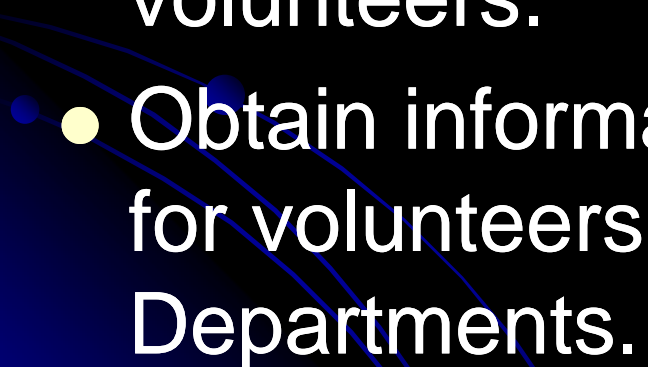




Volunteer Reimbursement and Benefits Research Program

Objectives

- Researched 11 Fire Departments in both the Metro area and Weld County.
 - Obtain information of what these Fire Departments are doing for incentives for volunteers.
 - Obtain information of what the retention is for volunteers within these Fire Departments.
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General Facts

- All of the Fire Departments researched have an average retention of about 2.5 years.
- All of the Fire Departments are combination Fire Departments.
- All of the Fire Departments who are in the same area of each other are “fishing from the same pool” for volunteers.

Departments Researched

- Federal Heights
 - Golden
 - Lafayette
 - Louisville
 - North Washington
 - Wheat Ridge
 - Eaton
 - Fort Lupton
 - Frederick/Firestone
 - Milliken
 - Windsor
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Types of Incentives

- State Pension
- Shift Stipend
- Pay per Call
- Meal Reimbursement
- Length of Service Award Program (LOSAP)
- POV Mileage Reimbursement
- Education Reimbursement

Average of Incentives

State Pension	Shift Stipends	Call Reimbursements	Meal Reimbursements
8 out of the 11 Departments participate in the state Pension	Average monthly stipend is \$82.35 (4 out of 11)	Average pay per call is \$3.60 (3 out of 11)	Average meal reimbursement is \$9.75 per meal per 12 hour shift

Average of Incentives

Length of Service Award Program	POV Mileage Reimbursement	Education Reimbursement
<p>1 year-\$400.00 2 years-\$850.00 3 years-\$850.00 4 years-\$850.00 5 years-\$1100.00 6 years-\$1300.00 7 years-\$1300.00 8 years-\$1300.00 9 years-\$1300.00 10+ years-\$1550.00-\$2250.00 (2 out of 11)</p>	<p>Mileage Reimbursement average \$.585 per mile (1 out of 11)</p>	<p>\$2000.00 every 2 years towards education with a two year commitment. (1 out of 11)</p>

Current Evans Volunteer benefits and Incentives

- State pension
- Training (FF1, FF2, EMT and DO most common)
- PPE, uniforms and exercise wear
- Outside training/conferences
- \$150 small equipment/clothing allotment
- Monthly stipends

Evans Stipend Program

Certification

Certification	Monthly Stipend
FF 1	\$50
EMT B	+\$10
FF 2	+\$10
HM Tech	+\$10
DO	+\$10
Inst 1	+\$10
Com Officer	+\$20

Experience

Years of Service	Monthly Stipend
0-1	0
1-3	+\$10
3-5	+\$20
5-10	+\$40
10-15	+\$60
15-20	+\$80
20+	+\$100

Evans Data

- 26 current volunteer members
 - \$890 average per member (\$74/mo)
 - \$23,160 2009
 - \$29,640 with current recruitment (18)
 - 36 authorized positions
 - \$893 average per member
 - \$32,160 2010
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