OAKLAND VOLUNTEER FIRE COMPANY

Serving Stonycreek Township (Cambria) & Lorain Borough

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Organization Compensation & Quarterly Stipend Policy

This policy enacted in February 2026 for the full Fiscal year of 2026 (January – December)

I. Leadership Compensation Model

A. The following personnel positions will receive compensation as defined in each section for the following duties and actions; primarily, but not specifically, limited to just the defined duties:

1. **Stephen Bendick** (Fire Chief) – 1% for:
   - **a.** Mandatory administrative reporting in various types of emergency incidents.
   - **b.** Managing complex state grant applications for the purpose of grant funding.
   - **c.** Administratively managing and assisting with fundraising programs.
   - **d.** Completing mandatory equipment testing.
   - **e.** Keeping records of the Volunteer Firemen's Relief Association.
   - **f.** Management of all company operations, policies, pre-planning, and training.
   - **g.** Acting as Stonycreek Township and Lorain Borough Deputy EMA.
   - **h.** Management of fire company point system.
2. **Joshua Buchanan** (Financial Secretary & Deputy Chief) – 1% for:
   - **a.** Administratively handling daily income and expense activity,
   - **b.** Managing grants, activities and mandatory reporting related to DCNR as a Fire Warden.
   - **c.** For the fiscal year of 2026, temporarily filling Membership Secretary duties.
   - **d.** Acting as Stonycreek Township and Lorain Borough EMA.
   - **e.** Management of fire company point system
3. **Andrew Block** (QRS Commander) – 2% for:
   - **a.** Acting as the company QRS Commander of our EMS operations.
   - **b.** Management of our PA DOH Licensing, and mandatory reporting.
4. **Tom Carstensen** (Treasurer) – 1% for:
   - **a.** Financial and banking management and internal auditing of the organization as treasurer.
5. **Nathan Bishop** (Assistant Treasurer) – 1% for:
   - **a.** Creating an annual budget, tax preparations and managing federal and private grants.
   - **b.** Management of website and email infrastructure, and general IT related duties.
6. **Lenny Sandak** (Vehicle Foreman / Engineer) - 1% for:
   - **a.** Maintenance and management of our apparatus fleet and fire company equipment.

B. Each above individual personnel will be compensated in the following manner as an incentive to maximize efforts related to compensation eligible duties:

1. Compensation will be calculated specifically from monthly tip-board categorized revenue.
2. Personnel will be paid no more than their listed percentages listed next to their names, to be sourced from, and based on, the compensation calculation defined in Section I, Subsection B.1.
3. Personnel will be paid after the 1st meeting of the following month for the preceding month.
4. Personnel will receive an IRS Form 1099 at the end of the year documenting compensation.

C. Personnel from Section I are excluded from awards in Section II, the Membership Stipends Policy.

II. Membership Stipends Policy

A. The following models define stipend opportunities for eligible personnel. Stipends are funded from appropriately budgeted funds with award levels based on member training and certifications.

Awards from Tier A and B of section 1 are highest-tier, non-stackable. Bonuses are stackable.

1. Run-Call Stipends - $14,000 budgeted towards:

a. Tier A: The top 5 personnel that make 30 or more points in a quarter will be awarded;

- **i.** $300 for having achieved Firefighter 2 Certification.
- **ii.** $200 for having achieved only Firefighter 1 Certification.
- **iii.** $100 for having achieved only standard Essentials Training.
- **iv.** $100 for Fire Police having passed Basic & Advanced Fire Police.

b. Tier B: The top 5 personnel that make 15 to 29 points in a quarter will be awarded:

- **i.** $150 for having achieved Firefighter 2 Certification.
- **ii.** $100 for having achieved only Firefighter 1 Certification.
- **iii.** $50 for having achieved only standard Essentials Training.
- **iv.** $50 for Fire Police having passed Basic & Advanced Fire Police.

c. Bonuses: All above stipend awardees can also qualify for the following quarterly bonuses:

- **i.** $50 for having NREMT or PA DOH Certified EMT.
- **ii.** $50 for having at least NFPA 1041 Fire Instructor I.
- **iii.** $50 for having PA DOH Vehicle Rescue Technician with at least Basic Level **OR**
- **iv.** any NFPA 1006 Certification at Operations or higher.
- **v.** $50 for Fire Police personnel having also passed Fire Police Legal Concepts.
- **vi.** $50 for Fire Police personnel having PA Traffic Incident Management System **OR**
- **vii.** the FHWA National Traffic Incident Management training certificate.

d. Overflow: If more than 5 personnel meet the achievements of Tier A, they will fall under Tier B consideration, then all other members with 15-29 points will be factored afterwards.

2. Training Stipends - $600 budgeted towards:

- **a.** The top 3 personnel that make 15 or more points in a quarter will be awarded $50.
- **b.** Currently limited to in-house hours and chiefs-approved training courses/classes.

3. Fundraising Stipends - $1,000 budgeted towards:

- **a.** The top 5 personnel that make 10 or more points in a quarter will be awarded $50.

4. Work Detail Stipends - $1,000 budgeted towards:

- **a.** The top 5 personnel that make 10 or more points in a quarter will be awarded $50.

B. Payments will be awarded by check to personnel achieving any stipend award(s). All payments will be awarded after the 1st meeting of a new quarter, based on the calculation of points from the preceding quarter relevant records.

III. Policy Limitations, Life-cycle and Accountability

A. Policy is valid for only one Fiscal year at a time, for the given Fiscal Year at top of document.

B. Policy can only be re-approved or modified by the Executive Board at an Executive Board, particularly at the beginning of each year, regardless of changes to terms, requirements or values.

C. Any personnel earning over $600 in stipend payments in a Fiscal Year will receive an IRS Form 1099.

D. General membership can call for a vote of no-confidence to annul this policy, as such:

1. A majority (over 50%) of members present at the meeting must vote to annul.

- **a.** In the case of a tie, as standard practice the President will cast tie-breaker.
- **b.** Policy Annulment will be effective only for the current given Fiscal Year.