

# Physicals, Training, PPE & Membership Dues Assistance for Volunteer Emergency Responders

## ADMINISTRATIVE GUIDE



New England Association of Fire Chiefs

2025 SAFER Grant for Recruiting  
New Volunteer Emergency Responders

April 1, 2026

## Introduction

The New England Association of Fire Chiefs (NEAFC) was awarded a \$3.3M Staffing for Adequate Fire and Emergency Response (SAFER) grant through the Department of Homeland Security to recruit and retain Volunteer Firefighters in the following six States:

1. Connecticut
2. Maine
3. Massachusetts
4. New Hampshire
5. Rhode Island
6. Vermont

This federal grant program has a **Period of Performance from 12/23/2025 - 12/22/2029**. All funds earmarked for this program shall be managed to ensure available funding for Volunteer and Combination fire department participants through the conclusion of the program.

## Program Description

The goal of this program is to attract new Volunteer Emergency Responders for the above mentioned six New England States. NEAFC will help offset the onboarding costs of new recruits each year throughout the four-year grant period by offering reimbursement for NFPA 1582 physicals, basic firefighter training (First Responder, EMT, Firefighter-1 & Firefighter-2), and personal protective equipment (PPE).

In addition to assisting with new recruit onboarding costs, this program also offers Membership Dues Assistance for NEAFC Membership, State Fire Chiefs Association Memberships, International Fire Chiefs Association (IAFC) Membership, and National Volunteer Fire Council (NVFC) Membership.

*\*NOTE: Limit of three (3) reimbursements in each category per fire department. A waitlist is available for departments seeking reimbursement for more than three (3+) new recruits.*

## Physicals, Training and PPE Reimbursement

Each eligible Volunteer Emergency Responder recruited after **9/24/2025** may receive reimbursement for the following with a **two year commitment** to a recognized Volunteer or Combination fire department in Connecticut, New Hampshire, Maine, Massachusetts, Rhode Island, and Vermont.

*\*NOTE: Since the RIAFC has their own SAFER Grant, Rhode Island fire departments are to submit reimbursement requests to RIAFC Grant Manager Aletia Flaherty: [aletia@volunteerfirefighter.org](mailto:aletia@volunteerfirefighter.org).*

**NFPA 1582 Physical:** Up to **\$400** for a NFPA 1582 compliant physical with a corresponding Physician 1582 Sign-Off Form confirming a “Pass” and “Fit for Duty” status.

**Firefighter Basic Training:** Up to **\$2,500** for First Responder, EMT, Firefighter-1, and Firefighter-2 training expenses, including travel to attend training (i.e. mileage, lost wages, federal per diem rate for meals, and GSA rate lodging). Within the first 12 months of appointment, newly recruited volunteers must meet the minimum fire and EMS training requirements of the department. Whenever possible, departments will cover these training expenses or facilitate training in-house.

**Personal Protective Equipment (PPE):** Up to **\$4,125** for a full set of structural or wildland PPE (SAFER eligible NFPA compliant turnouts) for new recruits who have successfully passed a NFPA 1582 physical and who have completed or are enrolled in Firefighter-1 level training (or departmental equivalent). One set of PPE per Volunteer. **Per FEMA, all PPE must be delivered prior to submitting for reimbursement.**

***NOTE: Expenses must be incurred (invoiced/paid) after the start of the Period of Performance (12/23/2025) to be eligible for reimbursement. Reimbursement checks will be mailed to the Volunteer and/or Fire Department depending on who paid for the expenses.***

## **Physicals, Training and PPE Reimbursement Process**

Below are the steps intended to process a Volunteer through the NEAFC SAFER program:

**Step 1:** The Volunteer completes the membership process with a Volunteer/Combination department in these six States: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

**Step 2:** The Fire Chief forwards the completed “Physical & PPE Reimbursement Form” and “Training Reimbursement Form” to NEAFC’s SAFER Grant Manager once all requirements are met.

