	<p style="text-align: center;">JOSHUA FIRE DEPARTMENT ADMINISTRATIVE POLICY VOLUNTEER STAFF BENEFITS</p> <p style="text-align: center;"><i>Thomas Antipis</i> Fire Chief Signature</p>	<p>100.04 Effective: 08/01/2020 Revised: 01/11/2021 Revised: 05/01/2022</p>
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OVERVIEW

The City of Joshua recognizes that volunteerism is a valuable asset and as such desires to offer benefits to its non-paid staff for participation in emergency and non-emergency activities. Volunteerism is a self-rewarding activity and as such these benefits are designed to be supplemental to the personal sense of accomplishment that each individual receives through service to the community and simultaneously reimburse the member for their expenses associated with emergency response.

IRS TAX REQUIREMENTS

Emergency Response Pay and *Shift Pay* will not be subject to IRS tax withholding by the City. An IRS form 1099 will be issued to anyone whose earnings exceed an annual amount of \$600. Personnel are personally responsible for paying any federal taxes owed.

EMERGENCY RESPONSE PAY


Personnel, who are approved for emergency response, shall receive pay for each emergency incident to which they respond from Station-77 or from home. Personnel must attend a minimum of 50% of monthly training classes to receive Emergency Response Pay (ERP). ERP shall be paid independently of Shift Pay. There are no minimum or maximum limits on call volume. ERP shall be based upon the following per-incident pay scale.

Structure Fire – with structural involvement	\$30.00
Grass Fire	\$20.00
All other Incidents – including good intent & cancelled	\$6.00

Personnel must respond to an incident in order to receive ERP. Standbys at the station, during emergency incidents, do not qualify for ERP unless the standby is due to a response to the station for an emergency, whereby the member is “stranded.” Personnel, who respond to the station for an emergency incident, and are then “stranded” at the station, shall receive ERP for that incident at the non-structure/grass fire rate of \$6.00. Mer presence at the station, such as during weekly training, does not qualify for ERP, unless the individual responds to an incident

SHIFT STIPEND

Personnel shall be reimbursed for time expended on shift activities. Shift activities include emergency response, training, and various other firefighting related duties. Personnel must attend a minimum of 50% of monthly training classes to receive Shift Stipends and must sign-up using the Online Calendar Scheduling system in order to receive credit. Time spent on emergency responses will be included as a shift stipend.

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Personnel may sign up for shift duty as either Driver, Officer or Firefighter positions, but not more than one position on the same shift. However, personnel may fulfill one or more of these positions simultaneously. Personnel receive a stipend at the rate commensurate with their highest level of assigned responsibility. The minimum shift duty hours is one (1) hour. The maximum amount of shift duty hours, reimbursed, will be 150 in any month. Members may schedule shifts in four (4) hour increments. Full shift stipends are paid regardless of the number of hours worked in a shift, provided that at least 50% of the last four (4) hour increment is worked.

Stipend per Shift

Shift Length	Firefighter	Driver & Officer
1-4	\$15	\$20
5-8	\$25	\$30
9-12	\$35	\$40
13-16	\$45	\$50
17-20	\$55	\$60
21-24	\$65	\$70

RECRUITING INCENTIVE



The Joshua Fire Department recognizes that 24-hour response to emergencies, is paramount to successful community protection. Prompt response can significantly affect the outcome of an emergency. Therefore, Joshua residents will be the primary, but not the sole, focus of Department recruiting efforts, which will hopefully yield individuals who can provide a 24-hour response to emergencies.

The following incentives will be paid to personnel who directly recruit a non-experienced or experienced Joshua residents and/or a certified firefighter who then becomes a successful, active member of the department.

The recruited candidate must successfully complete required candidate training for response to emergency incidents and maintain participation requirements during their first year of membership. Includes completion of County required hours and EMR training. Personnel must request a Recruiting Incentive in writing.

	Resident	Non-resident	Cert Firefighter
6 month anniversary	\$500.00	\$250.00	Add \$100.00
1 year anniversary	\$500.00	\$250.00	Add \$100.00

MENTORSHIP OF RECRUITS

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Personnel who recruit individuals for membership are encouraged to mentor their recruits. New personnel often feel lost in an organization. It is important that we make our new personnel feel welcomed, respected, and wanted.

The simple act of calling a new member and inviting them to participate in station duties with their mentor can mean the difference between losing a new, possibly discouraged, member and establishing a firm foundation upon which they can build their firefighting experience and career.

QUARTERLY PARTICIPATION RECOGNITION

Each annual quarter a firefighter will be recognized for outstanding emergency response participation. The firefighter will be selected according to the highest number of emergency responses during that quarter. Annual quarters will begin on January 1. Recognition will be comprised of a letter of recognition and a department purchased item of appreciation.

Officers are excluded from this recognition award.