**Incentive Program**Nominal Incentive Points and Values: The amount the District shall credit for each unit of voluntary service rendered by a volunteer fire fighter that has performed at or above the minimum participation level of 8 training hours per quarter and have met the regularly scheduled volunteer drill requirements and have strived to respond to their assigned stations calls for service. The incentive point value shall be established as follows:

• The total amount authorized in the annual budget is divided into four amounts to identify an available quarterly dollar amount; the quarters may be weighted at the discretion of the District Board. The total number of incentive points earned by all volunteers in the District for the quarter is then divided into the available quarterly amount to establish an incentive point value.
• The number of incentive points earned by the individual volunteer is then multiplied by the established incentive point value to provide an amount to be credited to the volunteer’s incentive account or be paid out as a cash incentive.
• Incentive points shall be earned specifically for drills, calls for service, rank, and approved special activities or projects. Due to the fluctuation in our call volume at no time will a point have a value over $20.00. Any funds leftover in a quarter due to the cap will be added to the remaining quarters in that year equally.
• Fire Call 1 Point per call
• Medical Call 1 Point per call
• Mutual Aid 1 Point per call
• Maintenance/Repair (Approved) 1 point for every 4 hours
• Extended Call Durations (Wildland Fire etc) 1 Point for each additional 4 hour block
• Special Event 1 Point
• Dispatch 1/2 Point per call
• Standby 1/2 Point per call

**Training Bonus:**
A $100.00 bonus will be added to the year-end pay out for meeting the districts 32 hour minimum training requirement. For every 8 hours of training after the initial 32 hours, 1 point will be earned. All training points will be paid out at year-end.
Officer Incentive:
District Fire Chief 8 Points
Deputy Chief 6 Points
Station Chief 4 Points
Captain 3 Points
Lieutenant 2 Points
Training Officer 6 Points
EMS Coordinator 2 Points
If the officer position is held for less than a full year, no points will be awarded. Officer points are paid at year-end.

**Longevity:**One (1) point for each year served as a member of the District; must have completed a full year prior to year-end payout. No longevity points are earned if 32-hour training requirement is not met. Longevity points are paid at year-end.

**Certification Points:**Emergency Medical Responder 2 Points
EMT-B 3 Points
EMT-B+ 4 Points
EMT-I 5 Points
EMT-P 6 Points
Firefighter 1 (Structural) 3 Points
Firefighter 2 (Structural) 4 Points
Wildland Red Carded 1 Point
Certification points are awarded each year the state or national certification is maintained. Documentation of certifications must be provided to the District Administrative Assistant no later than 30 days prior to end of year payout.

**Recruitment Incentive:**Any member of who recruits a new member will earn $250.00 at the recruited member’s 6-month anniversary and again at the recruited member’s 1-year anniversary. No recruitment incentive will be paid if recruited member is still on probationary status or if the member who recruited the new member is not in good standing with the District including but not limited to successfully attended 8 hours of training per quarter.

**Volunteer Incentive Account:**The total value of incentive points earned and available to the volunteer can be used to order items from the approved incentive catalogs. This credit value may be accumulated by the individual volunteer in their Incentive Account from year to year. If the volunteer fails to use any accumulated credit for a period of two years no further incentive points will be credited to their account until credit is used from their account. Once points are turned into credit in the Incentive Account, they will no longer be able to be paid out by check as a cash incentive. They must be used to order items.

Responsibilities
Station Chief’s shall be responsible for determining if individual members at their stations meet the minimum requirements of participation.

Guidelines
Time of Credit: Firefighters incentive credit points shall be posted no later than the last working day of the month following the end of a quarter. Statements of accounts will be made available to the Station Chief of each station. Volunteer incentive credit may only be used to order items from approved incentive catalogs. The volunteer’s incentive account shall not be considered as having cash value at any time including if a member is termination from the District. Residual points from terminated member’s accounts shall be deleted. Catalogs and vendors will be reviewed annually to ensure the best prices for items, uniforms, and equipment.

**Combining Incentive Points:**

Members may elect to combine incentive points with other member at their assigned station to order items that are of benefit to the station or District as a whole. The Station Chief shall determine who is interested in participating in combining their incentive points and coordinate accordingly.

**Ordering Procedures:**

* The individual volunteer shall submit their order on the District order form.
* The order shall have the catalog name, page number, item number and description clearly printed on the form along with the cost of the item and a total amount of the order.
* The order form shall be submitted to the Administrative Assistant for processing.
* The Administrative Assistant shall verify that there is adequate incentive credit in the individual’s account, deducting that amount and then forward the order form to the appropriate person to place the order.
* Upon receipt of the order, the Administrative Assistant shall notify the member to pick up their order.