

## **Driver/Operator Incentive Program**

This is an incentive program to fix lapses in D/O coverage without hiring a FT paid driver. This guide only applies to D/Os wishing to participate in the incentive program.

The D/O eligible for incentives must be on the shift system.

They must be able to drive rescues and pumpers.

They must be members in good standing.

They must be up to date on shift hours for prior months

To start off, Only 1 D/O can sign up per shift

They must have their 36 hours in **as a D/O** in that month before they can sign up for an incentive shift

You may still sign up for your initial 36hour minimum in 4 hour increments, but the incentive will be paid for 12 hour increments only.

You may sign up for incentive shift only if no other D/O is booked on

You must book on Prior to shift start and no more than (24-36-48?) hours prior to start of shift.

They must do their shift in district.

If D/O switches from calls to shifts and is low on calls, they must make up the difference (prorated) with shifts or calls when transferring to be eligible

Incentive for every 12 hour shift will be (25-50?)

They have to pay taxes on incentives

They cannot accumulate more than 20% of what a salaried responder would earn annually (per the lawyers re. labor laws)

Incentives will be paid in December upon affirmation of member in good standing

Pros-

More coverage

Encourages more members to become drivers

Encourages members to do more than 36 hour minimums

Don't have to pay benefits, it's incentive not salary

If 14 drivers went to shifts we'd have full coverage (assuming paid staff covers their hours)

At \$25 per shift (\$50 day) \$18,250 per year 24/7 coverage

60 shifts average per month will take 20 D/Os to cover (again not counting approximately 20 day shifts)

Will produce a greater pool of experienced and well rounded volunteers

Will start out at more of a cost but slowly reduce as more drivers are available.

Cons-

Expense

730 shifts in a year

Day shift covers 260 shifts

Leaves 470 to be covered

Currently we have approximately 6 D/Os on shift system?

Their coverage would be 216 shifts a year

That leaves 264 shifts to cover

At \$25 a shift that's \$6,600.00 for the year

At \$50 a shifts that's \$13,200.00 for the year

18 D/Os currently certified for Rescue and Pumpers

Ahern  
Berens (shift)  
Cima  
Danek B  
Danek D  
Foster B (shift)  
Foster T  
Harkless (shift)  
Kilpatrick  
Przekwas (shift)  
Saraduke  
Schreiner  
Sliemers Jacob (shift)  
Smith  
Sontag (shift)  
Schwartz  
Stajcar D  
Zoril

8 have taken evoc and or pump class

Wynes, Stajcar P, Sliemers Jen, Henkel, Goldman, Dorian, Courim,  
Brunett(shifts)

3 expressed interest and off Probation  
Aguilar, Arnett, Gibb