**Step 3:** To receive reimbursement, recipients must provide the following documentation:

- Proof the Volunteer has passed a NFPA 1582 compliant physical and is certified as “fit for duty.”
- Invoice and proof of payment for the physical (with the Volunteer’s name referenced).
- The new Volunteer must complete or be enrolled in Firefighter-1 level training (or departmental equivalent) prior to receiving reimbursement for PPE.
- Fire Chief authorization is required certifying the minimum training requirements have been met and the Volunteer is an active member in good standing.
- Invoice and proof of payment for PPE (with the Volunteer’s name referenced).

**Step 4:** The NEAFC SAFER Grant Manager will review all reimbursement forms as they come in, verify the documentation, and then submit the request for payment to FEMA.

**Step 5:** Once the funds are received from FEMA (usually 4-6 weeks after submission), then the NEAFC SAFER Grant Manager will send a check to the fire department and/or Volunteer.

## **IAFC, NEAFC, State Fire Chiefs, State Volunteer Firefighters Association, and/or NVFC Membership Dues Assistance**

This federal grant program provides Fire Service Association membership dues like IAFC, NEAFC, State Fire Chiefs, State Volunteer Firefighters Association, and NVFC membership dues subsidies for departments who cannot afford to purchase membership. Membership will serve as a benefit for new and existing Volunteer Emergency Responders. **Volunteers must be 18+ years old and active (Junior and Associate members are ineligible).**

NEAFC Membership Benefits (to learn more visit [newenglandfirechiefs.org](http://newenglandfirechiefs.org)):

- Fire-Rescue New England 2026 Expo - August 26th - 28th, Mohegan Sun Resort, CT
- Officer Development Program (ODP)
- Governmental and legislative support through lobbyist representation in Washington DC
- Access to important fire service-related monthly reports and information through representation on various boards and committees across the NE Fire Service
- Monthly networking, public relations assistance and access to NEAFC's annual vendor show

State Fire Chiefs Association Membership

- [Connecticut Fire Chiefs Association](#)
- [Maine Fire Chiefs Association](#)
- [Fire Chiefs Association of Massachusetts](#)
- [New Hampshire Association of Fire Chiefs](#)
- [Vermont State Firefighters' Association](#)
- [Rhode Island Association of Fire Chiefs](#) *\*Rhode Island VFDs should obtain assistance with membership dues via RIAFC's SAFER grant. Please contact Aletia Flaherty: [aletia@volunteerfirefighter.org](mailto:aletia@volunteerfirefighter.org).*

State Volunteer Firefighters Association Membership

- [Connecticut State Firefighters Association \(CSFA\)](#)
- [Maine State Federation of Firefighters \(MSFFF\)](#)
- [Massachusetts Call/Volunteer Firefighters Association \(MCVFA\)](#)

NVFC Membership Benefits (\$24 annually per individual membership):

- \$10k AD&D insurance policy and access to the [NVFC First Responder Helpline](#)

- Free online training through the [NVFC Virtual Classroom](#) and discounts to online universities and fire service trainings
- Eligibility to apply for [special members-only opportunities](#) such as gear giveaways and education scholarships
- [Volunteer Voices online forum](#), sample documents, grant-writing resources, & more!

To request assistance for membership dues, all fire departments must complete a Membership Dues Request Form which includes: Department name, address, department roster, and fire chief authorization. Send the completed request form and roster to: [sarah@volunteerfirefighter.org](mailto:sarah@volunteerfirefighter.org).

