



ADAIR RURAL FIRE & RESCUE

6021 NE Marcus Harris Ave • Adair Village, OR 97330 • Tel 541-745-7212 • Fax 541-745-2059

Subject: Expenditure of Funds (Firefighter Recognition)
Policy No. 92-10-01

Revision: October 11, 2016

Revision: September 9, 2025

- I. Authority: The authority for the policy is the “Rules Manual” on Rules, Procedures and Letters of Agreement.
- II. Purpose: To reward the firefighters for training, responding on calls and Department sanctioned events, etc.
 - a. Compensation shall be provided through participation in The Oregon Fire District Directors’ Association Length of Service Award Plan for Volunteers. (LOSAP)
 - b. Compensation shall be awarded on a completion system: each member shall initially receive one (1.0) point upon completion of requirements necessary to participate in LOSAP.
 - c. Each member shall receive additional percentage factor based on completion of State Certified Program(s) as follows:

Fire	Points	EMS	Points
Firefighter 1, WFFT2, Haz O/A, CPR	1.0	EMR	0.25
Apparatus Operator	0.25	EMT	0.25
Firefighter 2	0.25	EMT-I	0.25
Instructor 1	0.25	Paramedic	0.25
Rank Lieutenant	0.25		
Rank Captain	0.25		

- d. Compensation shall be awarded using the following process:
 - i. Add together individual member’s total drills + responses + activities.
 - ii. Multiply answer times the percentage factor of that member.
 - iii. Divide the above answer into the budgeted amount for firefighter recognition.

“Desire to Serve • Ability to Perform • Courage to Act”

- e. Compensation will be awarded after the individual has completed the Fire Academy or equivalent.
- f. No compensation shall be given to an individual for any month in which he/she does not attend one (1) or more drills.
- g. Compensation shall be placed in each person's individual LOSAP account on a quarterly basis as follows:
 - First Quarter: October
 - Second Quarter: January
 - Third Quarter: April
 - Fourth Quarter: July
- h. The individual cap per person is limited to \$3,000 per year.

Dick Green, President

Fran Harris, Secretary

Posted June 28, 2007

Date Revised: June 9, 2009

Date Accepted: August 11, 2009

Date Revised: October 11, 2016

Date Posted: October 12, 2016

Date Accepted: November 8, 2016

Date Revised: _____

Date Posted: _____

Date Accepted: _____