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SENATE BILL DRS55046-MHfap-14B

Short Title: Recruit/Retain Vol. Firefighters. (Public)

Sponsors: Senators Daniel, T. Alexander, and Britt (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO ENACT THE VOLUNTEER FIREFIGHTER RECRUITMENT AND
3 RETENTION ACT OF 2019.

4 The General Assembly of North Carolina enacts:

5
6 **PART I. TITLE**

7 **SECTION 1.** This act shall be known and may be cited as the "Volunteer Firefighter
8 Recruitment and Retention Act of 2019."

9
10 **PART II. NORTH CAROLINA FIREFIGHTERS FELLOWS PROGRAM**

11 **SECTION 2.(a)** G.S. 58-78-1 through G.S. 58-78-20 are recodified as Part 1 of
12 Article 78 of Chapter 58 of the General Statutes and entitled "General Provisions."

13 **SECTION 2.(b)** Article 78 of Chapter 58 of the General Statutes is amended by
14 adding the following new Part to read:

15 "Part 2. North Carolina Firefighters Fellows Program.

16 **"§ 58-78-25. Definitions.**

17 The following definitions apply in this Part:

- 18 (1) NCSFA. – The North Carolina State Firefighters' Association.
19 (2) Commission. – The North Carolina Fire and Rescue Commission established
20 in Part 1 of this Article.
21 (3) Committee. – The North Carolina Firefighters Fellows Committee.
22 (4) Community college. – Defined in G.S. 115D-2.
23 (5) State roster. – Roster maintained by the North Carolina State Firefighters'
24 Association and the North Carolina Department of State Treasurer as provided
25 in G.S. 58-86-25.
26 (6) Eligible fire department. – Defined in G.S. 58-86-2.
27 (7) Eligible firefighter professions. – State Firefighters on the official State roster
28 maintained by the North Carolina State Firefighters' Association.
29 (8) Program. – The North Carolina Firefighters Fellows Program.
30 (9) Recipient. – An individual selected by the Committee to receive a forgivable
31 loan under the Program.

32 **"§ 58-78-30. North Carolina Firefighters Fellows Committee established; membership.**

33 (a) Committee Established. – There is established the North Carolina Firefighters
34 Fellows Committee. The Committee shall oversee Program components, including forgivable
35 loan recipient selection criteria, selection procedures, and selection of recipients to receive
36 forgivable loans.



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1 **(b) Membership.** – The Committee shall consist of 10 members who shall be appointed
2 by the chair of the Commission as follows:

3 **(1) Two members of the Commission.**

4 **(2) Two members representing the NCSFA.**

5 **(3) Two members representing the North Carolina Association of Fire Chiefs.**

6 **(4) Three at-large members representing three different regions of the State as**
7 defined by the NCSFA.

8 **(5) The President of the North Carolina Community College System or the**
9 President's designee, ex officio.

10 **(c) Terms of Office.** – Appointments to the Committee shall be for two-year terms,
11 commencing July 1, 2019.

12 **(d) Chair; Meetings.** – The chair of the Commission shall call the first meeting of the
13 Committee. The Committee members shall elect a chair and a vice-chair from the membership
14 of the Committee pursuant to the Commission's bylaws to serve one-year terms. The Committee
15 shall meet regularly at times and places deemed necessary by the chair or, in the absence of the
16 chair, by the vice-chair.

17 **(e) Expenses.** – Committee members shall receive per diem, subsistence, and travel
18 allowances in accordance with G.S. 138-5 or G.S. 138-6, as appropriate.

19 **(f) Vacancies.** – If a vacancy occurs in the membership of the Committee, the chair of
20 the Commission shall appoint another person meeting the same qualifications to serve for the
21 balance of the unexpired term.

22 **§ 58-78-35. North Carolina Firefighters Fellows Program established; administration;**
23 **criteria.**

24 **(a) Program.** – There is established the North Carolina Firefighters Fellows Program to
25 be administered by the Committee with the assistance of the Office of State Fire Marshal. The
26 purpose of the Program is to increase the number of fire service professionals by providing
27 forgivable loans to exceptional individuals to obtain applied associate degrees in fire protection
28 or other Committee-approved related fields of study as preparation to enter a fire service
29 profession or provide volunteer service to their community.

