

FIFTEEN ROPE FERRY ROAD
WATERFORD, CT 06385-2886



PHONE: 860-442-0553
www.waterfordct.org

AGENDA
PUBLIC PROTECTION & SAFETY STANDING COMMITTEE of the RTM
SPECIAL MEETING

Wednesday, September 14, 2022
6:00 P.M. - Waterford Town Hall
Louise Appleby Room

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. To consider and act upon the August 17, 2021 Meeting Minutes.
5. Consideration and possible action on item(s) referred to committee:
A. Review of Ordinance 2.36 – Volunteer Firefighters Incentive Program, RTC 06/06/22
6. Adjournment

RECEIVED TOWN ENGINEER
WATERFORD CT
2022 SEP -9 PM 3:05
John D. Appleby
TOWN CLERK

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**Public Protection & Safety Standing Committee of the Waterford RTM
Meeting Minutes**

**Wednesday, August 17th, 2022
6:00PM Waterford Town Hall**

Meeting Called to order at 6:00 PM by Chairperson Timothy Condon

Roll Call

Present: Timothy Condon, Thomas Dembek, Susan Driscoll

Absent: Steve Garvin, Timothy Fioravanti

Others Present: Director of Waterford Fire Department Mike Howley

Public Comment: None

Agenda Item 4- To Consider and act upon the minutes of the September 16th, 2021 meeting.

Motion made by Dembek, 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 how the current ordinance came to be and turned the floor over to the Director for comments. Director Howley presented the committee his proposed changes to the incentive program with backup material. (See Attachment) The Director spoke at length about the status of the current program and the impacts on the fire service along with the desired outcomes of modifying the incentive program. Committee inquired if the volunteers had any input in these proposed changes. The Director indicated he had reached out multiple times to the volunteer leadership with no response but would be meeting again with the volunteer Chiefs and share these proposals. Committee in spirit agreed with the Director's proposals and agreed to include legal counsel at the next meeting to be scheduled in September.

No motions made-

Motion to adjourn at 7:07 PM by Driscoll, second by Dembek.

Vote: Unanimous

Respectfully submitted,
Timothy Condon

2022 SEP -7 AM 11:48



**Office of the Director
Waterford Fire Department**

Volunteer Firefighters and Fire Police incentive program

Since July 1, 2020, the Town of Waterford has run a new incentive program. With this program in place and my opportunity to evaluate its effectiveness in F/Y 21-22, I am recommending some adjustments to the program. Areas of concern are in recruiting, retention and motivating volunteers to be active with incidents and training. Many communities across this County, State and Region are trying different incentive programs. As this is a very large problem of recruiting and retention of volunteers. Some programs include but not limited to:

Tax abatements for each member \$1000- \$2000
Per incident, call pay
Retirement program 401-K
Point program (similar to ours)
College/education incentives
Career advancements training
Part-time Firefighter/EMT opportunities

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FIRE DEPARTMENT

Goals for our program to attain:

1. Entice volunteers to train to standards
2. Entice volunteers to respond to incidents
3. Entice volunteers to stay active with Waterford
4. Show compassion to volunteers that we (the Town) care about their time invested in our community

Challenges to Community:

1. Training volunteers, jobs, time constraints, family
2. Response limitations, only certain times of day/week, family, jobs
3. Retention, turnover every year, generational, military, family changes, jobs
4. Long term outlook with volunteers (nationwide problem)
5. Cost, funding program and training
6. COVID put a strain on training and community events

Volunteer Firefighters and Fire Police incentive program

Point System
1 Point = \$7.00

Benchmark System recommended added to program

Emergency Medical Technician course 180 hour = 90 points = \$630.00

Firefighter 1 course 160 hours = 80 points = \$560.00

Firefighter 2 course 48 hours = 24 points = \$168.00

Fire Officer 1 course 96 hours = 48 points = \$336.00

Fire Officer 2 course 80 hours = 40 points = \$280.00

Fire Officer 3 course 56 hours = 28 points = \$196.00

Fire Officer 4 course 56 hours = 28 points = \$196.00

Incident Safety Officer course 24 hours = 12 points = \$84.00

Health & Safety Officer course 24 hours = 12 points = \$84.00

Fire Service Instructor 1 course 48 hours = 24 points = \$168.00

Fire Service Instructor 2 course 40 hours = 20 points = \$140.00

Q – Endorsement course 32 hours = 16 points = \$112.00

Aerial Operator course 48 hours = 24 points = \$168.00

Pump Operator course 48 hours = 24 points = \$168.00

Rescue Technician courses

Core 48 hours = 24 points = \$168.00

Confined Space Technician 56 hours = 28 points = \$196.00

Rope Technician 64 hours = 32 points = \$224.00

Vehicle Technician 48 hours = 24 points = \$168.00

Trench Rescue Technician 56 hours = 28 points = \$196.00

This program with educational points will bring a volunteer closer to receiving incentives quarterly.

