

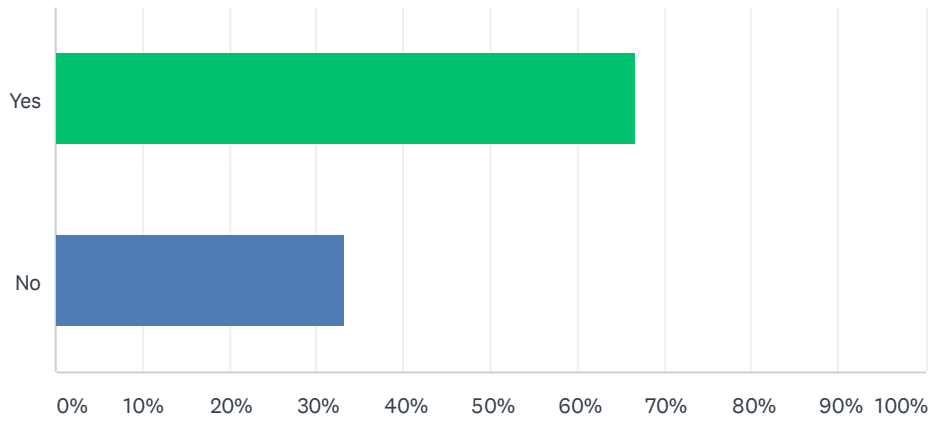
Q1 How many volunteer firefighters do you have in your department currently?

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	21	8/29/2020 11:22 AM
2	45	8/28/2020 10:46 AM
3	40	8/21/2020 6:45 AM
4	70	8/20/2020 11:11 AM
5	78	8/20/2020 10:58 AM
6	16	8/20/2020 10:27 AM
7	15	8/20/2020 10:01 AM
8	14	8/20/2020 9:22 AM
9	40	8/19/2020 4:52 PM

Q2 Do you offer a pension for your volunteer firefighters?

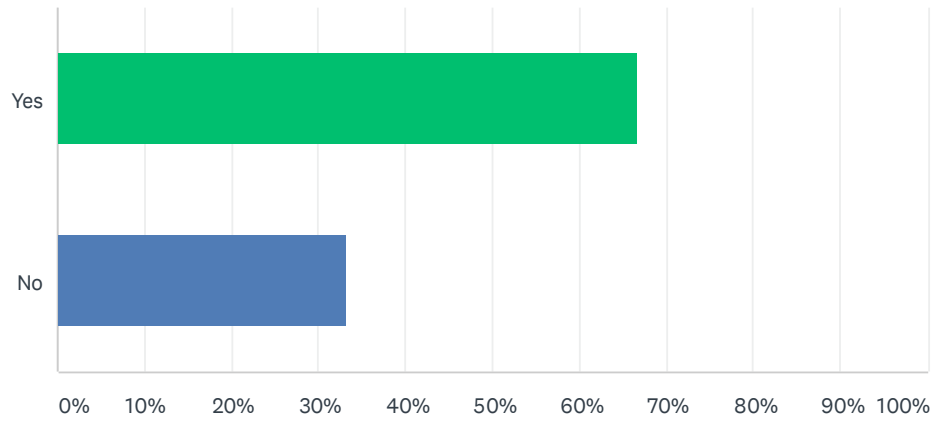
Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.67%	6
No	33.33%	3
TOTAL		9

Q3 If so, is it administered by FPPA?

Answered: 6 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	66.67%	4
No	33.33%	2
TOTAL		6

Q4 If you do have a pension and it is not managed by the FPPA, who manages your pension and provides actuarial analysis?

Answered: 4 Skipped: 5

#	RESPONSES	DATE
1	We stopped the pension for vol FFs around 11 years ago, about 20 are on pension by FPPA. Our finance and HR department manage it	8/20/2020 11:11 AM
2	n/a	8/20/2020 10:58 AM
3	UBS manages Pension Investments, GRS Retirement Consulting completes the Actuary.	8/20/2020 10:27 AM
4	Schwab manages pension, Actuarial by Milliman	8/19/2020 4:52 PM

Q5 If you do have a pension, what is the monthly retirement benefit when first vested and then fully vested? (e.g. \$xxx at 10 yrs. and \$xxx at 20 yrs.)?

