

SPOTSYLVANIA COUNTY
FIRE & RESCUE
VOLUNTEER LOSAP

(LENGTH OF SERVICE AWARDS PLAN)

EXISTING LOSAP

- Initiated in 2000 through a Board of Supervisors Resolution to recognize and reward volunteer fire and rescue members in Spotsylvania, while also attempting to encourage recruitment and retention of members.
- Used a system of points to determine eligibility for credit.
- Addressed the contributions of operational and administrative members.
- Uses a third-party vendor to manage program investments and payments.
- Includes a life insurance policy.

EXISTING PROGRAM CHALLENGES

- The system of points to determine eligibility lacked clear criteria, which led to inconsistencies in program application amongst the three volunteer agencies.
- Focused significantly on meeting attendance, fund raising, work details, and other non-staffing activities.
- Lacked certain administrative policy verbiage to manage certain temporary leaves of absence.
- Did not include the ability to recognize the valuable contributions of Auxiliaries.
- Is not viewed as a useful recruitment or retention tool for volunteers.
- Life insurance program premiums exceed benefits for senior members.

NEW PROGRAM

- + Builds upon structure of existing program.
- + Specifies criteria for hours of service, which centers around 40 hours/month.
- + Provides for inclusion of Auxiliaries.
- + Addresses leaves of absence, including military duty.
- + Continues to use a third-party vendor to manage investments and payments.
- Life insurance program still needs to be restructured, but can be done separately.
- Chancellor Volunteer Fire & Rescue leadership is not in favor of proposed levels of participation.
- Still not viewed as a useful tool for volunteer recruitment or retention.
 - Recommendation to cap entry into the program at July 1, 2019 membership
 - County's annual contributions could be used for more effective incentive programs