

East Fork Fire Protection District  
Volunteer Incentive Stipend Program  
4/15/2024

The East Fork Fire Protection District has supported a Volunteer Incentive Program for over twenty years. 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 two classifications of volunteer participation Support Volunteer and Logistical 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 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 (After 10 Years of Service)
- (Requires an annual renewal by the volunteer)
- 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 up to 30 then at 50 years)
- 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 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

**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 (Requires an annual renewal by the volunteer)	(After 10 Years of Service)
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 up to 30 then at 50 years)
District Fire Chief Commendation	(After 10 and 15 years of service)
District Board Proclamation	(After 20 and every 5 years after)

**Annual Response and Readiness Incentive Stipend**

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.