

As of April 12, 2020

## NORFOLK LIONS CLUB AMBULANCE *NLCA Incentive Program Description*

### INTRODUCTION

In 1999 the Connecticut legislature passed P.A. 99-272, an act designed to encourage persons to volunteer for ambulance and fire services by allowing municipalities to provide volunteers with up to \$1,000 in property tax abatements. On August 12, 2004, an Ordinance entitled "The Emergency Services Volunteer's" Incentive Program" was passed at a Norfolk Town Meeting. The Ordinance provided for the implementation of an incentive program for both the NLCA and the NVFD. The program is limited by the requirements of P.A. 99-272 and Connecticut General Statutes Revised to 2003, Section 12-81w.

Although a single ordinance provides for both agencies, the actual structure of the program for each organization is designed to meet the needs of that organization.

Although the Ordinance provided for real estate tax abatements for those members who own real estate in Norfolk, and cash disbursements to those members who do not own Norfolk real estate (Norfolk renters, students, members who reside in other towns), thus far, the Selectmen have chosen to provide cash disbursements to all participants.

### PROGRAM GOALS

**The Incentive Program is designed to encourage current members to increase their volunteer time serving shifts, to encourage current members to remain (decrease burnout), and to encourage new people to join.** Elements of the program have and will evolve and change over time to meet the needs of the organization and to support the provision of services to our community.

### ELIGIBILITY REQUIREMENTS

Members who maintain their required certification, who attend four monthly meetings a year, and who participate in four trainings a year including those that are mandatory (our own trainings and/or med control trainings—EMTs/EMRs), and two trainings a year (drivers) are eligible to participate in the Incentive Program. Members who meet the eligibility requirements may then earn an incentive based on shift hours served over the course of the year, as follows.

#### **INCENTIVE AWARDS BASED ON SERVING SHIFTS**

**\$1000 incentive: Members serve the minimum of 600 hours.**

**\$750 incentive: Members serve the equivalent of 500 hours.**

**\$500 incentive: Members serve the equivalent of 400 hours.**

**\$250 incentive: Members serve the equivalent of 200 hours.**

#### ADDITIONAL ACTIVITIES TO EARN INCENTIVE CREDITS

**Officers and those who assume responsibility for the schedule, the Incentive Program or supplies will** qualify for \$500.00. If an Officer serves three-hundred hours of call time they will receive an additional \$500.00. An Officer will be eligible to receive either \$500.00 or \$1,000.00.

**Members who go to dispatched calls, even when they are not on the schedule,** will be credited for an additional six hours of shift time for each incident.

If you attend a monthly meeting: 4 hours of credit

If you attend a monthly training: 4 hours of credit

Members should be sure to notify the President, the Incentive Program Administrator, whenever they respond to extra calls to ensure they are receiving the proper credit.

**Members taking courses to advance their skills** (but not to maintain their certifications) may be credited for each for every class they attend for the time spent. Those who assist with class practical's may be credited with 4 hours for every practical. These individuals should notify the President, the Incentive Program administrator.

**At this time the incentives are taxable on state and national levels.** All participants must submit W-9 forms to town hall. See the President, the Incentive Program administrator.

**Volunteers who participate in both the NLCA and the NVFD may aggregate their service bands** but may not exceed the maximum per person incentive allowed by state law (\$1000). More than one volunteer in a household can participate in the program. The incentive is not transferable or assignable and may not be accumulated from year to year. No incentive may be awarded to a delinquent taxpayer until taxes are paid in full.

#### DOCUMENTATION/RECORD KEEPING

In addition to administrative record keeping, members themselves should keep track of their certifications and participation in activities required for eligibility.

**Each member should study the schedule to determine whether or not the number of shifts assigned reflects the number of shifts needed to reach his/her Incentive goal.**

