

**VOLUNTEER LENGTH OF SERVICE
AWARD PROGRAM
(LOSAP)**

for

The O'Fallon Volunteer Fire Department

The O'Fallon Volunteer Fire Department

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The O'Fallon Volunteer Fire Department

DEFINITIONS RELATIVE TO THIS PLAN

"ACTIVE VOLUNTEER MEMBER":

Means a person who has been so designated by membership in accordance with the by-laws of The O'Fallon Volunteer Fire Department, and who is faithfully and actually performing volunteer service in that organization.

Eligible O'Fallon Volunteer Fire Department:

The O'Fallon Volunteer Fire Department (hereafter called "O'Fallon Volunteers")

"LOCAL UNIT":

The O'Fallon Volunteer Fire Department.

"SPONSORING AGENCY":

The City of O'Fallon

"YEAR OF ACTIVE EMERGENCY SERVICE":

The year will be a fiscal year from May 1 to April 30 of each year in which the active volunteer member is eligible. The eligible member shall participate in the squad service and satisfy the minimum requirements of participation, established by the O'Fallon Volunteers on a consistent and uniform basis.

"PARTICIPANT":

An active volunteer member of O'Fallon Volunteers, who is eligible for a benefit under a service award program.

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"CERTIFICATION LIST":

The O'Fallon Volunteers will furnish to the City of O'Fallon an annual certification list, certified under oath, of all volunteer members who have qualified for credit under the LOSAP program, for the previous fiscal year.

"LENGTH OF SERVICE AWARD PROGRAM":

A system established to provide tax-deferred income benefits to eligible, active volunteer members of the O'Fallon Volunteers by means of investment in those products permitted.

"ELECTED OR LINE OFFICERS":

President, Vice President, all Secretaries, Treasurer & Asst., Safety Officer, Chief, Deputy Chief, Asst Chief, all Captains, all Lieutenants, that are active volunteer members of the O'Fallon Volunteers.

"VEST/ VESTING":

An active volunteer member shall be eligible to vest in the length of service award program if the active volunteer member has completed at least five years of emergency service in O'Fallon Volunteers. Prior Service credit will not count toward vesting in the program. Any member who is either killed in the line of duty or permanently disabled will receive full LOSAP credit for the year in which the event occurred and will be considered vested.

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LENGTH OF SERVICE AWARD PROGRAM

The Annual Contribution for each year of current and future service to eligible active volunteers of the O'Fallon Volunteers shall be \$ 2.00 for ea. volunteer for each fire run. The program shall not provide for contributions for prior years service.

Under the length of service award program, a year of active emergency service will be credited for each fiscal year in which an active volunteer member accumulates 50 points that are granted in accordance with the point schedule adopted.

The length of service award program point schedule, activity requirements and special situations will apply.

The time-frame for defining a "year of active emergency service" must be used for calculating credit for the year.

The O'Fallon Volunteers is taking the words faithfully (performing emergency service) and actually (performing emergency service) at their exact meaning. The O'Fallon Volunteers will also include ready (to perform emergency service), willing (to perform emergency service) and able (to perform emergency service), in the accumulation of points for yearly credit.

Vested LOSAP funds may be withdrawn (without IRS penalty) as follows:

1. Separation from volunteer service
2. Disability
3. Death

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Prior to the regular April meeting of the City of O'Fallon Council, the O'Fallon Volunteers will provide the City of O'Fallon Clerk with the Certification List of all volunteer members who have qualified for credit under the LOSAP program for the previous year. They will also provide quarterly point reports. Such reports shall be held confidential.

Upon receipt of the certification list, the City Council will review it and approve the final certification.

If the City Council has questions concerning the eligibility of any individual, it may request supplemental documentation from the O'Fallon Volunteers. It will be the responsibility of the questioning member(s) of the City of O'Fallon Council to examine the supplemental documentation within a reasonable time of 30 days after their April meeting.

It shall be the decision of the O'Fallon Volunteers in regards to the eligibility of any participants. Any Volunteer member has the right to appeal this decision for a period of 30 days, at which time the decision shall be final and the list shall be certified.

A volunteer may request, in writing, to have their name deleted from the list as a participant In the LOSAP program and will remain as a non-participant until the request is similarly withdrawn.

APPEAL PROCESS

An active volunteer member whose name does not appear on the approved certification list may appeal within 30 days of the posting of the list. The appeal must be in writing and sent via certified mail to the secretary of the O'Fallon Volunteer Fire Department. The O'Fallon Volunteer Fire Department must investigate the appeal, which is subject to judicial review. Once the 30 days have elapsed, and subject to holding any members under appeal, the approved certification list will become final. Hand delivered appeals will not be accepted.

CERTIFIED MAIL TO:

RECORDING SECRETARY
The O'Fallon Volunteer Fire Department
P.O. Box 332
O'Fallon, Illinois 62269

Minor, clarifying, or administrative amendments that do not significantly affect the elements of the plan may be amended by a majority vote of the O'Fallon Volunteer Department.

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The O'Fallon Volunteer Fire Department LOSAP Point Schedule

General Provisions:

- a. Earning 50 points will award an eligible year of service.
- b. Member is vested after five (5) qualifying years.
- c. Each point will calculate to \$1.00 contribution into plan.
- d. City will make an annual contribution in April for the completed year.

Categories:

1. Duty Period:

- a. 2 points per fire call attended during the fiscal year
- b. 5 points for each eligible year of service

2. Elected and appointed positions:

- a. 10 points per year for elected and line officers.

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SPECIAL SITUATION REQUIREMENTS

JURY DUTY:

No points will be awarded due to Jury Duty. Active Volunteer Members are exempt from jury duty.

PERSONAL LEAVE OF ABSENCE:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.

MEDICAL LEAVE OF ABSENCE:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.

FEDERAL FAMILY AND MEDICAL LEAVE ACT:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.

STATE FAMILY LEAVE ACT:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.

MILITARY LEAVE OF ABSENCE:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.

BEREAVEMENT TIME:

No Points will be awarded unless the Active Volunteer Member is participating (faithfully and actually) in activities of the Length of Service Award Program Point Schedule.