

MEMORANDUM OF UNDERSTANDING (MOU)

Rock Creek SAFER Grant

Date: December 6th, 2024
To: Volunteer Emergency Responders
From: Rock Creek SAFER Grant Committee
Subject: Quarterly Benefit Incentive Plan

Our 9 Volunteer Fire Departments were awarded a 2023 SAFER Grant. This grant is designed to provide an incentive for the recruitment and retention of Volunteer Emergency Responders, and to increase the participation level of our current Volunteers in our 9 departments.

This SAFER Grant's Period of Performance: December 22nd, 2024 – December 21st, 2028

This quarterly benefit will start on January 1, 2025, and end on October 31st, 2028.

This incentive program will operate as follows:

- This individual incentive will be paid to each Volunteer who qualifies on a quarterly basis. The intent is to offer a benefit to Volunteer Emergency Responders who excel beyond our current departments' standards.
- Each Volunteer will receive a 1099 at the end of each year for the benefits earned if a cash stipend is selected.
- You will not begin to receive this monthly benefit until requirements are met, and your MOU and W-9 are signed and returned to the grant coordinator.

The **Standards of Performance** to qualify for this SAFER Grant incentive have been developed by the Fire Chiefs and Rock Creek SAFER Committee and are as follows:

Each Volunteer Emergency Responder will qualify for this quarterly incentive if they respond to 25% of their department's calls (or shifts worked) plus attends 50% of their department's Trainings/Meetings in that quarter.

Definition of Volunteer Firefighter:

An amount not exceeding 20 percent of the total compensation that the employer would pay to employ a full-time firefighter (would be deemed a "nominal fee," and therefore would not endanger the firefighter's volunteer status. Fire departments can apply the 20 percent rule to evaluate whether a fee paid to volunteer firefighters is a nominal amount based on market information, including:

- Compensation paid to a full-time firefighter on the fire department's payroll
- Information from neighboring jurisdictions, the state or the nation (including data from DOL's Bureau of Labor Statistics, www.bls.gov)

MEMORANDUM OF UNDERSTANDING (MOU)

Rock Creek SAFER Grant

Each Volunteer will earn:

- \$300 per quarter if they qualify
- \$400 per quarter if they qualify and have their Firefighter 1 certificate

Each department is responsible for tracking their operational activity for each of their Volunteers which is intended to increase the participation level of the current Volunteers. Each Fire Chief is responsible for filing their quarterly report with the SAFER Grant Manager before benefits are paid and is required to notify the SAFER Committee if any changes are made.

- This benefit will terminate on October 31st, 2028.
- The SAFER Committee has the right to rule on any conflicts and to revise these SOPs to meet the terms and budget of the SAFER grant.

The Rock Creek SAFER Grant Committee Members as of December 22nd, 2024:

Brita Horn, Fire Chief, Rock Creek Volunteer Fire Department
Doug Fritz, Fire Chief, Hotchkiss Volunteer Fire Department
Carly Baker, Rock Creek SAFER Grant Manager
Greg Redden, Adapt Grant Management
Brandy McNeill, Volunteer Firefighter Representative,
Palisade Fire Department

Volunteer Firefighter Name (Please Print)

Volunteer Firefighter Signature

Date

Fire Chief's Signature

Date

I elect not to participate in this SAFER Grant Benefit _____

_____ **Cash Stipend**

_____ **Payment towards Insurance/HSA (Option to change each year)**