

NORTH WHATCOM FIRE AND RESCUE

FIRE DISTRICT POLICY

Number: 0400.110.00

Date: 4/17/2014

Area: Personnel

Page: 1 of 3

Subject: Retirement Recognition and Awards

Approved:

1.0 General:

It is the desire of North Whatcom Fire and Rescue to recognize those members who leave the department because of retirement.

2.0 Purpose:

To establish a guideline for recognizing personnel who have contributed their service as either a full-time or volunteer member of the department and who are preparing to retire from the department. Below is an outline of the standard departmental awards and the criteria for receiving them.

3.0 Scope:

This policy shall apply to all members of the fire district including full and part-time employees and volunteer members.

4.0 Policy

Definitions:

- Retirement Awards- An item such as a certificate, plaque, badge, etc. given to a member in recognition of their years of service to the Department.
- Volunteer: The minimum requirements for vesting or qualifying for a pension under the Volunteer Firefighters Pension Plan is ten years of service and one payment into the pension fund.
- Career: The minimum requirements for vesting or qualifying for a LEOFF 2 pension is five years of service. A “firefighter” is someone employed in a uniformed firefighter position on a full-time, fully compensated basis, and as a consequence, has the legal authority and responsibility to direct or perform fire protection activities that are required for and directly concerned with preventing, controlling and extinguishing fires.

4.2 Policy Statement:

- 4.1.1 Retirement awards will be presented to members separating from the Fire District (provided they are in good standing) in recognition of five or more complete
-

Cancels: New

Revised:

Reviewed:

NORTH WHATCOM FIRE AND RESCUE

FIRE DISTRICT POLICY

Number: 0400.110.00

Date: 4/17/2014

Area: Personnel

Page: 2 of 3

Subject: Retirement Recognition and Awards

Approved:

years of service. Years of service are the number of full years completed with the department calculated from service date of hire.

5.0 Procedures

Retirement Awards

- 5.1.1 **5 years of Service:** The 5 years of service award is awarded to the Fire Department member who has a minimum of 5 full years of accumulated active fire service experience.
- Framed Certificate and Plaque
- 5.1.2 **10 Years of Service:** The 10 years of service award is awarded to the Fire Department member who has a minimum of 10 full years of accumulated active fire service experience.
- Framed Certificate, Badge and Shadow Box
- 5.2.3 **15 Years of Service:** The 15 years of service award is awarded to the Fire Department member who has a minimum of 15 full years of accumulated active fire service experience.
- Framed Certificate, Badge and Shadow Box. The member will also be presented with their Helmet
- 5.2.4 **20 Years of Service:** The 20 years of service award is awarded to the Fire Department member who has a minimum of 20 full years of accumulated active fire Service experience.
- Framed Certificate, Badge, Retirement Party and Shadow Box. The member will also be presented with their Helmet
- 5.2.5 **25+ Years of Service:** The 25 years of service award is awarded to the Fire Department member who has a minimum of 25 full years of accumulated active fire service experience.
- Framed Certificate, Badge, Retirement Party, Shadow Box, Helmet and Axe

Cancels: New

Revised:

Reviewed:

NORTH WHATCOM FIRE AND RESCUE

FIRE DISTRICT POLICY

Number: 0400.110.00

Date: 4/17/2014

Area: Personnel

Page: 3 of 3

Subject: Retirement Recognition and Awards

Approved:

Approved: _____

Chairman, Board of Fire Commissioners
North Whatcom Fire & Rescue

Date: _____

Cancels: New

Revised:

Reviewed: