

NORTH WHATCOM FIRE AND RESCUE

FIRE DISTRICT POLICY

Number: 0400.110.00**Date:** 4/17/2014**Area:** Personnel**Page:** 1 of 2**Subject:** Retirement Service Recognition

1.0 General:

It is the desire of North Whatcom Fire and Rescue to ensure that every member retiring from the department, have proper recognition for his or her dedicated years of service.

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:**

- **Tribute or Achievement:** An item such as a certificate, plaque, badge, etc. presented to retiring members in recognition of their years of service to the fire district.
- **Volunteer:** Any individual engaged in the activities of a state or local government body or agency where an employer-employee relationship does not, in fact, exist or where the services or activities of the individual are rendered gratuitously.
- **Volunteer Firefighter:** An individual who performs hours of service for North Whatcom Fire and Rescue for civic, charitable, or humanitarian reasons without promise, expectations, or receipt of compensation for services rendered; where their services are offered freely and without pressure or coercion, direct or implied from the fire district.
- **Full-Paid Support Personnel:** Individuals who work a full-time work schedule for the fire district and who provide administrative and maintenance support.
- **Command Staff Personnel:** Chief Officers who work as part of the command structure of the fire district.

Cancels:**Revised:** 1/18/2024**Reviewed:**

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4.2 Policy Statement:

- 4.1.1 Retiring members of the Department (provided they are in good standing), will be recognized for their years of service. Years of service are the number of full years completed with Whatcom County Fire District 3, Whatcom County Fire District 13, District 4 and North Whatcom Fire and Rescue calculated from service date of hire.

5.0 Procedures

Retirement Recognition

- 5.1.1 North Whatcom Fire and Rescue will recognize members during a Fire Commissioner Board meeting or the member's home station.
- 5.1.2 Light refreshments will be provided by the Fire District.
- 5.1.3 Dependent on the years of service, recognition may include but is not limited to a letter, plaque, shadow box or commemorative axe.
- 5.1.4 Retirees with at least ten years of service will be entitled to keep their badge and helmet.

5.1.5

Years of Service	Recognition Allowance (<i>up to</i>)
10 years	\$100.00
11-24 years	\$200.00
25+ years	\$500.00

(no cash value)

Approved:



Chairman, Board of Fire Commissioners
North Whatcom Fire & Rescue

Date:

1/18/2024

Cancels:

Revised: 1/18/2024

Reviewed: