

East Fork Fire Protection District

Volunteer Incentive Stipend Program  
Update Approved at 7/19/2022 Board Meeting

The East Fork Fire Protection District has supported a Volunteer Incentive Program for over twenty years. With the recent adoption of the District's second version of a Standard of Cover and with the transitional efforts being made to maximize our volunteer recruitment efforts and volunteer opportunities, revisions to the Volunteer Incentive Program has been deemed necessary.

The system includes three classifications of volunteer participation:

Support Volunteer  
Logistical Volunteer Firefighter  
Attack Volunteer Firefighter

The new classifications are well defined and identify the necessary criteria for participation at each level. Additionally, with these new classifications, supported by the Board adopted Standard of Cover, the district has been able to restate the importance of volunteers in a more realistic and primary beneficial hierarchy of roles, responsibilities, and the necessary training and other related minimum requirements to participate. This in turn will allow for a more defined system of incentive-stipend based rewards for participation and recognition and in compliance with the Fair Labor Standards Act

**Support Level Incentive Stipend**

Support Level Incentives Stipends would include the following:

Upon Completion of Initial Training and within the first year of participation:

Membership Identification Card  
East Fork Polo Shirt - Volunteer Identification (For those participating in instruction, public education, property assessment, or other public events)  
East Fork Hat

After completion of one year and succeeding years and maintaining good standing with the organization:

Sierra Saver Ambulance Subscription	(\$ 65.00 Value)
Sierra Saver Ambulance Subscription for Life (Requires an annual renewal by the volunteer)	(After 10 Years of Service)
Shirt replacement (1)	

Gift Card at the following years of service:

5 Years	\$50.00
10 Years	\$75.00
15 Years	\$100.00
20 Years	\$125.00
25 Years	\$150.00
30 Years+	\$200.00

Years of Service Pins	(After 5 years of service and for every 5 years after)
District Fire Chief Commendation	(After 10 and 15 years of service)
District Board Proclamation	(After 20 and every 5 years after)

### **Logistical Level Incentive Stipends**

#### **Logistical Level Incentive Stipends would include the following:**

Upon Completion of Initial Training and within the first year of participation:

Membership Identification Card  
East Fork Tee Shirts (2) - Volunteer Identification (For in-station/out of station work and response) 1 Long Sleeve/1 Short Sleeve  
East Fork Hat

#### **Annual Certification Incentive Stipend:**

Logistical Volunteer Firefighter Certification Incentive	\$ 75.00
Wildland Certification	\$ 75.00
Apparatus Operator Certification	\$ 100.00
EMT (24 hours of ride along per year required)	\$ 50.00

#### **Annual Response and Readiness Incentive Stipend:**

The District will provide an Annual Response and Readiness Incentive Stipend for qualified Logistical Firefighters based upon the following criteria.

Logistical Volunteer Only	\$ 100.00
Logistical Volunteer with Apparatus Operator	\$ 150.00
Logistical Volunteer with Wildland Certification	\$ 200.00
Logistical Volunteer with Wildland and Operator	\$ 300.00

**Note: Annual Response and Readiness Incentive Stipends are not cumulative.**

After completion of one year and succeeding years and maintaining good standing with the organization:

Sierra Saver Ambulance Subscription	(\$ 65.00 Value)
Sierra Saver Ambulance Subscription for Life	(After 10 Years of Service)

(Requires an annual renewal by the volunteer)  
Shirt replacement (2)  
Gift Cards at the following years of service:

5 Years	\$50.00
10 Years	\$75.00
15 Years	\$100.00
20 Years	\$125.00
25 Years	\$150.00
30 Years+	\$200.00

Years of Service Pins	(After 5 years of service and for every 5 years after)
District Fire Chief Commendation	(After 10 and 15 years of service)
District Board Proclamation	(After 20 and every 5 years after)

### **Attack Level Incentive Stipends**

#### **Attack Level Incentives would include the following:**

Upon Completion of Initial Training and within the first year of participation:

Membership Identification Card  
East Fork Tee Shirt (2)- Volunteer Identification (For in-station/out of station work and response) 1 Long Sleeve/1 Short Sleeve  
East Fork Hat

### **Annual Certification Incentive Stipend**

Attack FF Base Incentive	\$ 300.00
Apparatus Operator Certified	\$ 100.00
EMT (24 hours of ride along per year required)	\$ 50.00

### **Annual Response and Readiness Incentive Stipend**

Attack Firefighter	\$ 300.00
Attack Firefighter with Apparatus Operator	\$ 350.00

**Note: Annual Response and Readiness Incentive Stipends are not cumulative.**

After completion of one year and succeeding years and maintaining good standing with the organization:

Sierra Saver Ambulance Subscription	(\$ 65.00 Value)
Sierra Saver Ambulance Subscription for Life	(After 10 Years of Service)

Shirt replacement (2)

Gift Card at the following years of service:

5 Years	\$50.00
10 Years	\$75.00
15 Years	\$100.00
20 Years	\$125.00
25 Years	\$150.00
30 Years+	\$200.00

Years of Service Pins	(After 5 years of service and for every 5 years after)
District Fire Chief Commendation	(After 10 and 15 years of service)
District Board Proclamation	(After 20 and every 5 years after)

Incentive Periods will run from July 1 to June 30 annually. Annual Certification Incentive checks will be issued in October and Annual Response and Readiness Incentive Stipend checks will be issued in April.

Note: Monthly or Annual Stipend – The Department of Labor (DOL) has stated that the payment of a nominal monthly or annual stipend to an individual who volunteers on a year-round basis is allowed.

### **New Stipend for Mutual Aid past Initial 24 hours**

This stipend is for a volunteer(s) who respond and participate beyond the initial 24-hour mutual assistance/initial response period and with apparatus that has received an official E-number request for an incident. The use would be very limited and would most likely apply to the provision of a water tender. Under this incentive, the qualified volunteer(s) would receive a \$300 stipend per occurrence, regardless of the duration of service. In most cases the time served would be one operational period. The cost to the District under these conditions would be 100% reimbursable by the incident, which is the importance of the service being placed with the appropriate request and E-number. Stipend will be paid following each incident.