

P1.6 Volunteer Chief, Deputy Chief and Training Officer Recruitment and Retention Bonus

Policy No. 2016-06B-16

1. Each volunteer appointed by the Board to the position of SAR Chief, VFD Fire Chief, VFD Deputy Fire Chief, or VFD Fire Training Officer, for a three year term and that successfully completes the prescribed mandatory training and carries out their contracted duties during the three year term, and completes the full three year term, shall be eligible to receive the Training, Recruitment and Retention Bonus of \$3,000 at the end of their completed term.
2. Further, if a person appointed to any of these positions for the full three year term does not complete the full term or successfully complete or carry out any of the other conditions set upon them, as part of their appointment, they will forfeit the entire bonus.
3. Further, any person appointed to one of the above noted positions after the three year term has been initiated, but does successfully complete all of the terms and conditions set upon them for the remaining balance of the three year term, will be eligible for the \$3,000 bonus prorated over the period of the three year term they were appointed for.
4. Further, a person accepting an appointment as Fire Chief, SAR Chief, Deputy Fire Chief, or Fire Training Officer, will be required to complete the prescribed mandatory training within 6 months of the date they are registered in the course.
5. Exemptions from the prescribed training will be considered if the appointed member has already completed the prescribed training or if they have completed the content of the prescribed training through alternate courses of study with a recognized training institution and can produce their training records, or if they can produce documentation to prove they are currently enrolled in a course of study that will cover the prescribed training curriculum and will complete that course of study within the 6 month time frame.
6. Each member will only be eligible to collect the 3-year term/\$3000 bonus once.
7. Given that the training being offered is important to the administration, operations, recruitment and retention of the entire volunteer fire department, it will be required that the prescribed curriculum be made available to a maximum of 3 members of the fire department each year. These members should meet the following criteria:
 - 1) Have an ongoing history of regular attendance to practices and callouts as their work schedule will allow
 - 2) Show an interest in learning the administration of the fire department with an eye to future succession within the department
 - 3) Be willing and available to attend other training courses offered within the regional district that is fire department related 227
 - 4) Participate in the operations of the fire department that are above and beyond practices and callouts as and when requested by Chief and officers.
 - 5) Participate officially as officers or as mentors within the department and work actively to promote and recruit for the department.
 - 6) Promote and display positive teamwork and leadership skills on a regular basis within the department.

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