

Fayette Public Safety Benevolent Society Inc.

Bylaws

Update: 01/01/2023

1. Officers:

The Board of the Society consists of the following positions:

President

Vice-president

Secretary

Treasurer

Departmental Board Members

The current Board is comprised of the above stated offices. The only requirement to hold office is the Candidate is an active member in the Society at the time of nomination. Each candidate must have a strong desire to perform the task associated with the position for which he or she has been nominated. The following board positions are currently in place: President, Vice-President, Secretary, Treasurer, and an additional board member for each Department that is a member of the Society. We have also acquired an outside member who has no affiliation or prejudice to Public Safety to sit in times of need. This position is to cast a deciding vote if the Board has a conflict during a review or is unable to reach an agreement on a claim for assistance. Mr. Jim Winkler from St. Gabriel's Catholic Church has graciously stated that he would consider it an honor to serve in this capacity as long as we needed him.

Board elections shall be held on a biennial, even-year schedule. All nominations must be in by November 15th to the Society President, accompanied by an acceptance letter from the nominee, for review and ballot generation. Elections will be held during the first two weeks in December with the new officers taking office on January 1.

2. Description of duties:

President: This position is required to establish contacts with outside organizations and represent the Society at all functions and activities. Must schedule and hold any meetings required to review aid requests. Must oversee the daily operations of the Society and develop, plan and implement new areas of involvement for the members. The President of the Society is the Liaison Officer to the outside member of the Board. The President will update and modify the By-laws and plans of operation as needed.

Vice-President: This position requires that time be spent in recruiting and distributing information to additional Departments and current member departments to build membership and make for a financially sound organization. The VP will also assist the President in any planning and development of community relations and events. The VP will be required, as others, to be in attendance at aid request reviews. This person will also be responsible for any press releases or media contact to advertise fund raising activities.

Secretary: This position requires the updating of rosters, maintenance of outside correspondence and preparation of reports on all meetings.

Treasurer: This position requires the collection of documentation for tax filing purposes and the issuance of payments to any member. Treasurer must establish a relationship with a CPA to review and prepare tax filings. This position is also required to respond to requests for information from the IRS and prepare reports for meetings. Updates of financial statements and other records as may be required.

(Secretary and Treasurer positions may be filled individually or combined into one position as nominations allow)

Board Member: A Board Member will be required to be present and participate in all planning meetings, aid request reviews and events. There will be an elected Board Member from each Department that is a member of the Society. This person **cannot** be a sitting officer and must be a member in good standing. This person should be one of good character that will not hold personal bias against any other member.

3. Membership requirements:

Employees of any division of Public Safety that are either sworn, certified, licensed members of that Department or Administrative staff are eligible for membership.

- Fayette County Fire/EMS
- Fayette County Sheriff's Office
- Fayette County E911 Communications
- Fayette County Marshal's Office/Code Enforcement
- Fayette County Animal Control
- Fayetteville Police Department
- Fayetteville Fire Department
- Peachtree City Police Department
- Peachtree City Fire Department
- Tyrone Police Department

Applicants must meet the following criteria:

- Must be an active employee in good standing of one of the listed departments
- Must have completed a 90-day probationary period with their agency

4. Request for Aid:

After the initial six-month waiting period which follows registration, any member in good standing can file a request for aid. The conditions below must be met for assistance from the fund:

- Member must have been out of work for a period of Thirty (30) consecutive days.
- Member will be required to present a written Request for Aid form containing a description of the nature of the illness or injury, how it occurred and a prognosis from the attending physician.
- Member may also be required to provide a copy of any police reports if the injury was a result of an auto accident.
- Should a member resign while receiving an approved monthly benefit, a final payment will be made for one additional month following the date of resignation.
- Should a member retire while receiving an approved monthly benefit, a final payment will be made for one additional month following the date of retirement.
- Should a member be terminated while receiving an approved benefit, no additional payment will be made.
- 30 day waiting period will be waived for line-of-duty injuries provided member has completed the 6 month membership requirement.

Request review and Denial: All requests for aid will be reviewed for approval by the current sitting Board. All documentation and associated paperwork will be reviewed for approval eligibility. Written notification will be provided if the request is denied with an explanation of the Board's reasoning behind their decision. Any request for assistance may be denied if you were involved in any type criminal activity including driving under the influence. Any activity that presents a risk for injury such as skydiving, or any organized sporting competition that presents the inherent risk for injury, (*i.e.* **Football, rugby, organized car or motorcycle racing or full contact sports**) may result in a request being denied. It is not the intent to make claims for assistance difficult. However, the Society must protect itself from public image criticism by arbitrarily paying any request for aid with disregard to negligence or illegal activity by the claimant.

5. Fund Raising Activities:

It is the intent of the Society to hold regular fund-raising activities to help build the fund. It is also the intent of the Society to hold fund raising events to provide assistance to public safety employees in need of assistance that are not members of the Society to promote good will. These ideas and activities are open to all members. Present any ideas to the Board and they will review them, evaluate the feasibility of the idea and do all they can to organize and hold that fundraiser. All fund-raising activities must be approved by the Board prior to initiation.

6. Aid Description:

The current amount available to an eligible recipient is \$1000 monthly, paid on the 30th day out of work after a request for aid has been processed and approved. This aid will continue until the employee returns to work at their agency or anywhere else to maintain gainful employment, or one year from the date of the first benefit paid. Benefits will be pro-rated for a return to work prior to the next month's full benefit being due. Benefit will also be paid for a member who is taking extended leave to care for any qualifying family member as identified in the U.S. Department of Labor Family and Medical Leave Act. Falsification of status as an employee with another employer will be construed as fraud and will be treated as such. Any member found to have filed a fraudulent claim with intent can and will be prosecuted to the full extent of applicable laws.

When any member or immediate family member (spouse or parent if living at home) is hospitalized flowers are sent on behalf of the organization. If a child is hospitalized a stuffed animal, or an appropriate toy chosen by the parents, will be provided up to a fixed dollar amount. New arrivals to members will receive a gift card, once the “family” returns home.

Upon retirement, an individual who has been a continuous member for 10 years and has made no claims for benefit will receive a one-time retirement benefit of \$2000.

7. Future Plans:

It is the wish of the founding members and newly elected Board that the fund be expanded to include a death benefit to members to assist with funeral costs. In the event of the death of an immediate family member, a casket spread or wreath will be sent after coordination with the member or surviving spouse. In the event of the death of a Parent, a wreath will be sent. This will be done to show universal support of Society members.

These updated Bylaws are designed to serve as guidelines to follow in the operation of the fund and the Society as a whole. These Bylaws are open to modification and restructuring as needed. It is a given that the responsibility and diversity of this organization will grow and expand as the fund grows. Reference to surrounding agencies with similar programs should be evaluated for future development of policy.

Website: <http://fcpsbenevolentsociety.org>

Current officers

President – Donnie Musgrave

Vice-President – Wilbur Harbin

Secretary – Jake Moore

Treasurer – Katye Vogt