Answered: 6 Skipped: 3

#	RESPONSES	DATE
1	\$300 at 15 yrs. \$400 at 20 years	8/28/2020 10:46 AM
2	200 @ 10. 400@20	8/21/2020 6:45 AM
3	\$300 at 10 years and \$600 at 20 years with incremental increase in between 10-20 and above 20 years	8/20/2020 10:58 AM
4	\$700 and \$1400	8/20/2020 10:27 AM
5	\$200 @ 20 yrs, \$300 @ 30 yrs	8/20/2020 10:01 AM
6	\$225 at 10 yrs, \$450 at 20 years	8/19/2020 4:52 PM

Q6 Do you have an alternative type of retirement plan offering (excluding LOSAP or Stipends)? If so, what is it?

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	No, we do not.	8/29/2020 11:22 AM
2	Stipend is yearly and separate from Retirement plan	8/28/2020 10:46 AM
3	No	8/21/2020 6:45 AM
4	we are going to offer an annuity for members after 10 years of service starting next year	8/20/2020 11:11 AM
5	There is an officer stipend and annual per call payment for total calls attended.	8/20/2020 10:58 AM
6	We offer a stipend. We closed our Volunteer Retirement to new members in 2016 and offered the stipend.	8/20/2020 10:27 AM
7	No	8/20/2020 10:01 AM
8	LOSAP managed by Lincoln Financial	8/19/2020 4:52 PM

Q7 Did you consider any other types of alternative retirement plan offering besides what you chose? If Yes, what other types of retirement plans did you consider?

Answered: 5 Skipped: 4

#	RESPONSES	DATE
1	We are currently exploring our options. At this point, we are uncertain if it can be afforded.	8/29/2020 11:22 AM
2	No	8/21/2020 6:45 AM
3	We have discussed LOSAP and have studied it at the pension board level over the years but have not decided to pursue it.	8/20/2020 10:58 AM
4	No	8/20/2020 10:27 AM
5	Yes, LOSAP	8/20/2020 10:01 AM

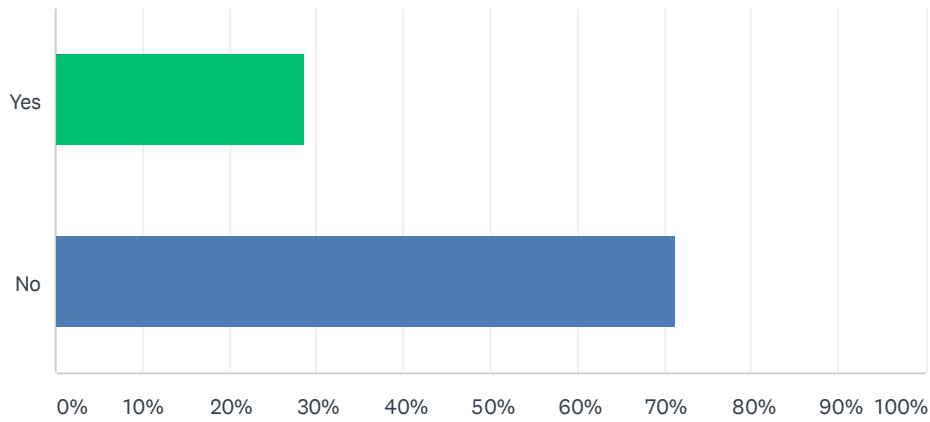
Q8 If you do have an alternative type of retirement plan offering, when did you put it into place and are you satisfied?

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	it will go into place in 2021	8/20/2020 11:11 AM
2	n/a	8/20/2020 10:58 AM
3	N/A	8/20/2020 10:27 AM

Q9 If you do have a pension or retirement plan offering, do you find it is an effective recruiting and retention tool?

Answered: 7 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	28.57%	2
No	71.43%	5
TOTAL		7

Q10 Are you considering any changes with regards to your pension plan? If yes, why?

