



SUNRISE FIRE RESCUE BENEVOLENT ASSOCIATION, INC.

10440 W. Oakland Park Blvd. Sunrise, Florida 33351
954-746-3400

BY-LAWS FOR THE SUNRISE FIRE-RESCUE BENEVOLENT ASSOCIATION

Adopted: July 8, 1997 – Presented for review on April 11th 2025

Revised:

I) Name

- A) Hereafter this organization will be known as the Sunrise Fire-Rescue Benevolent Association (SFRBA) d.b.a. Firefighter-Paramedic Benevolent Inc.

II) Purpose

- A) The objective of this association shall be to provide for the good and welfare of its members.

III) Membership

A) General Information

- i) Membership to this organization shall be limited to all employees assigned to the Sunrise Fire-Rescue Department
- ii) Termination of membership to this organization shall coincide with termination of employment with, or assignment to, the Sunrise Fire-Rescue Department
- iii) Employees of the Sunrise Fire-Rescue Department that do not wish to become or remain a member of this Association can, at any time, submit a memo or email to the Benevolent Board describing their intent.
- iv) If individual circumstances exist that are not in the best interest of the association, the Benevolent Board can deem said person a member in bad standing. If the aforementioned circumstances cannot, for whatever reason, be remedied, the Benevolent Board can recommend termination from the association. The final termination decision will be voted on by the Benevolent Board Members consistent with the 50% plus 1 vote as described herein.

B) Associate Members

- i) Will be defined as employees of the City of Sunrise, part-time fire department personnel and non-fire department personnel who wish to enjoy services provided by the SFRBA, limited to items such as coffee, condiments, and other consumable items, excluding scholarships, hardship assistance, etc.
- ii) Associate membership will be a non-voting membership

C) Honorary and Life Members

- i) Can be assigned by the Benevolent Board Members
- ii) Each case being judged by its individual merit
- iii) Will not be entitled to scholarship, hardship, or other financial assistance unless voted on by the Benevolent Board

D) Benevolent Board Members

- i) *Executive Board*

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- (a) Shall be composed of a President, Secretary, and Treasurer
 - (b) Each having one vote
- ii) *Operating Board*
 - (a) Shall be composed of 7 board members and the Fire Chief or his representative
 - (b) Each having one vote
- E) Election of Benevolent Board Members
 - i) Any member who wishes to be a Benevolent Board Member must submit his/her name on a memo or email to the Secretary or designee prior to the December meeting.
 - ii) Benevolent Board members shall be elected to terms of twenty-four (24) months.
 - iii) Benevolent Board members will be elected during the first week of December.
 - (a) Four seats will be voted on in alternating years
 - (b) Additional seats will be offered, if needed, to fill vacancies on the board.
 - iv) All Benevolent Board members shall be elected by the members of the association.
 - (a) Ballots listing all candidates to be made available for three (3) days and will be placed at each station and the Public Safety Building.
 - (b) Each voting member may select candidates up to the maximum number of seats available.
 - (i) The top vote receivers are awarded seats on the board for the twenty-four (24) month term
 - (c) If the number of candidates is equal to or less than the number of open Benevolent Board positions, an election is not required.
 - v) Board duties commence at the next regularly scheduled meeting.
 - (a) Executive board officers shall be voted in by the Benevolent Board members at this meeting.
 - (b) No Benevolent Board member shall hold more than one (1) seat at a time.

IV) Meetings

- A) The Benevolent Board shall meet on the first Tuesday of every month.
- B) A Board Quorum
 - i) Shall consist of three (3) members, not including the Fire Chief or his representative.
- C) Attendance
 - i) Benevolent Board members are required to attend seven (7) out of twelve (12) monthly meetings per year.
 - ii) Failure to comply will result in automatic dismissal from the Benevolent Board at the December meeting.
 - iii) An absence may be excused by contacting an Executive Board member.



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V) Funds

A) Dues

- i) Member dues are \$15.00 per pay check.
- ii) Associate member dues are \$5.00 per pay check.
- iii) This income is taken from the memberships pay check by the City of Sunrise and given back to the Benevolent in a check made payable to the SFRBA with a detailed list of when the withdrawal from the members occurred.