**Possible adding in incentive payment for Fire 1 & EMT certification \$200.00 annually,
Cost \$12,000**

Currently, any Fire Officer 1 will get an annual stipend of \$150.00 once the 50 points achieved. Average 5-6 Officers annually.

Volunteer Firefighters and Fire Police incentive program

Fire Police-Traffic Incident Management Course 6 hours = 3points = \$21.00

Hazardous Material Awareness 8 hours = 4 points =\$28.00

ICS 100 2 hours = 1 point =\$7.00

ICS 200 2 hours= 1 point =\$7.00

IS 700 2 hours= 1 point =\$7.00

Road races and other community events minimum 4 points =\$28.00

Director of Fire Services, maintains discretionary abilities to award points

When to start new program? F/Y 23-24

Budget for new program

Current Budget \$40,000 F/Y 22-23

Expended F/Y 21-22 \$21,805

Projected need for new Program \$65,000

Director,



Michael J. Howley

C. C. file

Analysis of Fiscal Year 22 Incentive Payments

Eligible Firefighter	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points	\$ per Point	\$ Based on Points	Fire Officer	Total Incentive
Bonanno, Christopher	46	53	38	22	159	\$7	\$1,113	\$150	\$1,263
Bracciale, Rocco	25	14	23	5	67	\$7	\$469		\$469
Chapman, Donald	45	25	13	3	86	\$7	\$602		\$602
Dembek, Thomas	106	67	81	81	335	\$7	\$2,345	\$150	\$2,495
Dow, David	34	15	23	20	92	\$7	\$644	\$150	\$794
Mariano, John	46	44	54	34	178	\$7	\$1,246		\$1,246
Miller, Jeffrey	82	57	76	68	283	\$7	\$1,981		\$1,981
Pafias, Christopher	15	14	29	19	77	\$7	\$539	\$150	\$689
Patton, Todd	34	35	44	32	145	\$7	\$1,015	\$150	\$1,165
* Rheume, Austin	49	11			60	\$7	\$420		\$420
* Roque, Elijah	67	12	56	45	180	\$7	\$1,260		\$1,260
* Silvestri, Kevin	36	21	2	0	59	\$7	\$413		\$413
* Ukleja, Vinnie	81	7	20	30	138	\$7	\$966	\$150	\$1,116
Welch, David	21	16	17	18	72	\$7	\$504		\$504
Wiseman, Neil	27	18	32	35	112	\$7	\$784		\$784
Zane, Jonathan	61	33	26	37	157	\$7	\$1,099		\$1,099
Ziolkovski, Kevin	61	48	54	30	193	\$7	\$1,351	\$150	\$1,501
Total Firefighter Incentive									\$17,801

Eligible Fire Police	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points	\$ per Point	\$ Based on Points	Fire Officer	Total Incentive
Beals, Gordon	15	21	18	36	90	\$7	\$630		\$630
Cortina, James	61	20	5	1	87	\$7	\$609		\$609
Margolis, Mitchell	29	14	13	26	82	\$7	\$574		\$574
Parks, James	39	33	25	16	113	\$7	\$791		\$791
Phinney, William	56	38	17	18	129	\$7	\$903		\$903
Wiseman, Deborah	14	14	11	32	71	\$7	\$497		\$497
Total Fire Police Incentive									\$4,004
Total FY22 Incentive									\$21,805