Answered: 6 Skipped: 3

#	RESPONSES	DATE
1	We are hoping to have one in the first place.	8/29/2020 11:22 AM
2	Not at this time. Actuarial done every 2 years and ratified by District Board during Budget process.	8/28/2020 10:46 AM
3	We are not planning any changes to the plan at present.	8/20/2020 10:58 AM
4	We closed it in 2016. No new members allowed to enter into the Volunteer Pension plan. Best thing we ever did.	8/20/2020 10:27 AM
5	Looking at a LOSAP plan to offer a better incentive for vols recruitment and retention	8/20/2020 10:01 AM
6	Regarding above, I don't think a long term plan helps in recruitment at all - short term incentives do. I think the Pension plan encourages an 8 year member to stay 10 years, but it doesn't do anything for the 2-5 year member when benefits are so far out. We have tried to balance the short term incentives (reimbursements, shift payment) with the long term benefits.	8/19/2020 4:52 PM

Q11 If so, what changes do you expect to make?

Answered: 1 Skipped: 8

#	RESPONSES	DATE
1	We offered the stipend. Pay me now vs. pay me a pension later. New volunteers did not care about the pension.	8/20/2020 10:27 AM

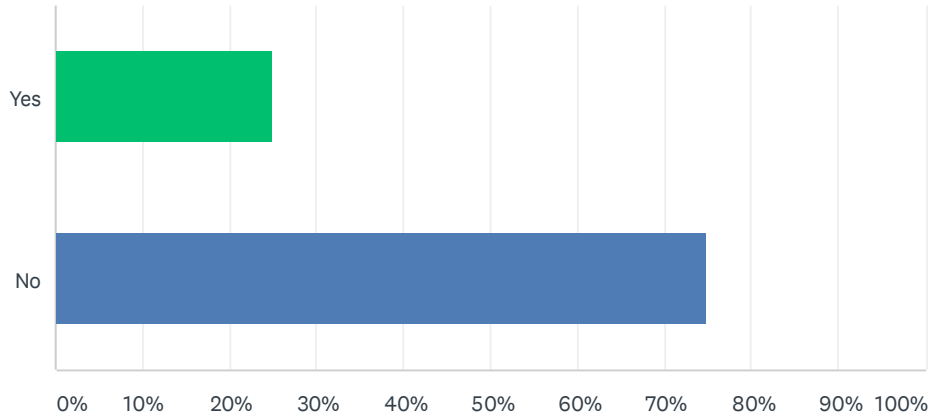
Q12 If so, how will you handle the transition between the pension-eligible firefighters and new firefighters?

Answered: 2 Skipped: 7

#	RESPONSES	DATE
1	We just set a date and gave those volunteer firefighters who had 5 or more years of service the choice to stay in the volunteer pension program or to opt out. Anyone with less than 5 years was not given a choice. They went to the stipend program.	8/20/2020 10:27 AM
2	Still trying to figure this issue out, especially regarding coordination with FPPA	8/20/2020 10:01 AM

Q13 Do you offer a LOSAP?

Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	25.00%	2
No	75.00%	6
TOTAL		8

Q14 If so, who manages it for you?

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	fire department manages with oversight from finance and HR departments	8/20/2020 11:11 AM
2	N/A	8/20/2020 10:27 AM
3	Lincoln Financial	8/19/2020 4:52 PM

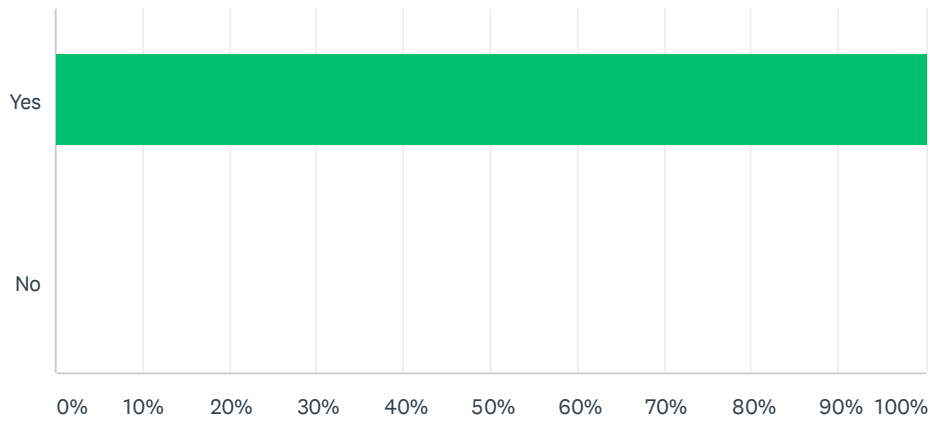
Q15 If so, what is the annual benefit/schedule?

