

**AMITY TOWNSHIP
BERKS COUNTY, PENNSYLVANIA**

RESOLUTION NO. 2026-13

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF AMITY TOWNSHIP,
BERKS COUNTY, PENNSYLVANIA, ADOPTING A POLICY GOVERNING
TOWNSHIP EMPLOYEES WHO RESPOND TO VOLUNTEER FIRE COMPANY
EMERGENCY CALLS DURING WORKING HOURS.**

WHEREAS, the Board of Supervisors of Amity Township recognizes the vital public safety services provided by the volunteer fire companies serving the Township; and

WHEREAS, many volunteer firefighters, fire police officers, emergency medical responders, and fire company officers who serve the Township are also employed by Amity Township; and

WHEREAS, the Board of Supervisors desires to support volunteer emergency response activities while ensuring the continued and effective operation of municipal services and maintaining accountability for employee work time; and

WHEREAS, the Board of Supervisors finds it appropriate to establish a uniform policy governing the circumstances under which Township employees may respond to volunteer fire company emergency calls during scheduled working hours;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Amity Township, Berks County, Pennsylvania, as follows:

SECTION 1. ADOPTION OF POLICY

The Board of Supervisors hereby adopts the “Policy on Township Employees Responding to Volunteer Fire Company Calls,” identified as Policy Number EM-26-003, effective July 15, 2026, attached hereto and incorporated herein by reference as Exhibit “A.”

SECTION 2. PURPOSE

The purpose of the policy is to establish clear guidelines under which eligible Township employees may respond to emergency fire, rescue, and emergency medical calls during working hours while ensuring continuity of municipal operations and services.

SECTION 3. APPLICABILITY

The policy shall apply to Township employees who are active members in good standing of volunteer fire companies providing fire protection services to Amity Township, including but not limited to the Amity Fire Company and the Monarch Fire Company.

SECTION 4. AUTHORIZATION

Eligible employees may respond to emergency incidents during working hours only in accordance with the provisions of the adopted policy and subject to operational needs, supervisory oversight, and applicable safety considerations.

SECTION 5. COMPENSATION AND TIMEKEEPING

Compensation, leave status, and timekeeping requirements for employees responding to emergency calls shall be governed by the provisions contained within the adopted policy and any applicable Township personnel policies.

SECTION 6. LIABILITY AND WORKERS' COMPENSATION

Nothing contained in this Resolution shall alter the rights, responsibilities, or coverage provided under applicable Pennsylvania law regarding volunteer firefighter workers' compensation benefits. Employees responding to emergency incidents shall be subject to the provisions outlined in the adopted policy concerning liability and workers' compensation coverage.

SECTION 7. POLICY ADMINISTRATION

The Township Manager, Public Safety Officer, Department Heads, and Supervisors shall administer and enforce this policy and may establish administrative procedures necessary for implementation.

SECTION 8. SEVERABILITY

If any section, clause, sentence, or provision of this Resolution is determined to be invalid by a court of competent jurisdiction, such determination shall not affect the validity of the remaining provisions, which shall remain in full force and effect.

SECTION 9. REPEALER

All resolutions or portions of resolutions inconsistent herewith are hereby repealed to the extent of such inconsistency.

SECTION 10. EFFECTIVE DATE

This Resolution shall take effect immediately upon adoption.

DULY ADOPTED this 15th day of July, 2026, by the Board of Supervisors of Amity Township, Berks County, Pennsylvania.

AMITY TOWNSHIP
BOARD OF SUPERVISORS

Kim McGrath
Chairperson

ATTEST:

Pamela L. Kisel
Township Secretary

Amity Township

Fire Department Policy

Policy on Township Employees Responding to Volunteer Fire Company Calls

Policy Number: EM-26-003

Effective Date: July 15, 2026

Review Date: June 18, 2026

Approved By: Board of Supervisors

1. Purpose

Amity Township recognizes the critical public safety role provided by volunteer fire companies serving the Township and the importance of supporting volunteer emergency responders. The purpose of this policy is to establish clear guidelines under which eligible Township employees may respond to emergency fire and rescue calls during working hours while ensuring the continued and effective operation of Township services.

2. Scope

This policy applies to Amity Township employees who are active members in good standing of the volunteer companies that provide fire protection services to Amity Township. (*i.e. Amity Fire Company and Monarch Fire Company*).

This policy does not create an entitlement to leave, compensation, or special employment status and may be modified or revoked at the discretion of the Township.

3. Eligibility

A Township employee is eligible to respond to emergency calls during working hour when they are an active member in good standing of any of the volunteer fire companies serving Amity Township AND their role with the fire company requires emergency response (e.g., firefighter, fire police, fire officer, and/or EMT).

4. Authorization and Supervisor Discretion

1. Employees shall use common sense judgement in deciding if their response is necessary.
2. Employees leaving for an emergency call during work hours must notify their supervisor unless such notification delays their timely response to the emergency.

- In the absence of the employee's supervisor, the Township Public Safety Officer or their designee will be notified
- 3. Approval to leave work for a fire call is subject to operational needs at the time of the request.
- 4. Employees may not leave work if their absence would cause a safety risk, if they are required for a municipal emergency, or they are involved in critical work activities.

5. Compensation and Timekeeping

The Township shall determine compensation for time spent responding to fire calls as follows:

- Time spent responding to fire/EMS calls during scheduled work hours will be paid leave.
- Time spent responding to fire/EMS calls outside of regularly scheduled time or while the employee is on overtime, will be unpaid leave.

All time away from work must be accurately recorded on Township timekeeping records.

6. Workers' Compensation and Liability

1. While responding to or returning from a fire call, employees shall be considered under the coverage and authority of the volunteer fire company, not Amity Township.
2. Workers' compensation coverage shall be provided in accordance with applicable Pennsylvania law for volunteer firefighters.
3. The Township assumes no liability for injuries, damages, or losses arising from fire company activities.

7. Abuse or Misuse

Any abuse of this policy, including misrepresentation of emergency calls or failure to return promptly to work, may result in disciplinary action up to and including revocation of privileges and further personnel discipline.

8. Policy Review and Revocation

This policy shall be reviewed periodically by the Board of Supervisors and may be amended, suspended, or revoked at any time.

9. Effective Date

This policy shall take effect immediately upon adoption by the Amity Township Board of Supervisors.