



Payments to Volunteers

*Policy 329 Volunteer Program and legal precedents under FLSA allow QFR to pay volunteers a nominal fee per unit of voluntary service. QFR uses **shift stipends** and **points** to reimburse volunteers for the time and expense of providing public services to the Fire District.*

Shift Stipends

QFR has a minimum duty staffing requirement at Station 21 of one career Company Officer and at least one volunteer. A qualified volunteer may be scheduled as a **second** on a **per diem** shift. Only one volunteer at a time may work a per diem shift. A qualified volunteer scheduled as a second, working a per diem shift, will be eligible to receive a **shift stipend** of \$75 per twelve-hour block or \$150 per 24-hour block. Shift stipends are paid monthly. See important note below.

Points

Volunteers provide valuable services for the Fire District, including staffing standard shifts at Station 21, responding to incidents, and participation in training and public events. Volunteers are eligible to receive a nominal fee based on **points** awarded per unit of voluntary service. Points are generally awarded as one point per four-hour unit of voluntary service (see chart below). Points are paid at \$15 per point. Points are paid quarterly. See important note below.

<u>Activity</u>	<u>Points</u>
⇒ Standard Shift (<i>not a per diem shift</i>). Points awarded per 4-hour block for scheduled 12- or 24-hour shifts at Station 21.	1
⇒ Incident Response up to 4-hours duration <i>Lieutenant or Duty Chief may award an additional point for incidents that extend beyond 4 hours.</i>	1
▪ Additional point awarded if EMT or Driver transports patient to a medical facility.	1
⇒ Training	
▪ Drills and District approved on-site/hands-on training up to 4-hours duration. <i>Training Officer or Chief may award an additional point for training that extends beyond 4 hours.</i>	1
▪ District approved on-line training through Target Solutions per 4-hour block. <i>Training must be assigned by the Training Officer; points may be awarded for approved on-line training up to 40-hours per quarter/160-hours per calendar year.</i>	1
⇒ District Events (e.g., public relations) up to 4-hours duration <i>Lieutenant or Duty Chief may award an additional point for events that extend beyond 4 hours.</i>	1

Important Note

- Double-dipping is not allowed. A volunteer working a scheduled shift (either per diem or standard) **may not** also be awarded points for any activity (incidents, transports, training, events) occurring during that shift.
- Scheduling of per diem and standard shifts, training, and events is based on the needs of the Fire District.