

The following paper describes the volunteer incentive program effective retroactively to July 1, 2008 as approved by the Volunteer Chiefs Board on June 17, 2009.

#### Cash Incentive Program

The cash incentive program provides a maximum benefit of \$500 to a volunteer for the previous budget year (July – June) worth of participation. The new proposal is below:

#### *Entrance Requirements*

Volunteer in good standing  
Current physical (within 18-months)  
Completed the 10-step process  
Completed East Fork Orientation (or grandfathered)

#### *Qualifying Requirements*

1. Attend all core four classes while completing three of them. Haz Mat Operations must be one of the completed classes.
  - a. Completion of this requirement earns \$100
  - b. If the member is an attack firefighter they earn \$200 instead of the \$100
  - c. Any additional classes, event stand-by's or ride alongs within the year earns a one-time bonus of \$25
2. Respond to 25% of the stations calls or 50 calls, whichever is least
  - a. Completion of this requirement earns \$100
  - b. Each call over this amount earns \$5 per call to a maximum of \$200.
3. Attend 5 East Fork Trainings
  - a. Completion of this requirement earns \$50
  - b. Attending over 5 East Fork Trainings earns \$10 per session
4. Participation as an active volunteer (as determined by the VFD Chief) earns \$25

Many samples have been run that show this method will offer roughly the same amount of money for those that meet the response requirements. This system is much easier to determine the dollar amount than the current system.

#### Responder of the Quarter

In an effort to increase volunteer response and completion of the incident paperwork to document the response, we are also proposing a responder of the quarter. One Attack Firefighter and one Support Firefighter will be recognized each quarter for the most number of alarms. The member will not be eligible to win the award two quarters in a row. The gift will be a \$25 gift card to a local merchant.

#### Awards

We have reaffirmed the valor awards for line of duty items. These awards are:

#### *Medal of Honor:*

Awarded to an individual who has acted voluntarily under life-threatening conditions to an extraordinary degree to save or attempt to save the life of another person and/or has

displayed personal bravery and self-sacrifice above and beyond the call of duty so conspicuous as to clearly distinguish the individual for gallantry above all others.

*Medal of Valor:*

Awarded to an individual who has acted voluntarily and exhibited personal courage in an effort to rescue or protect another under hazardous conditions.

*Medal of Bravery:*

Awarded to an individual who has exceeded normal job expectations in an emergent situation in order to complete a mission against unconventional odds.

*Award of Merit:*

Awarded to an individual in recognition of the exercise of critical judgments and actions, professionalism and compassion in emergent situations with limited risk to themselves.

We also are proposing an East Fork values award. This award will be for those that most exemplify the values of East Fork Fire (teamwork, compassionate, honest, dedicated and professionalism). We will limit these awards to four members per year. The Volunteer Chiefs Board can propose 2 members while Executive Staff can propose 2 members. If these changes are approved, we will develop a nomination sheet that can be completed and submitted to the District Office at any time. The plan is for the Volunteer Chiefs Board to make their determinations at the March meeting with Executive Staff working the same timeline to provide the award at the appreciation dinner.

So those are the proposed changes. Please take a moment to review this plan and provide feedback to your volunteer chief. Our goal is to get more “boots on the ground” to serve the public and not make payments based upon classes.