### General Program Eligibility

The following is a list of program guidelines set forth in the SAFER grant narrative and must be adhered to by NEAFC and all participants:

1. Provide proof of membership to a Volunteer or Combination fire department or emergency services agency in these six (6) States: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
2. Newly recruited Volunteers must be at least 18 years old at the time of the reimbursement request.
3. **Volunteer, Paid-on-Call, Part-time, Reserve, and “Call” Firefighters are eligible for these benefits if their annual pay is a “Nominal Stipend”. A Nominal Stipend is pay that does not exceed 20% of what the fire department would otherwise pay to hire a full-time firefighter to perform the services for which the stipend is provided. Whether a stipend falls above or below the 20% threshold may be determined in one of two ways. Departments that maintain paid full-time firefighters on their payrolls may compare the stipend to the salary they pay a full-time firefighter who performs similar services to determine whether the stipend is more or less than 20% of that salary. Departments that do not maintain full time firefighters on their payrolls may make the determination based on a comparison to the salary paid to a full-time firefighter in a neighboring jurisdiction, or elsewhere in the state.**
4. Preference will be given to departments who are members of the NEAFC.
5. Preference will be given to post-9/11 Veterans in an effort to support these dedicated service members and the VOW to Hire Heroes Act of 2011.
6. For each physical/training/PPE reimbursement request awarded, the Volunteer must commit to a two year membership to a volunteer fire department.
7. Volunteers who obtain a career firefighter job during the time of commitment must still fulfill their volunteer role in a department for a minimum of 24 months.

8. Volunteers must remain an active volunteer in good standing with the Sponsoring Department/Agency and respond to at least 25 percent of the department's calls or operational activities as established by the Sponsoring Department/Agency.
9. Volunteers must commit to completing Firefighter-1 within 24 months of becoming a Volunteer or meet the required training level of the local Authority Having Jurisdiction (AHJ) to meet minimum firefighter certification.
10. The Volunteer's Chief/Commissioner/Director must sign the reimbursement forms to collect reimbursement for physical/training/PPE expenses.
11. The Volunteer must submit a reimbursement request form for all firefighter training travel expenses including expenses for mileage, lost wages, federal per diem rate for meals, and GSA rate lodging incurred during that reimbursement period. This form **MUST** be signed by the Chief.

**IMPORTANT:** This is a reimbursement program. All major requirements must be met before reimbursement can be made. The Volunteer must provide their invoices and receipts for proper documentation of all reimbursements via federal grant funds.

The grant performance period ends 12/22/2029. All reimbursement requirements must be completed by this date, PPE must be delivered by this date, and all funds disbursed.

*\*NOTE: All applicable local, state or federal laws and regulations shall supersede the procedures and conditions outlined in this Administrative Guide. These guidelines are subject to change without notice.*

### **Program Contacts**

For questions about eligibility, requirements or specific reimbursement forms, please email:

Sarah Perez - NEAFC SAFER Grant Benefits Representative

Email: [sarah@volunteerfirefighter.org](mailto:sarah@volunteerfirefighter.org)

Greg Redden - NEAFC SAFER Grant Manager

Email: [greg@volunteerfirefighter.org](mailto:greg@volunteerfirefighter.org)

Phone: 855-VOL-FIRE

Website: [VolunteerFirefighter.org](http://VolunteerFirefighter.org)

### **NEAFC SAFER Grant Committee Members Representing:**

<b>CT</b>	Chief Peter Starkel	<a href="mailto:pstarkel@hebronfd.com">pstarkel@hebronfd.com</a>
<b>ME</b>	Chief Paul Smeltzer	<a href="mailto:firechief@waldoboromaine.org">firechief@waldoboromaine.org</a>
<b>MA</b>	Chief Eric Hajder	<a href="mailto:EHajder@swanseama.gov">EHajder@swanseama.gov</a>
<b>NH</b>	Chief Ken Jones	<a href="mailto:kjones@meredithnh.org">kjones@meredithnh.org</a>
<b>RI</b>	Chief Robert Bradley	<a href="mailto:rbradley@manvillefire.com">rbradley@manvillefire.com</a>
<b>VT</b>	Chief Chris Corbin	<a href="mailto:ccorbin@southburlingtonvt.gov">ccorbin@southburlingtonvt.gov</a>