

# **Clackamas Fire District #1 Volunteer Members Methodology and Point Distribution Program**

The following document outlines the methodology and point distribution program for Clackamas Fire District #1 Volunteer members. Distributions will be paid from the Fire District to the plan at the end of each quarter based on ¼ of the total annual amount budgeted.

## **Section 1-Definitions**

- 1.1. Member in good standing is defined as:** One who meets the minimum standards set forth in each section of this guidance plan. The Fire District SOG will Define the Parameters of meeting the members in good standing requirements
- 1.2. Specialized Service Section is defined as:**
  - Suppression** = Firefighters
  - Support** = Rehab & Command Bus Operations, Water Tender Operators and Chaplains

## **Section 2-Activities**

**2.1. Training:** Each member will be expected to attend 100% of the Fire District training sessions as outlined in the yearly training calendar for each Volunteer Specialized Service Section.

- 2.1. A Weekly Scheduled Drills Attendance Steps:**
  - 1. 100% = 10 points
  - 2. 90-99% = 8 points
  - 3. 80-89% = 6 points
  - 4. 75-79% = 2 points

**2.2. Training: Optional** drills other than the weekly Scheduled Drills as approved by the Training Division will be credited at one point per drill to a maximum of ten points per quarter.

**2.3. Emergency Response:** Each member will be expected to respond to the emergency responses associated with their Volunteer Specialized Service Section on a regular basis.

- 2.3. A Emergency Response Steps:** 1 response and/or standby = 2 points

**2.4. Volunteer Association Meetings:** Each member will receive 2 points for attendance at each regularly scheduled monthly volunteer association meetings.

- 2.4. A Association Attendance Steps:** 1 meeting = 2 points

**2.5. Duty Shifts Suppression:** Suppression Volunteer Members will be expected to serve a minimum of four (4) 12 hour duty shifts per month. This will include weekly shifts from 7PM to 7AM and weekend shifts from 7AM to 7PM 1<sup>st</sup> shift and 7PM to 7AM 2<sup>nd</sup> shift. There is no cap on duty shift for suppression members and total points will be calculated per quarter.

**2.5. A** Each 12 hour duty shift = 4 points

**NOTE:** Minimum Starting Shift Standards For Members Who Started Prior to January 1, 2005 are (2) 12 hour shifts. This standard will run from April 1<sup>st</sup> to June 30<sup>th</sup> 2009 only.

**2.6. Duty Shifts Support:** Support Volunteer Members may work optional duty shifts as station facilities and future program direction may allow.

**2.6. A** Each 12 hour duty shift = 4 points

**2.7. Duty Shifts Chaplains:** Each Chaplain will be expected to fulfill a one week duty shift with the rotation based upon the number of current Chaplains. (Each month of each quarter will be calculated based on the following schedule)

**2.7. A** Duty Shifts Attendance Steps:

1. (7) 24 hour shifts = 14 points
2. (6) 24 hour shifts = 12 points
3. (5) 24 hour shifts = 10 points
4. (4) 24 hour shifts = 8 points
5. (3) 24 hour shifts = 6 points
6. (2) 24 hour shifts = 4 points
7. (1) 24 hour shift = 2 points

**2.8. Education Requirements:** Each member will be expected to obtain the educational requirements as set forth for each Volunteer Specialized Service Section. (Points will be based for the highest certification level attained for each category)

**2.8. A** Suppression Educational Steps:

- Pumper Operator = 3 points
- Driver = 1 point
- Wildland Firefighter = 1 point
- Firefighter II = 2 points
- Firefighter I = 1 point
- Instructor II = 2 points
- Instructor I = 1 point
  
- EMT Paramedic = 4 points
- EMT Intermediate = 3 point
- EMT Basic = 2 points
- EMT First Responder = 1 point

**2.8. B Support Educational Steps:** Tender Operator = 2 points  
Driver = 1 point  
Rehab Specialist 2 = 2 points  
Rehab Specialist 1 = 1 point  
Command Specialist 2 = 2 point  
Instructor II = 2 points  
Instructor I = 1 point

EMT Paramedic = 4 points  
EMT Intermediate = 3 points  
EMT Basic = 2 points  
EMT First Responder = 1 point

**2.8. C Chaplains Educational Steps:** Ordained = 10 points  
or  
Eccleastical Endorsement = 10 points  
Licensed = 8 points

Doctorate PhD = 10 points  
Master Degree = 8 points  
Bachelor Degree = 6 points

EMT Basic = 2 points  
EMT First Responder = 1 point

**2.9. Public Relations:** Each member is encouraged to participate in any public relations event associated with the Fire District.

**2.9. A Public Relations Steps:** Number of events:

1. 4 events or above = 8 points
2. 3 events = 6 points
3. 2 events = 4 points
4. 1 event = 2 points

**2.10. Team Leaders:** Each member assigned as a Team Leader will receive 10 points per month associated with their Volunteer Specialized Service Section.

### **Section 3 - Years of Service:**

**3.1. Years of Service:** All Volunteer Members after one year of service in good standing shall be awarded years of service points based on the following schedule.

**3.1. A LOSAP Steps:** Years of Service

1. 25 years and over = 15 points
2. 20 – 24 years = 10 points
3. 15 – 19 years = 8 points
4. 10 – 14 years = 6 points
5. 5 – 9 years = 4 points
6. 1 – 4 years = 2 points

**Years of Service Cont:**

Distributions will be paid from the Fire District to the LOSAP plan at the end of each quarter based on  $\frac{1}{4}$  of the total annual amount budgeted.

Each quarterly distribution will be paid based on a formula that will account for 50% of the funds each quarter paid based on the section 2 points (Activity, response, etc.) and 50% of the points each quarter paid based on Section 3, Years of Service. All volunteers that meet the LOSAP plan requirements and are members in good standing will be eligible for the quarterly LOSAP distribution.