30 **(b) Program Administrator.** – The Commissioner shall select a staff member from the
31 Office of State Fire Marshal, with the consent of the Committee, to serve as the Program
32 administrator. The Program administrator will be responsible for all administrative duties and
33 oversight of the Program as established by the Committee. The Program administrator's duties
34 shall include conduct of the following recruitment activities:

35 **(1) Targeted visits to eligible departments.**

36 **(2) Identification of high school graduates who, due to economic or other**
37 circumstances, are displaced, unemployed, or underemployed.

38 **(3) Identification of high school seniors who demonstrate an interest in becoming**
39 a fire service professional or providing volunteer service in their community.

40 **(4) Engagement with fire service professionals and leaders in eligible departments**
41 for input regarding the Program and identification of potential loan recipients.

42 **(5) Attendance of high school career days, job fairs, and other activities to recruit**
43 qualified individuals into the Program.

44 **(c) Awards of Forgivable Loans.** – The Program shall provide forgivable loans of up to
45 three thousand one hundred fifty-two dollars (\$3,152) per year for up to two years to selected
46 individuals. The funds from the forgivable loans may be used for tuition, fees, and the cost of
47 books. The Committee may determine the maximum amount of loan proceeds that may be
48 applied to community college fees and course textbooks. The number of forgivable loans
49 awarded annually shall not exceed 100 and the total number of recipients in the Program each
50 year shall not exceed 200. The Committee shall select recipients no later than June 1 of each
51 year.

1 (d) Eligibility Criteria. – An applicant must be on the State roster of an eligible
2 department at the time of application, a resident for tuition purposes as defined in G.S. 116-143.1,
3 a high school graduate or a high school senior who will graduate from high school by the end of
4 the current academic year, and demonstrate the intent upon completion of the Program to be
5 employed or volunteer for an eligible department. An applicant who has been convicted of any
6 of the following is ineligible to receive a forgivable loan:

7 (1) A felony.

8 (2) A crime for which the punishment could have been imprisonment for more
9 than two years.

10 (3) A crime or unlawful act defined as a Class B misdemeanor within the five-year
11 period prior to the date of application.

12 (4) Four or more crimes or unlawful acts defined as Class A misdemeanors,
13 except the trainee may be enrolled if the last conviction date occurred more
14 than two years prior to the date of application.

15 (5) A combination of four or more Class A misdemeanors or Class B
16 misdemeanors regardless of the date of conviction.

17 (e) Application Process. – The Committee may specify required application materials,
18 including a certified State and local background check for applicants who are at least 18 years of
19 age. Application materials and Committee deliberations are confidential and are not a public
20 record as defined in G.S. 132-1. The Committee shall publish application, award, and notification
21 deadlines and provide written notification to applicants regarding the outcome of the Committee's
22 deliberations.

23 (f) Award of Forgivable Loan. – The Committee shall adopt standards for awarding
24 forgivable loans based on measures the Committee deems appropriate, including the following,
25 and the selection of recipients by the Committee shall be final:

26 (1) Scholastic Profile as determined by SAT or ACT scores, grade point average,
27 and class rank when available.

28 (2) Potential for excellence in a firefighting profession.

29 (3) School and community service.

30 (4) At least two references.

31 (5) Demonstrated writing ability.

32 (g) Administration of Forgivable Loan Awards. – Upon the naming of recipients by the
33 Committee, the Office of State Fire Marshal shall perform all administrative functions necessary
34 to implement this Article, which functions shall include dissemination of information,
35 disbursement, receipt, liaison with participating community colleges, determination of the
36 acceptability of service repayment agreements, and all other functions necessary for the
37 execution, payment, and enforcement of promissory notes required under this Article.

38 (h) Recipient Obligations. – A recipient must become and remain a student at a North
39 Carolina community college in an applied associate degree in fire protection or in a
40 Committee-approved related field of study at all times during each of the recipient's two
41 academic years of community college study and pursue continuously studies that will qualify the
42 recipient to be employed or volunteer in an eligible fire service department upon graduation. The
43 recipient must maintain a minimum cumulative 2.0 GPA throughout the course of study and also
44 maintain appropriate credit hours for each semester to obtain an applied associate degree in fire
45 protection or Committee-approved field of study within three years. The recipient must also
46 remain on the State roster in an eligible department as a fire service volunteer or professional for
47 at least four out of five years following graduation. The Committee may adopt additional
48 recipient obligations it deems appropriate.