Answered: 2 Skipped: 7

#	RESPONSES	DATE
1	N/A	8/20/2020 10:27 AM
2	I can email (chief@estesvalleyfire.org). We have a base pay based on years of service, but that is then increased by qualification/certification (FFI, engineer, EMT, swiftwater swimmer) or rank (lieutenant, captain, asst. chief).	8/19/2020 4:52 PM

Q16 If you do have a LOSAP do you find it is an effective recruiting retention tool?

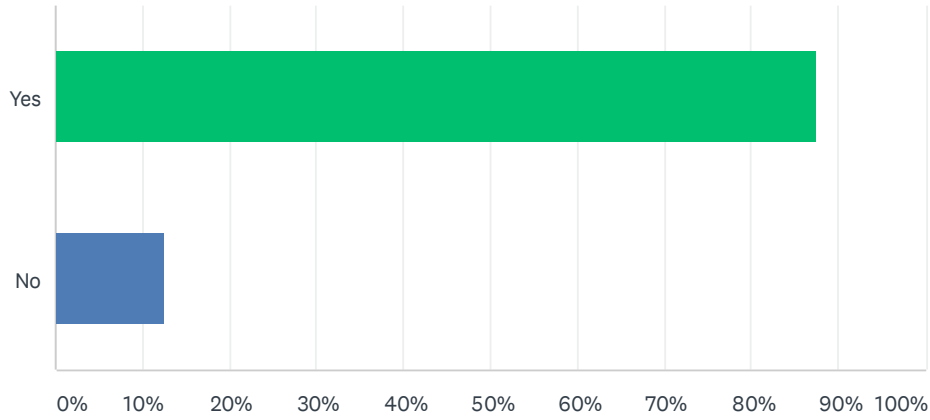
Answered: 2 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	100.00%	2
No	0.00%	0
TOTAL		2

Q17 Do you offer a Stipend Program?

Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	87.50% 7
No	12.50% 1
TOTAL	8

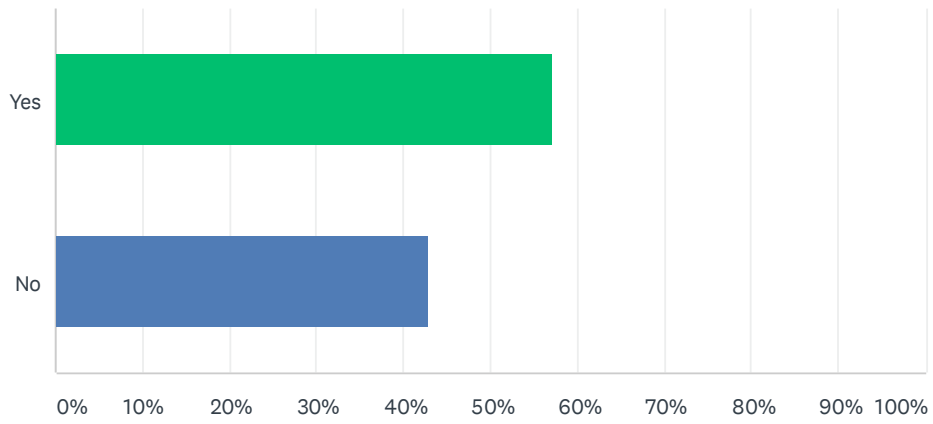
Q18 If so, how much is the stipend and for what? Shifts, hours, calls, etc.?