* No longer active volunteer

Analysis of Fiscal Year 22 Incentive - Those Not Eligible

Not Eligible Firefighter	Qtr. 1 Points	Qtr. 2 Points	Qtr. 3 Points	Qtr. 4 Points	FY22 Total Points
Finnigan, Jason					0
Antonino, Jennifer	1	0	0	0	1
Boordsen, William		1			1
Cabral, Jonathan				1	1
Carson, Nicholas	1				1
Hayes, Charles	1				1
Pescatello, Liam	1				1
Rafuse, Daven-Laigh		1			1
Schenking, Adam		1			1
Silvestri, Michael		1			1
Ukleja, Susan		1			1
Zelmet, James	1				1
Bartelli, Vince	2	0	0	0	2
Carson, Wendy	2				2
Clendennin, Morgan	2				2
Fink, Ryan		1		1	2
Garvin, Steven		1	1		2
Gauthier, Jeffrey	2				2
Haga, Jawal	1	1			2
Lazarus, Ben	2				2
Milukas, Matthew	2				2
Rowbotham, Charles	1	1			2
Szydio, Alyssa	1		1		2
Brody, Isaac	3				3
Dow, Kaitlyn		1		2	3
Finnigan, Shawn		1	1	1	3
Gilph, Wayne			3		3
Hancock Jr., James		1		2	3
Stratton, Aldan		3			3
Campbell, John J.	1	3	0	0	4
Colucci, Stephen	1	1		2	4
Dow, Kathleen	1	1	2		4
Waldo, Edward		4			4
Dupler, Ashley				5	5
Lester, Joseph	3	1		1	5
Moscol, Katherine		5			5
Rowbotham, Connor	4		1		5
Tomsett, Michael	4	1			5
Dow, Kristopher	3		1	2	6
Harris, James		5		1	6
Stino, Andrew	1	3		2	6
Schenking, Mark	1	1	5		7
Trevino, Anthony				9	9
Lillis, Joseph	4	4	2		10
Campbell, John A.	8	2		1	11
Gallo, Amanda			4	8	12
Coriveau, Andrew	6	3	1	3	13
Lanagan, Richard	11	2			13
Lazarus, Brian	10	1		2	13
Hendrickson, Ryan	3	1	10		14
Wilkens, Zachary	10		4		14
Cable, Richard	4		4	7	15
Martin, Joshua	1	5	5	4	15
Dombrowski, Jack		10	4	2	16
Martinez, Luis				16	16
Hughes, Matt	2	5	8	2	17
Vanderputten, Jonathan	8	3	1	5	17
Chafey, Taylor	3	5	8	2	18
Gray, Christian	4	11	5	2	22
Kent, Gregory	17	7	2	1	27
Henault, Riley	12	5	11		28
Grace, William		3	4	22	29
Potts, Cayley		6	11	13	30
Green, Ryan	13	7	7	4	31
Dickey, Jason	16	7	7	2	32
Donnellan, Evan	1	3	23	5	32
Clapsadle, Mitchell	1	1	32		34
Goodhind, Todd	8	8	10	8	34
Chapman, Kyle	20	13		2	35
Reid, James	11	16	6	3	36
Mejia, Claudia	14	16	5	5	40
Moger, Aldan	11	6	17	12	46
Zito, Dylan	7	14	2	24	47

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.
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 I 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 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 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 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 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.

¹Depending on the date of enactment of this Ordinance, the Implementation Date is retroactive to July 1, 2020.

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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 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 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 I
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 Pathogens
- SCBA refresher
- Routine Fit Testing
- CPR Certification

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

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

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 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 fire police member in an emergency fire response or approved training drills as described in paragraph B.7. To receive a point, an active volunteer firefighter or active 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 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 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 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-five points will receive three hundred eighty-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.
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 B.10. The director of fire services, in the exercise of his/her discretion, also may award points for reasons other

than those expressly set forth in paragraph 8.10. These decisions shall be documented in the quarterly report.

5. *Higher level of training stipend:* An active volunteer firefighter who receives at least fifty points during a fiscal year and who is also a certified fire officer and meets all the additional requirements outlined 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 high level of training. This one hundred fifty dollar stipend will be issued at the same time as the stipend for the initial fifty 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.
6. *Ineligibility due to misconduct or separation from waterford fire department:* The ordinance codified in this section incorporates by reference, the Waterford Fire Department Policy 103 - Disciplinary Procedures, 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 to terminate the program at any time through the ordinance process.

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

3.12.160 Tax abatement for volunteer firefighters.

A. Definitions.

1. "Firefighter" includes any firefighter certified as a Firefighter I or greater by the State of Connecticut Commission on Fire Prevention and Control or any fireperson appointed as a fire-police by the chief of any fire company or department to perform fire police duties per Connecticut General Statutes Section 7-313A.
2. "EMT (emergency medical technician)" means an individual who has successfully completed the requirements of the State of Connecticut, Department of Health Services Office of Emergency Medical Services, and shall include EMT-P (emergency medical technician-paramedic) and MRT (medical response technician).

B. In order to efficiently administer this abatement program, two separate processes will occur each year:

1. A determination of who is eligible for the program and their level of participation.
2. A computation of the abatement by the tax collector.

The next two subsections describe these two processes.

