

TO: Structure committee

Summary of conversation with President of Evergreen Fire Sean Wood

7/16/09

Sean and I discussed the incentive plan they are using and his thoughts on paid Chief.

Evergreen uses a calculation when determining the amount of budget to expense for the contribution based upon the total number of calls multiplied by the person responses per call. For example, Evergreen has approximately two thousand calls per year. If each call has an average of two people responding that would be four thousand person responses per year. From that number an estimate per person response is made of, for example, six dollars per person response. Subsequently the Board would provide an amount of twenty four thousand dollars for the firefighters. If a person responded to one hundred calls they would get a prorated portion of the twenty four thousand dollars. The department also was providing an equipment reimbursement amount of three hundred dollars per year per firefighter.

2,000 calls/ year

Average person responses is 2/person/call

Total person responses per year is 4,000

Board incentive payment of \$6/person response is \$24,000

A volunteer that attended 100 calls would receive an estimated pro ration of .025 (100/4000) of \$24,000 or \$600/year

The department is currently completing additional surveys to determine recruitment and retention and what the department can do to maintain membership. The result of the chaos caused by hiring the former highly paid Chief has complicated retention of the volunteers. Providing a positive environment for the volunteers is essential for reducing cultural issues within the department. The turmoil has existed for about two years.

Balancing the needs of the taxpayers, volunteers and paid employees is a genuinely complex task. Evergreen does have the operational Chief that is the volunteer's voice on various operational matters which was not the case when the former Chief was hired. Having a paid chief would need to be complemented by a volunteer leader so the membership feels they do have value and a voice on the department.

Patrick Smith

Structure committee, Board, Firefighter