

LOWER PAXTON TOWNSHIP
Length of Service Awards Program (LOSAP)

Attracting and retaining qualified volunteer firefighters and fire police officers is one of the most critical problems facing fire services and local governments today.

To address this problem, the Board of Supervisors of Lower Paxton Township established a Length of Service Awards Program (LOSAP) for volunteer firefighters and fire police officers serving in the Township's Colonial Park, Paxtonia, and Linglestown Fire Companies. The effective date of the LOSAP is January 1, 2008.

The Supervisors established a LOSAP to assist our fire companies as they worked to recruit and retain volunteers. The Supervisors also believed that a LOSAP rewards long-time firefighters for their service to our community.

By Township Ordinance 09-01, the Supervisors authorized the creation of a LOSAP Plan and Fund. The Plan provides that active volunteer firefighters and/or fire police officers are eligible to receive a monthly stipend of up to \$10 per month, per year of service, to a maximum of \$250.00 per month at 25 years of service. To vest a benefit, volunteers must complete five years of active service and be in active service at age 40. The benefit is only payable after the volunteer reaches age 65, and the benefit is payable for life.

Active service as a firefighter or fire police officer under the LOSAP requires that volunteers:

- a. Be members in good standing in a Township fire company;
- b. Meet the qualifications of "active volunteers" as defined by PA Act 66 of 2008;
- c. In accordance with PA Act 66 of 2008, annually earn a minimum of fifty (50) service points, with at least five (5) points in fire and rescue response; and
- d. Earn PA Act 66 service points in at least two categories.

A LOSAP Fund has been established by the Township into which it deposits a portion of the proceeds from its dedicated Real Estate Tax levy for fire protection. The amount of funding is determined by the Supervisors as part of the annual budget process and in general conformance with an actuarial valuation for the LOSAP. The Township's annual LOSAP allocation is currently \$76,000.