

RETIREMENT POLICY

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The Board of Trustees of the Western Reserve Joint Fire District has adopted this Retirement Policy to recognize those individuals who have served the District and the residents of Poland Village and Township over significant periods of time.

This policy applies to those members who leave the District in good standing for retirement. A minimum of 20 years active service is the amount of time necessary for retirement. A member who wishes to receive the retirement awards or benefits set forth in this policy must submit a written letter to the Fire Chief advising of his or her separation or retirement from the District, and requesting that his or her name be removed from the list of active firefighters. Copies of the letter should be given to the District Secretary, Clerk, and Poland Fireman's Association President and Secretary. This letter should be submitted at least two weeks prior to the intended termination of service date. A member of the Department who has not fulfilled his or her training, response, and/or other obligations at the time that the letter is submitted should not be entitled to receive any awards unless expressly approved by the District Board of Trustees.

The letter will be submitted to the District Board of Trustees for acceptance. The District Board will vote to accept or reject the letter of resignation. A copy of the letter of intent to retire, noting the action of the Board, shall be placed in the member's personnel file.

All department issued equipment (pager, radio, facemask, fire gear), must be turned in to the Department Quartermaster by the member prior to his or her departure. Failure to turn in the District's property may result in forfeiture of an award due under this policy. (A forfeiture of an award does not prohibit the District from pursuing separate criminal charges or taking civil action to recover the stolen items.)

Members shall receive the following tokens of appreciation according to the number of years and rank attained as a member of the Fire District.

- * 20 years or more – Fireman's watch or clock, Gold Retirement Badge, Helmet, Boots, Dress Uniform and proclamation;
- Special consideration may be given to the following categories:
 - Chief
 - Chief Officer

This policy shall apply to all members who retire during the year 2013 and after. Retirement recognition will be coordinated with the Poland Fireman's Association.

Revised policy approved by the
Fire District Board of Trustees
on March 13, 2013.