49 (i) Annual Report. – The Program administrator, in coordination with the Committee,
50 shall report no later than January 1, 2021, and annually thereafter, to the North Carolina Fire and
51 Rescue Commission:

- 1 (1) The number of forgivable loans awarded for each academic year
- 2 disaggregated by geographic area and other demographic information.
- 3 (2) Aggregated student performance, retention, and graduation rates.
- 4 (3) Forgiveness, termination, default, and repayment rates.
- 5 (4) Retention rates of recipients within eligible departments disaggregated by
- 6 department, county, and region.

7 **"§ 58-78-40. Terms of forgivable loans; repayment; default.**

8 (a) Forgivable Loans. – All forgivable loans shall be evidenced by notes made payable
9 to the Program that bear interest at a rate not to exceed ten percent (10%) per year as set by the
10 Committee and beginning on the first day of September after the completion of the Program or
11 60 days after termination of the forgivable loan, whichever is earlier. The forgivable loan may
12 be terminated upon the recipient's withdrawal from school, by the recipient's failure to meet the
13 standards set by the Committee, or by the recipient's default based on conditions set by the
14 Committee. The Committee may only disburse funds to the community college where the
15 recipient is enrolled and may not disburse funds directly to a recipient.

16 (b) Forgiveness. – The Committee shall forgive the loan and any interest accrued on the
17 loan if, within five years after obtaining an applied associate degree in fire protection or
18 Committee-approved field of study, the recipient is a volunteer or employed on a full-time basis
19 for a period of at least four years in an eligible department. The recipient shall provide the
20 Committee within 60 days of completion of the Program verification of the recipient's intent to
21 maintain or seek membership or employment as a firefighter in an eligible department. The
22 recipient's verification of employment or volunteer status shall be maintained on the official
23 annual State roster each year until the obligation is satisfied. The Committee shall also forgive
24 the loan if it finds that it is impossible for the recipient to meet the terms of the loan due to death
25 or permanent disability of the recipient.

26 (c) Extension. – The Committee may extend repayment of the loan for up to two years
27 on a year-to-year basis for each year if (i) the recipient is on active duty with the Armed Forces
28 of the United States or (ii) the Committee determines that circumstances warrant an extension.

29 (d) Repayment. – If the recipient notifies the Committee that the recipient intends to
30 forego forgiveness of the loan after completion of the Program, the Committee shall provide the
31 recipient with the conditions of repayment and the recipient will have 60 days to begin repayment
32 of all funds distributed, including interest. The recipient will have up to 60 months to repay all
33 funds distributed, including interest.

34 (e) Default. – The Committee shall determine the events that constitute a default during
35 the Program, including, but not limited to, failure by the recipient to comply with the obligations
36 set out in this Part. In the event of default during the Program, the Committee may declare the
37 entire unpaid amount of indebtedness evidenced by the note, including interest, immediately due
38 and payable. A default shall preclude further participation by the recipient in the Program. Upon
39 default, the Committee shall notify the recipient, in writing, by certified mail, return receipt
40 requested, addressed to the recipient at the last address on file with the Committee. Refusal or
41 nondelivery at that address will be deemed delivered after seven days. The Committee may allow
42 a recipient who is in default to repay all funds distributed, including interest. If the Committee
43 approves repayment, the recipient will receive the conditions of repayment and will have 60 days
44 to begin repayment of all funds distributed, including interest. The recipient will have up to 60
45 months to repay all funds distributed, including interest."

46 **SECTION 2.(c)** This section becomes effective July 1, 2019, and applies to the
47 award of forgivable loans beginning with the 2020-2021 academic year.

