

Amherst County EMERGENCY SERVICES COUNCIL

June 11, 2014

Trent Richie called the meeting to order at 1900. Opening silent prayer was made and the Pledge of Allegiance to the flag was made.

A motion was made by Charlesa Goodin and seconded by Ernie Cash to approve the May 14, 2014 minutes. Motion carried.

Recruitment and Retention Focus Area 3 Fire Service Study::

Ernie Cash stated that we do not have anything as far as recruitment and retention. The incentive plan has helped but cannot advertise because the Board has not approved for 2014. Ernie advised that some agencies provide babysitter services as well.

Lisa Tomlin suggested developing a committee to work on recruitment and retention.

Jim Fountain mentioned that JC Phillips with the VAVRS do recruitment and retention information. He will contact them for ideas as well.

Glenda hash stated that it is not a problem of getting people, it is a problem of retaining people. A discussion was held about doing a poll of current members to obtain information about volunteerism and what would it take to get a member to run more. The following questions will be distributed to all current volunteer members:

- Why did you join a volunteer department?
- How did you learn about being a volunteer?
- How long have you been a member of your department?
- What could the department do to make you more active?
- How could the department gain more members?
- Do you feel that being a volunteer has made you a better person?

Gary Ahern and Trent Richie lead a discussion about showing your members that you care and treating people with respect. Show your members as a Captain or Chief that you care. Do small things such as pizza after a work detail. Do things in your department to help boost morale.

A motion was made by Jim Fontaine and seconded by Ernie Cash to develop a recruitment and retention committee. Ernie Cash volunteered to head up the committee with the following serving on the committee: Lisa Tomlin, Gary Ahern and Charlesa Goodin. Motion Carried.

At the June 3, 2014 Board of Supervisors meeting, the Board asked the Emergency Services Council (ESC) to review the incentive plan for 2013 and make a recommendation for the 2014 incentive plan. This matter was discussed during the June 11, 2014 ESC meeting.

The ESC reviewed the current incentive program along with what is required to be considered and "Active Member" as set forth in the September 15, 2010 ESC meeting in order to receive

county benefits provided by the Board of Supervisors. Gary advised the ESC that we need to consider adding in a probationary member status in regards to the benefits - specifically radio and insurance. A probationary member needs to be covered by insurance while running calls and obtaining the necessary training. A probationary member must also have a radio in order to hear and respond to the calls.

After a discussion period, Charlseia Goodin made the following motion and was seconded by Jim Fontaine: A probationary member is a new member coming into an Amherst County fire or rescue department who will be covered by insurance and will receive a county radio if available. A person will be considered probationary status until they receive the minimal training as set forth by the ESC which is Fire Attack or Emergency Medical Technician (EMT). A probationary member is not eligible for any other County provided benefits until they reach the "Active Member" status. Motion carried.

In regards to the Incentive plan or other County provided benefits, a discussion was held about the current requirements which were taken from the September 15, 2010 ESC meeting:

In order for a volunteer fire or rescue member to be considered an "Active Member" and receive benefits provided by the Amherst County Board of Supervisors which includes being covered by insurance, being eligible for the twenty-five dollar personal property tax credit, VOLSAP and receiving a 800mhz portable radio, the member must adhere to the following requirements for either the rescue squad or fire dependent upon which agency they join or are a current member.

Rescue Membership Requirement:

"Active Member" in a Rescue Squad or Life saving Crew within Amherst County, that all volunteer rescue members must pull a minimum of twelve (12) hours of duty at their respective station per month, must attend eight (8) hours of training per year, members with EMS certification must successfully complete one (1) skills drill per year and follow all other bylaws, rules and/or regulations for the agency for which they volunteer within Amherst County. These requirements will become effective January 1, 2011 for any current or new member.

Fire Membership Requirement:

"Active Member" in a fire Department within Amherst County, that all volunteer fire members must respond to a minimum of five (5%) percent of the calls for the member's respective department, must attend sixteen (16) hours of training per year and follow all other bylaws, rules and/or regulations for the agency for which they volunteer within Amherst County. These requirements will become effective January 1, 2011 for any current or new member.

These requirements were discussed in regards to equality across all agencies and the ESC felt that these were consistent and recognize that there is a difference in call volume across the agencies. The ESC also recognizes that each agency Rules and Regulations or Bylaws are similar in nature but different which allows them to maintain their automaticity as an agency and thus is why they were put in the requirements.

The ESC also discussed about adding a provision to prorate members who obtain the "Active Member" status during the year in order for them to receive a portion of the incentive: Lisa

Tomlin made a motion which was seconded by Charlse Goodin to use the following chart to prorate the incentive program:

JAN - MAR	APR - JUN	JUL - SEP	OCT - DEC
100 %	75%	50%	25%

In order to receive the above mentioned percentages, the probationary member would need to follow the “Active Members” during the probationary period as well as once becoming an active member to receive the benefit. Motion Carried.

These changes if approved by the Board will be included in the incentive plan rules and regulations.

Gary M. Roakes