Answered: 7 Skipped: 2

#	RESPONSES	DATE
1	\$1,000 per FF for achieving standards in Training, Attendance, and Call response	8/28/2020 10:46 AM
2	Firefighter = \$45 per AM or PM shift Engineer = \$54 per AM or PM shift Officer = \$63 per AM or PM shift	8/20/2020 11:11 AM
3	Officer Stipends: Chief \$2,000.00 Asst Chief \$1,500.00 Captains \$1,000.00 Lieutenants \$750.00 Firefighter per call dollars vary based on total calls in the year. It is usually \$10-12 per call.	8/20/2020 10:58 AM
4	Volunteer: 0 to the end of the fourth year of service \$18.00 per four (4) hour shift Fifth year of service to the ninth year of service \$20.00 per four (4) hour shift 10th year of service to the 14th year of service \$22.00 per four (4) hour shift 15th year of service to the end of service \$24.00 per four (4) hour shift	8/20/2020 10:27 AM
5	\$10 per call	8/20/2020 10:01 AM
6	12 hours shifts \$35.00 max of 10 shifts per month \$350.00	8/20/2020 9:22 AM
7	\$15/call response. Also offer \$60 per shift, but only certain shifts are eligible. We are a tourist town, so paid shifts are typically holiday weekends and during the summer, not whenever people want.	8/19/2020 4:52 PM

Q19 If you do have a stipend program do you find it is an effective recruiting retention tool?

Answered: 7 Skipped: 2



ANSWER CHOICES		RESPONSES	
Yes		57.14%	4
No		42.86%	3
TOTAL			7

Q20 Do you offer alternative recruiting or retention programs/incentives you find effective? For example, cell phone reimbursement. If yes, please describe your program.

Answered: 7 Skipped: 2

#	RESPONSES	DATE
1	CSFFA membership, discounts with various websites. Firefighters can use their ID's for local discounts as well as cellphone provider discounts. Firefighters can use our discount at some local vendors. Like Polar Gas which serves the district stations and firefighters can get the same discount. Strive Grant Use of station for personal projects, as long as no engine is blocked and operational readiness is not affected. Usually means pulling the least likely engine to roll outside (not in inclement weather) and put your vehicle or project inside for the day. Also need to replace any tools that are damaged.	8/29/2020 11:22 AM
2	Various discounts at local merchants.	8/28/2020 10:46 AM
3	Uniform/boot allowance Training opportunities Gym and wellness benefits	8/20/2020 11:11 AM
4	None	8/20/2020 10:58 AM
5	We offer a meal stipend of \$7 for every 4 hour shift.	8/20/2020 10:27 AM
6	Not at this time	8/20/2020 10:01 AM
7	Clothing Allowance - \$200 per volunteer per year Cell phone reimbursement - \$120/quarter if they make >25% of calls Wellness reimbursement - \$60/quarter if they make >25% of calls towards gym membership Education reimbursement - Members who earn their EMT on their own dime can be reimbursed up to \$250/quarter they remain active until the class is paid off. They only get paid up to the amount of their class, but it requires they remain a member.	8/19/2020 4:52 PM

Q21 Are you aware of any other recruiting and retention tools other departments, either in Colorado or across the U.S., may use that they find effective? If yes, please describe.

Answered: 4 Skipped: 5

#	RESPONSES	DATE
1	A nearby department offers YMCA memberships. We are looking in to it. Could be a great program if it could get done cheaper by doing it statewide.	8/29/2020 11:22 AM
2	Culture that is inclusive and accepting of all folks preparatory programs to help candidates pass exams Live-in or Resident FF programs	8/20/2020 11:11 AM
3	There are many tools out there but we have found from our data that recruitment and retention are not motivated by money at EFR. Our data indicates that the average years of service is 6 years for the current roster. For those that have been on the department for 5 years or less the average is 2.88 years. Very few make it to 10 years or more and those that do make it to 10 often retire at that point as they were either older at the time they joined or they have other personal reasons. Our research suggests that people volunteer here through altruistic desires, or they want to support their community. Sometimes because they want a stepping stone to becoming a paid firefighter elsewhere or after serving as a volunteer they find their calling to be a full time firefighter. Pension and financial remuneration is a perk but not enough to increase retention	8/20/2020 10:58 AM
4	We considered a fuel reimbursement. Not in place.	8/20/2020 10:27 AM