B) Distribution of funds

- i) *Automatic Disbursement of Funds will be as follows:*
 - (a) The cost of a \$50.00 gift card for the birth or adoption of a child of the member.
 - (i) If both parents are members, only a single \$50.00 gift card will be issued.
 - (b) A value of \$70.00 for flowers or fruit basket upon the death or hospital confinement of any member or their immediate family as defined by the Bereavement Article in the 3080 Collective Bargaining.
 - (i) Members have the right to ask for a \$50.00 gift card to a supermarket of choice in lieu of flowers or a fruit basket upon the death of said family member.
 - (c) Payment for Board-approved monthly expense.
 - (d) Any money earmarked specifically for training and/or equipment may be held by this association to be disbursed with coordination between the Fire Chief and other members of the Benevolent Board
- ii) *Non-automatic Disbursement of Funds will be as follows:*
 - (a) Requests for items to be used by individual stations will be reviewed for consideration on a monthly basis. This disbursement, if approved, can be made automatically if required.
 - (i) The request for disbursement of funds for said item(s) must be submitted on a memo or email prior to the monthly meeting.
 - (b) Disabling injury and/or illness
 - (i) Any member who is unable to work for forty-five (45) consecutive calendar days and is deplete of sick and vacation time will receive \$300.00
 - (ii) The Benevolent Board members will approve with a 50% plus 1 vote
 - (iii) This is a one-time only payment per member
 - (c) Hardship
 - (i) Any member, or their designee on behalf of the member's request, is eligible to approach the Benevolent Board regarding hardship cases.
 - (ii) *The available amount for a hardship*
 - (a) Shall not exceed the sum of, up to \$1,500.00



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- (b) After six (6) months if the hardship still exists, a member must approach the Benevolent Board for up to an additional \$1,500.00 for a total not to exceed \$3,000.00
- (c) This is a one-time only payment per member
- (iii) The Benevolent Board will review all hardship cases and vote on the legitimacy of the request.
 - (a) The Benevolent Board must have a unanimous decision (7-0) to grant hardship to the requesting member. If the Benevolent Board is unable to reach a unanimous decision, then the process will move forward to a Membership vote.
 - (b) If the Benevolent Board is unable to reach a unanimous decision, Pending Benevolent Board approval, the vote will then move to the Department Membership and requires a two-thirds (2/3) vote and needs seventy-five percent (75%) approval to pass.
 - (c) If the Benevolent Board in good faith determines that any condition or restriction, on which the fund is held, including any condition or restriction provided for in this agreement, has become, in effect, unnecessary, undesirable, impractical, or incapable of fulfillment, or is inconsistent with the charitable needs of the body, the Benevolent Board is authorized to modify such condition or restriction.
- (d) Remembrances
 - (i) Upon the death of a retired or current member in good standing, an appropriate form of remembrance shall be presented from the Sunrise Fire-Rescue Benevolent Association in an amount not to exceed \$500.00
- (e) College Scholarship Program
 - (i) *Eligibility:*
 - (a) Benevolent Member's legal child up to the age of twenty-five (25) years old.
 - (ii) *Determining Recipients:*
 - (a) All applications shall be submitted to the Secretary for review at the August meeting.
 - (b) Criteria:
 - i. 11th and 12th grade GPA of at least 3.0
 - ii. Extra-curricular and community credits
 - a. 0.25 points per quarter shall be added to GPA for each activity engaged in by applicant during that quarter
 - b. Official letterhead of organization stating service of applicant
 - i. School, employment, community organization, etc.

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- iii. Confirmation of acceptance from the college, university, or trade school of your choice.

(iii) Source of funding:

- (a) Funds will be used solely from the Scholarship Savings Fund to a max of \$5000.00 per calendar year.
 - i. No distribution shall be made from any principal fund.
- (b) Other sources as determined by the Benevolent Board
- (c) Contributions made for this specific purpose

(iv) Distribution:

- (a) Each scholarship shall be for \$500.00 Per Child, Per Year**
- (b) Distribution to be made after the first college semester with a receipt and grade report to confirm completion of the course.
 - i. Distributions will be null and void ninety (90) days past date of course completion regardless if receipt and grade is presented.

(f) Fallen Firefighters Grant

(i) Eligibility:

- (a) Benevolent Member's legal child up to the age of twenty-five (25) years old and/or current Sunrise Fire-Rescue Explorer in good standing.
- (b) High school students proceeding into EMT or Fire School

(ii) Purpose

- (a) Provide up to \$1,500.00 grant for the total schooling of EMT, Paramedic, and/or Fire College to sons, daughters, and legally adopted children of Sunrise Firefighters and/or individuals who currently take part in the Sunrise Fire-Rescue Explorer program.

(iii) Determining Recipients:

- (a) Funds are based on financial need and academic achievement.
- (b) All applications shall be submitted to the Secretary for review sixty (60) days before the beginning of each term.
- (c) Funds will be awarded on a first come, first serve basis. Funds will be awarded until depleted for the calendar year.
- (d) Distribution to be made after the first college semester with a receipt and grade report to confirm completion of the course.
 - i. Distributions will be null and void ninety (90) days past date of course completion regardless if receipt and grade is presented.

