



# 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.

# 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

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

# 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	+\$40

## 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)
  - \$23,880 2009
  - \$29,640 with current recruitment (18)
- 36 authorized positions
  - \$893 average per member
  - \$32,980 2010