- C. To be eligible for the tax abatement pursuant to this section for any calendar year, a firefighter/EMT must have served as a volunteer firefighter/EMT for a Waterford Volunteer Fire Company/Department for not less than one immediately preceding calendar year, or a resident of a town with whom Waterford has executed an inter-local agreement for purposes of participating in this abatement program. The director of fire services shall on or before March 1st prior to such the next fiscal year, present to the tax collector a written statement certified as correct by that firefighter/EMT's chief of a Waterford Volunteer Fire Company/Department, which statement shall include the name and address of the firefighter/EMT, and that the firefighter/EMT has been determined eligible for this abatement program. Eligibility for this abatement program will only be made available to firefighters/EMT's who are not delinquent as of the May 1st due date on any financial obligations (i.e., taxes, sewer use or assessment) to the Town of Waterford and who does not share property ownership with anyone who is delinquent on any financial obligation to the Town of Waterford. A volunteer firefighter/EMT's level of participation in the program will be determined by the number of fires/EMT calls attended during the immediately preceding calendar year expressed as a percentage of the total number of calls of the department with the lowest number of calls dispatched. The total number of calls required for each level of eligibility will be established annually by the director of fire services. Thereafter the eligibility shall be computed based on the total number of calls throughout the calendar year. In cases where a firefighter/EMT has responded to a call as to which a department other than his/her own has been dispatched, in calculating the percentage of calls attended for that firefighter/EMT, the attendance shall be treated as if it were attendance at a call to which the firefighter/EMT's own department had been dispatched, and the number of calls to which the firefighter/EMT's department has been dispatched shall, as to him/her, be increased by the same number. Years of service shall not be deemed to have been interrupted by department medical leave, by military service with the United States, or by injury where worker's compensation is received. When a person has served as a volunteer firefighter/EMT and left such service, and then returned to volunteer firefighting/EMT duty, the person shall not be eligible for the tax abatement until he or she has completed one full calendar year of service. All issues or appeals between the EMT/volunteer firefighter regarding eligibility as well as level of eligibility must be resolved prior to March 1st of the year the abatement is sought.
- D. Computation of the abatement. The property taxes of each eligible volunteer firefighter/EMT of the Waterford Volunteer Fire Companies/Department (Jordan, Quaker Hill, Goshen, Oswegatchie, Cohanzie) and the Waterford Ambulance Service shall be entitled to an abatement against real and/or regular (not supplemental) motor vehicle property tax bills owed to the Town of Waterford by such firefighter/EMT. The

abatement will be at different levels established by this section as either fifteen percent, twenty percent, twenty-five percent, and thirty percent, depending upon the participation level attained by eligible volunteers. Each participation level will give an anticipated tax benefit as follows:

Commencing July 1, 2020 and ending June 30, 2021:

Participation level	Tax Benefit (+/-)
15%	\$450.00
20%	750.00
25%	1,125.00
30%	1,500.00

Commencing July 1, 2021:

Participation level	Tax Benefit (+/-)
15%	\$600.00
20%	1,000.00
25%	1,500.00
30%	2,000.00

- E. The order of application of the tax abatement shall be first against real estate tax owing to the Town of Waterford and then the remainder against regular (not supplemental) motor vehicle taxes owing to the Town of Waterford. Tax abatements shall not accumulate and must be applied to taxes due the following July 1st or forfeited.
- F. The director of fire services of the Town of Waterford shall oversee the administration of this section, review department attendance records, and maintain a record of all abatements arising from this section.
- G. The tax abatement under this section shall be applicable to any real estate or regular (not supplemental) motor vehicle tax bill of a volunteer firefighter/EMT eligible for such abatement whether such property is owned individually, jointly, or as tenant in common with one or more other persons and shall reflect the extent of the eligible firefighter/EMT's ownership interest in the property, with jointly held property treated in a manner consistent with other state tax abatement programs. In the event real estate is transferred to a nonqualifying party in the applicable calendar year, the proration of the tax reduction shall be billed to the new owner in a manner consistent with C.G.S. 12-170aa(i).
- H. A volunteer firefighter/EMT shall not be eligible for a tax abatement under this section unless that firefighter/EMT, during the immediately preceding calendar year, has completed and maintained as a minimum; (fire police shall maintain as noted with an *):
 - 1. State of Connecticut Firefighter One or EMT.
 - 2. Physical per standard N.F.P.A. 1582.
 - 3. SCBA Fit Testing per OSHA Standard.
 - 4. Bloodborne Pathogens per OSHA Standard.*
 - 5. Hazmat Awareness per OSHA Standard.*

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- I. The abatement afforded hereunder shall terminate at the end of the calendar year in which a qualifying member dies.
 - J. The sale or transfer of any grand list property by a qualifying member shall disqualify the property from abatement application for the remainder of the then calendar year, on a pro-rata basis.
 - K. This section shall take effect April 28, 2004 and shall be applicable for tax abatement purposes to taxes owing on the Grand List of October 1, 2004, due July 1, 2005.

(Amend. of 10-7-19(1); Amend. of 6-6-11(10); R.T.M. 4-12-04: R.T.M. 10-2-00)