fire services shall also submit quarterly reports to the RTM on the status of the program.
3. *Stipend eligibility and amount:* An active volunteer firefighter or active volunteer fire police member shall not receive any stipend until receiving a minimum of thirty points during that fiscal year. The active volunteer firefighter or active volunteer fire police member will then be provided a stipend at the rate of seven dollars for each prior and subsequent point earned during that fiscal year (e.g., an active volunteer firefighter who has thirty-five points will receive two hundred forty-five dollars; an active volunteer firefighter with twenty points will receive zero dollars). The director of fire services may propose changes to the mandatory/minimum eligibility criteria, point value (increase or decrease), stipend rate or amount (increase or decrease) to the RTM, which may act on such proposed changes by majority vote. As part of its determination, the RTM must evaluate continued compliance with the federal Fair Labor Standards Act.

(R.T.M. X-X-23 (part))

4. *Discretionary decisions on awarding of points:* The director of fire services, in the exercise of his/her discretion, will decide any disputes regarding the awarding of points under subsection B.10. The director of fire services, also may, in accordance with departmental policy, award points for reasons other than those expressly set forth in subsection B.10. These decisions shall be documented in the quarterly report.

(R.T.M. X-X-23 (part))

5. *Higher level of training stipend:* An active volunteer firefighter who receives at least thirty points during a fiscal year and who is also a certified fire officer and meets all the additional requirements outlined in subsection B.8.c will receive an additional one hundred fifty dollars on an annual basis in recognition of his/her higher level of training. An active volunteer firefighter who receives at least thirty points during a fiscal year and meets the requirements for both Fire Officer 1 and EMT certification will receive an additional fifty dollars, for a total annual higher level of training stipend of two hundred dollars. These stipends will be issued at the same time as the stipend for the initial thirty points. The director of fire services may propose changes to the higher level of training stipend amount (increase or decrease) to the RTM, which may act on such proposed changes by majority vote.

(R.T.M. X-X-23 (part))

6. *Initial education stipend:* An active volunteer firefighter or active volunteer fire police member will receive points commensurate with certification in the courses listed below. Education stipends will be issued in the quarter following certification and receipt of at least thirty points during a fiscal year.¹

Points awarded equal fifty percent of the course hours. The chart below provides the courses and applicable points at the time of enactment.

The director of fire services retains the discretion to adjust points awarded based on the formula above, should the course hours change.

Firefighters Courses

Emergency Medical Technician (240 hrs)	=	102 points
Firefighter 1 (168 hrs)	=	84 points
Firefighter 2 (48 hrs)	=	24 points
Fire Officer 1 (96 hrs)	=	48 points
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Fire Officer 4 (56 hrs)	=	28 points
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Health & Safety Officer (24 hrs)	=	12 points
Fire Service Instructor 1 (48 hrs)	=	24 points
Fire Service Instructor 2 (40 hrs)	=	20 points
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Haz-Mat Rescue Technician (40 hrs)	=	20 points

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Traffic Incident Management (6 hrs)	=	3 points
Hazardous Material Awareness (8 hrs)	=	4 points
ICS-100 (2 hrs)	=	1 point
ICS -200 (4 hrs)	=	2 points
IS-700 (4 hrs)	=	2 points

(R.T.M. X-X-23 (part))

7. *Ineligibility due to misconduct or separation from Waterford Fire Department:* The ordinance codified in this section incorporates by reference, the Waterford Fire Department Disciplinary Procedures Policy, as may be amended from time to time.

In the event that the director of fire services decides to impose disciplinary action short of termination against any active volunteer firefighter or active volunteer fire police member, the director of fire services retains the discretion to suspend any active volunteer firefighter or active volunteer fire police member from the program, as either the discipline or as a component

of the discipline. The director of fire services retains the discretion to determine the status of any existing points (e.g., forfeited, retained) at the time of suspension.

Any active volunteer firefighter or active volunteer fire police member who is terminated from volunteer service by the Town of Waterford immediately forfeits all points and is not eligible for any stipend. The director of fire services and the human resources director shall evaluate and determine, in their discretion, the eligibility for a stipend of an active volunteer firefighter or active volunteer fire police member who voluntarily separated from volunteer service as of the end of a quarter.

D. *Funding and administration.*

1. *Funding:*

- a. Through its normal, annual budget process, the town shall determine whether or not to fund the program and, if so, in what amount.
- b. Any portion of the annual appropriation not expended during a fiscal year does not carry over to the next fiscal year.
- c. Should the total expenses for the program exceed the annual appropriation, then the quarterly stipends for the then-current quarter will be prorated to reflect the total amount available for distribution for that quarter. If the program exceeds the annual appropriation in a quarter other than the last quarter of the fiscal year, the program may be unfunded for quarters following the pro-rated quarter.

2. *Modifications:* Any modifications allowed under this section without an ordinance amendment (e.g., change in the stipend rate) will be recorded in an annual program update each July and maintained on file in the office of the director of fire services.

3. *Termination:* The town shall have the right through the RTM to terminate the program at any time through the ordinance process.

(Amend. of 10-5-20(4))

Footnotes:

--- (1) ---

The implementation date of the initial education stipends for Emergency Medical Technician, Firefighter 1, and Firefighter 2 courses shall be retroactive to July 1, 2020.