49 **PART III. HUNTING AND FISHING LICENSE FEE WAIVERS**

50 **SECTION 3.(a)** G.S. 113-276 is amended by adding a new subsection to read:

1 "(o) The Wildlife Resources Commission shall adopt rules to provide for waiver of fees
2 for hunting, fishing, trapping, and activity licenses issued and administered by the Wildlife
3 Resources Commission to eligible members of volunteer fire departments as set forth in this
4 subsection. For purposes of this subsection "eligible members" are any individuals appearing on
5 the certified roster of eligible firefighters submitted to the North Carolina State Firefighters'
6 Association under G.S. 58-86-25.

7 (1) Firefighters who are eligible members of a volunteer fire department during
8 the prior fiscal year shall receive a waiver of license fees for any annual license
9 issued during the following fiscal year.

10 (2) Firefighters who are eligible members of a volunteer fire department in each
11 of 10 consecutive fiscal years shall receive a waiver of license fees for any
12 lifetime license issued under this Article."

13 **SECTION 3.(b)** G.S. 113-174.2 is amended by adding a new subsection to read:

14 "(e) Fee Waiver. – The Wildlife Resources Commission shall waive the fee charged for
15 licenses issued under this section to members of volunteer fire departments as follows:

16 (1) For firefighters who are eligible members of a volunteer fire department
17 during the prior fiscal year, a waiver of the fee for an annual license.

18 (2) For firefighters who are eligible members of a volunteer fire department in
19 each of 10 consecutive fiscal years, a waiver of the fee for a lifetime license.

20 For purposes of this subsection, "eligible members" shall have the definition set forth in
21 G.S. 113-276(o)."

22 **SECTION 3.(c)** This section becomes effective October 1, 2019.

23 24 **PART IV. TAX INCENTIVE**

25 **SECTION 4.(a)** G.S. 105-275 reads as rewritten:

26 "**§ 105-275. Property classified and excluded from the tax base.**

27 The following classes of property are designated special classes under Article V, Sec. 2(2),
28 of the North Carolina Constitution and are excluded from tax:

29 ...
30 (50) Twenty-five percent (25%) of the assessed value of housing together with the
31 necessary land therefor, owned and used as a primary residence by an unpaid
32 member of a volunteer fire department who (i) attended at least 36 hours of
33 fire department drills and meetings during the taxable year and (ii) has more
34 than five years of volunteer fire service."

35 **SECTION 4.(b)** This section is effective for taxes imposed for taxable years
36 beginning on or after July 1, 2019.

37 38 **PART V. INCREASE PENSION FUND MEMBER PAYMENTS**

39 **SECTION 5.(a)** G.S. 58-86-35 reads as rewritten:

40 "**§ 58-86-35. Firefighters' application for membership in fund; monthly payments by**
41 **members; payments credited to separate accounts of members; termination of**
42 **membership.**

43 Those firefighters who are eligible pursuant to G.S. 58-86-25 may apply to the board for
44 membership. Each firefighter upon becoming a member of the fund shall pay the director of the
45 fund the sum of ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00) per month; each payment shall be
46 made no later than March 31 subsequent to the end of the calendar year in which the month
47 occurred. The Pension Fund shall not award fully credited service based on payments received
48 later than March 31 subsequent to the end of the calendar year in which the month occurred
49 unless the payment is applied as provided in G.S. 58-86-45(a1). The monthly payments shall be
50 credited to the separate account of the member and shall be kept by the custodian so it is available
51 for payment on withdrawal from membership or retirement.

1 A member may elect to terminate membership in the fund at any time and request the refund
2 of payments previously made to the fund. However, a member's delinquency in making the
3 monthly payments required by this section does not result in the termination of membership
4 without such an election by the member."

5 **SECTION 5.(b)** G.S. 58-86-40 reads as rewritten:

6 "**§ 58-86-40. Rescue squad worker's application for membership in funds; monthly**
7 **payments by members; payments credited to separate accounts of members;**
8 **termination of membership.**

9 Those rescue squad workers eligible pursuant to G.S. 58-86-30 may apply to the board for
10 membership. Each eligible rescue squad worker upon becoming a member shall pay the director
11 of the fund the sum of ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00) per month; each payment shall
12 be made no later than March 31 subsequent to the end of the calendar year in which the month
13 occurred. The Pension Fund shall not award fully credited service based on payments received
14 later than March 31 subsequent to the end of the calendar year in which the month occurred
15 unless the payment is applied as provided in G.S. 58-86-45(a1). The monthly payments shall be
16 credited to the separate account of the member and shall be kept by the custodian so it is available
17 for payment on withdrawal from membership or retirement.