(iv) Source of funding:

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- (a) Funds will be used solely from the Scholarship Savings Fund to a max of \$5000.00 per calendar year.
 - i. No distribution shall be made from any principal fund.
- (b) Other sources as determined by the Benevolent Board
- (c) Contributions made for this specific purpose
- (g) Parties and Picnics
 - (i) There will be one (1) distribution for an annual party in the amount of up to \$3,000.00. The fee for this party will be determined after the venue is decided upon.
 - (ii) There will be one (1) distribution for an annual picnic in the amount of up to \$3,000.00. The fee for this picnic will be decided after the menu is decided upon.
- (h) Additional disbursement of funds
 - (i) Memos pertaining to fund disbursement are to be submitted to any Benevolent Board member, in writing or email, including all necessary information and total cost. This will be acted upon at the next scheduled Benevolent Board Meeting.
 - (ii) Benevolent Board members will vote on general disbursement expenditures of up to \$500.00 with 50% plus 1 constituting the majority rule.
 - (iii) Expenditures of over \$500.00 must be voted on by the Department members of this association. 50% plus 1 of the voters will determine the outcome of the vote.
- (i) Holiday funds
 - (i) One (1) distributions of \$20.00 per member will be given to each of the crew members that work on Thanksgiving.
 - (ii) One (1) distribution of \$20.00 per member will be given to each of the crew members that work on Christmas.
 - (iii) Staff (Days) personnel will be provided two separate distributions of \$20.00 per member for a luncheon at the Public Safety Building for Thanksgiving and Christmas.
- (j) Sponsorships
 - (i) *Purpose:*
 - (a) To provide the membership with monetary contribution to participate in a recognized fire service event.
 - (ii) *Eligibility:*
 - (a) Member(s) must have minimum 1 year of service.
 - (b) Teams must be comprised solely of Sunrise Fire-Rescue Benevolent members
 - (c) Submit via email to President and cc Treasurer and Secretary
 - (d) First come, first served on a quarterly basis



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(e) Inquires must be submitted thirty (30) days prior to each quarter.

(iii) *Distribution:*

(a) \$500.00 will be available quarterly for the entire body.

(b) Approval by board required and shall consist of 50% plus 1 vote.

VI) General

- A) Any item that is to be voted on by the membership shall be posted for six (6) consecutive days in each Fire Station and at the Public Safety Building. This is the responsibility of the Secretary or designee, who is also charged with the responsibility of maintaining and overseeing the voting.
- B) These by-laws can be amended at any regularly scheduled meeting of the Benevolent Board. The vote must be of two-thirds (2/3) of the Benevolent Board members voting, providing that the amendment has been submitted in writing at the previous meeting and posted for one (1) month.
- C) This Association shall in no way interfere with the rules and regulations and/or working operations of the City of Sunrise Fire-Rescue Department.

VII) Retirement and Service Awards

- A) The Sunrise Fire-Rescue Benevolent Association will recognize members and service longevity of members according to the following plan:
 - i) Retirement Award:
 - (a) Members who are vested and able to immediately receive retirement benefits in accordance with the Firefighters Pension Plan OR members who are deemed disable as a result of on-the-job illness/injury and are receiving disability retirement benefits for such illness/injury will receive the following retirement award:
 - (i) Name will be placed on a Community Plaque (Retirement Roll Call) to include name, rank, date of entry, and date of retirement. This plaque will be displayed at Station 72.
 - (ii) **Axe with plaque, name, rank, date of entry, and date of retirement.**
 - (a) In lieu of an axe, members can request a gift card of \$200.00
 - ii) Service Award:
 - (a) ~~Members who resign in good standing after twenty years of continuous service will receive the following service award:~~
 - (i) ~~Name will be placed on a Community Plaque (Retirement Roll Call) to include name, rank, date of entry, and date of resignation. This plaque will be displayed at Station 72.~~
 - (ii) ~~Certificate of Service~~
 - (iii) ~~Chrome or Gold Axe (dependent on rank within department) with plaque, name, date of entry, and date of retirement.~~



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(a) ~~In lieu of an axe, members can request a gift card of \$200.00~~

iii) Presentation of Award:

- (a) The presentation of all retirement and service awards will take place at the SFRBA Annual party.

B) Florida Fallen Firefighter Memorial

- i) The Sunrise Fire Rescue Benevolent Association prepaid the Joint Council of Fire and Emergency Service Organization for 100 brick "memorial" pavers on September 11, 2008.
- ii) Eligibility:
- (a) To be given upon any line-of-duty death
- (i) Granted paver without vote
- (b) Any current member who passes away due to any cause
- (i) Granted paver with a 50% plus 1 vote of current department members
- (c) Any retired member who passes away due to any cause
- (i) Granted paver with a 50% plus 1 vote of current and past department members.
- (d) Provide name of member in writing or email to Benevolent Board for a request to issue a paver in remembrance of current or retired department member.