

Klickitat County Fire Protection District #4
State of Washington, County of Klickitat

RESOLUTION NO 2020-02

Retention/Recruitment Incentive Point System

INTRODUCTION

In an attempt to improve participation, retention, and recruitment, the District is implementing a points based system (“System”) with annual financial payout consistent with similar and common volunteer programs.

Whereas, Klickitat County Fire Protection District #4 has investigated several potential programs for increasing participation, retention, and recruitment, and

Whereas, by consensus, the recruitment team has identified a points based financial compensation system as the more likely successful tool,

Now, Therefore, Be It Resolved By The Governing Body Of The Taxing District that The Commissioners of Klickitat County Fire Protection District #4 implement the following financial compensation package effective January 1, 2020:

- Points based system to encourage participation in activities that directly and indirectly support our core objectives.
- System starts January 1, 2020 and continues until canceled by the Board or enacted/change through District Policy.
- Payout at end of the compensation year, one time per year, reviewed by and approved by the Board at the January meeting of the following year.
- Eligibility requirements:
 - Department member in a BVFF recognized, retirement eligible role (i.e. firefighter or EMS responder).
 - Current Department member at the end of the compensation year.
 - Member in good standing status at the end of the compensation year (as defined by Policy document).
- Compensation Details:
 - Total compensation budget is 5% of District standard property tax-based budget, not to exceed \$4,000.00.
 - Per point value = Compensation Budget / Total Points Awarded in compensation year
- Point system Details:
 - All calls: 1 point per person per hour as tracked by Emergency Reporting. All hours rounded up to next whole hour.
 - Response to station/standby: 1 point.

- All drills, trainings one hour or greater: 1 point. This includes but is not limited to standard fire drills/trainings, CPR & Wildland refresher, OTEP and case review, etc.
- Business meeting: 1 point.
- Work parties, documented station work: 1 point.
- Community events/outreach: 1 point per hour.
- Inclusions/Exclusions:
 - Standard mutual aid and auto aid responses included.
 - State Mob, paid DNR fires, etc excluded.
 - Paid staff/chief are excluded from this system.
- All non-call related points must be documented and approved by the Chief.
- The Board reserves the right to add/deduct points at annual review (December meeting) based on input from officers.
- The Board reserves the right to modify, change, alter or discontinue the system at any time, including changes retroactive to the current compensation year, via vote or the Board.

Adopted this 23rd day of January, 2020

Fire Protection District No. 4 Board of Commissioners

Attested by: Marci Ramsay

Marci Ramsay

Admin Assistant

Commissioner
Peter Lovejoy

Peter Lovejoy

Commissioner
Kris Joy

Christopher Kroeskop

Commissioner
Christopher Kroeskop