18 A member may elect to terminate membership in the fund at any time and request the refund
19 of payments previously made to the fund. However, a member's delinquency in making the
20 monthly payments required by this section does not result in the termination of membership
21 without such an election by the member."

22 **SECTION 5.(c)** G.S. 58-86-45 reads as rewritten:

23 "**§ 58-86-45. Additional retroactive membership.**

24 ...

25 (b) An eligible firefighter or rescue squad worker who is not yet 35 years old may apply
26 to the board of trustees for membership in the fund at any time. Upon becoming a member, the
27 worker may make a lump sum payment of ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00) per month
28 retroactively to the time the worker first became eligible to become a member, plus interest at an
29 annual rate to be set by the board upon advice from actuary for each year of retroactive payments.
30 Upon making this lump sum payment, the worker shall be given credit for all prior service in the
31 same manner as if the worker had applied for membership upon first becoming eligible.

32 (c) A member of the Pension Fund who is not yet 35 years old may receive credit for the
33 prior service upon making a lump sum payment of ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00)
34 for each month since the worker first became eligible, plus interest at an annual rate to be set by
35 the board for each year of retroactive payments. Upon making this lump sum payment, the date
36 of membership shall be the same as if the worker had applied for membership upon first
37 becoming eligible. This provision for the payment of a lump sum for service "not otherwise
38 creditable" shall apply, inter alia, to all purchases of service credits for months as to which timely
39 payments were not previously made pursuant to G.S. 58-86-35 or G.S. 58-86-40, whichever is
40 applicable, for any firefighter or rescue squad worker who is not yet 35 years of age or older and
41 who is a current or former member of a fire department or rescue squad chartered by the State of
42 North Carolina."

43 **SECTION 5.(d)** G.S. 58-86-55 reads as rewritten:

44 "**§ 58-86-55. Monthly pensions upon attaining the age of 55 years.**

45 (a) Any member who has served 20 years as an "eligible firefighter" or "eligible rescue
46 squad worker" in the State of North Carolina, as provided in G.S. 58-86-25 and G.S. 58-86-30,
47 and who has attained the age of 55 years is entitled to be paid a monthly pension from this fund.
48 The monthly pension shall be in the amount of ~~one hundred seventy dollars (\$170.00)~~ one
49 hundred eighty dollars (\$180.00) per month. Any retired firefighter receiving a pension shall,
50 effective ~~July 1, 2008, July 1, 2019,~~ receive a pension of ~~one hundred seventy dollars (\$170.00)~~
51 one hundred eighty dollars (\$180.00) per month.

1 (b) Members shall pay ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00) per month as required
2 by G.S. 58-86-35 and G.S. 58-86-40 for a period of no longer than 20 years. No "eligible rescue
3 squad member" shall receive a pension prior to July 1, 1983.

4 (c) A member who is totally and permanently disabled while in the discharge of the
5 member's official duties as a result of bodily injuries sustained or as a result of extreme exercise
6 or extreme activity experienced in the course and scope of those official duties and who leaves
7 the fire or rescue squad service because of this disability shall be entitled to be paid from the fund
8 a monthly benefit in an amount of ~~one hundred seventy dollars (\$170.00)~~ one hundred eighty
9 dollars (\$180.00) per month beginning the first month after the member's fifty-fifth birthday. All
10 applications for disability are subject to the approval of the board who may appoint physicians
11 to examine and evaluate the disabled member prior to approval of the application, and annually
12 thereafter. Any disabled member shall not be required to make the monthly payment of ~~ten dollars~~
13 ~~(\$10.00)~~ fifteen dollars (\$15.00) as required by G.S. 58-86-35 and G.S. 58-86-40.

14 (d) A member who is totally and permanently disabled for any cause, other than line of
15 duty, who leaves the fire or rescue squad service because of this disability and who has at least
16 10 years of service with the pension fund, may be permitted to continue making a monthly
17 contribution of ~~ten dollars (\$10.00)~~ fifteen dollars (\$15.00) to the fund until the member has made
18 contributions for a total of 240 months. The member shall upon attaining the age of 55 years be
19 entitled to receive a pension as provided by this section. All applications for disability are subject
20 to the approval of the board who may appoint physicians to examine and evaluate the disabled
21 member prior to approval of the application and annually thereafter.

22 (d1) Benefits shall be paid in the following manner when a member is killed in the line of
23 duty and the requirements of Article 12A of Chapter 143 of the General Statutes are met:

- 24 (1) If the member had been receiving a monthly pension fund benefit prior to
25 being killed in the line of duty, there shall be paid to the member's principal
26 beneficiary, if only one principal beneficiary is eligible and has not accepted
27 a return of contributions, an amount of ~~one hundred seventy dollars (\$170.00)~~
28 one hundred eighty dollars (\$180.00) per month beginning the month
29 following the member's month of death, payable until the beneficiary's death.
- 30 (2) If the member had been receiving a monthly pension fund benefit prior to
31 being killed in the line of duty and the beneficiary is not payable as described
32 in subdivision (1) of this subsection, a lump sum payment equal to the
33 difference between the amount paid into the member's separate account by or
34 on behalf of the member and the amount received by the member as a
35 pensioner will be paid to the eligible beneficiaries, or if there are no eligible
36 beneficiaries, shall be paid to the member's estate.
- 37 (3) If the member had not yet begun receiving a monthly benefit prior to being
38 killed in the line of duty, there shall be paid to the member's principal
39 beneficiary, if only one principal beneficiary is eligible and has not accepted
40 a return of contributions, an amount of ~~one hundred seventy dollars (\$170.00)~~
41 one hundred eighty dollars (\$180.00) per month beginning the month
42 following the month the member would have attained age 55, or if the member
43 had already attained age 55, beginning the month following the member's
44 month of death, payable until the beneficiary's death.
- 45 (4) If the member had not begun receiving a monthly benefit prior to being killed
46 in the line of duty and the beneficiary is not payable as described in
47 subdivision (3) of this subsection, a lump sum payment equal to the member's
48 contributions will be paid to the eligible beneficiaries, or if there are no
49 eligible beneficiaries, a return of the contributions shall be paid to the
50 member's estate.

1 A beneficiary under this subsection shall not be required to make the monthly payment of ~~ten~~
2 ~~dollars (\$10.00)~~ fifteen dollars (\$15.00) as required by G.S. 58-86-35 and G.S. 58-86-40 after
3 the member has been killed in the line of duty.

4 (d2) Repealed by Session Laws 2016-108, s. 1(f), effective July 1, 2018.

5 (e) A member who, because the member's residence is annexed by a city under Part 2 or
6 Part 3 of Article 4A of Chapter 160A of the General Statutes, or whose department is closed
7 because of an annexation by a city under Part 2 or Part 3 of Article 4A of Chapter 160A of the
8 General Statutes, or whose volunteer department is taken over by a city or county, and because
9 of such annexation or takeover is unable to perform as a firefighter or rescue squad worker of
10 any status, and if the member has at least 10 years of service with the pension fund, may be
11 permitted to continue making a monthly contribution of ~~ten dollars (\$10.00)~~ fifteen dollars
12 (\$15.00) to the fund until the member has made contributions for a total of 240 months. The
13 member upon attaining the age of 55 years and completion of such contributions shall be entitled
14 to receive a pension as provided by this section. Any application to make monthly contributions
15 under this section shall be subject to a finding of eligibility by the Board of Trustees upon
16 application of the member.

17"

18 **SECTION 5.(e)** Subsections (a) through (d) of this section become effective January
19 1, 2020, and apply to monthly payments into the Firefighters' and Rescue Squad Workers'
20 Pension Fund for months of service on or after that date.

21 **PART VI. SEVERABILITY CLAUSE AND EFFECTIVE DATE**

22 **SECTION 6.1.** If any section or provision of this act is declared unconstitutional or
23 invalid by the courts, it does not affect the validity of this act as a whole or any part other than
24 the part declared to be unconstitutional or invalid.

25 **SECTION 6.2.** Except as otherwise provided, this act is effective when it becomes
26 law.
27