



**2015
Health and Welfare
of the
Volunteer System
-
Moving Down the Path**

FIRE RESCUE
ALBEMARLE COUNTY

Contents

A WORD FROM SYSTEM LEADERSHIP4

OUR TEAM.....5

 FIRST DUE FIRE BOUNDRIES.....6

 COUNTY RESCUE SQUAD – DAYTIME RESPONSE AREAS.....7

 COUNTY RESCUE SQUAD – NIGHTS & WEEKENDS RESPONSE AREAS8

 CHARLOTTESVILLE-ALBEMARLE RESCUE SQUAD9

 CROZET VOLUNTEER FIRE DEPARTMENT.....10

 EARLYSVILLE VOLUNTEER FIRE COMPANY.....11

 EAST RIVANNA VOLUNTEER FIRE COMPANY.....12

 HOLLYMEAD FIRE RESCUE.....13

 IVY FIRE RESCUE14

 MONTICELLO FIRE RESCUE.....15

 NORTH GARDEN VOLUNTEER FIRE COMPANY16

 SCOTTSVILLE VOLUNTEER FIRE DEPARTMENT.....17

 SCOTTSVILLE VOLUNTEER RESCUE SQUAD18

 SEMINOLE TRAIL VOLUNTEER FIRE DEPARTMENT19

 STONY POINT VOLUNTEER FIRE COMPANY.....20

 WESTERN ALBEMARLE RESCUE SQUAD21

HOW WE GOT HERE22

PROGRESS TOWARDS GOALS27

VOLUNTEER BENEFITS28

A WORD FROM SYSTEM LEADERSHIP

Throughout the nation there remains concerns about the ability to provide and maintain volunteer emergency services. The 2014 Health and Welfare of the Volunteer System report focused on pathways to volunteering in our community. This year's report looks at some specific individuals and their journey down that path.

As a system, career and volunteer members recognize now more than ever the need to ensure a strong volunteer membership. These invaluable members ensure a high quality of living for all citizens with as well as for the safety of all first responders. As discussed last year this effort is not easy but is necessary and we continue to make forward progress.

As the Fire and EMS Board and the county Recruitment and Retention committee continue to focus on maintaining and in fact increasing the number of volunteers we have been faced with a consistent truth; the recruitment of new volunteers as well as the retention of existing volunteers is directly connected to the economic vitality and affordability of the communities we serve.

Last year's report and the Board of Supervisors recognized the reality that "All volunteerism is local." To that end people tend to volunteer for the station that will serve them in their time of need. If potential members cannot find housing stock in our community they will live and volunteer elsewhere. If potential members cannot find gainful employment in the region, they will work, live and volunteer elsewhere. If our members are forced to choose between 2nd or 3rd jobs or volunteering, they will choose additional employment to meet the cost of living.

In a joint effort with the Virginia Association of Fire Chiefs in 2012, we took an in depth look at the overall volunteer membership of our county. At that point the mean household income of our volunteer members was just under \$60,000 a year. This is over \$16,000 less per year than the county average of \$76,000 for the same time period. We respectfully urge the county as a whole recognize the impact of economic decisions on the ability of our average members to live and work in this community.

We realize that there are no simple solutions to the issues of development within our county. We simply want to ensure that as board members you understand the direct connection between these issues and the availability of active volunteers. ACFR and the FEMS board will continue to work on issue of recruitment and we look forward to serving you in addressing and better understanding some of these development issues and their impact on how we provide services.

Dan Eggleston

Dan Eggleston
Chief
County of Albemarle
Department of Fire Rescue

Kostas Alibertis

Kostas Alibertis
Chair
County of Albemarle
Fire and EMS Board

OUR TEAM

Dan Eggleston, Chief- ACFR

Albemarle County Fire and EMS Board

Executive Board:

Kostas J. Alibertis, Chair – Western Albermarle Volunteer Rescue Squad
L. Dayton Haugh, Charlottesville Albemarle Rescue Squad
Preston Gentry, Vice Chair - Crozet Volunteer Fire Department
Danny Tawney, Seminole Trail Volunteer Fire Department

Board:

Todd Richardson, Earlysville Fire Company
Calvin Butler, East Rivanna Volunteer Fire Company
George Stephens, North Garden Volunteer Fire Company
Michael Grandstaff, Scottsville Volunteer Fire Department
Charles Stockton, Scottsville Volunteer Rescue Squad
Michael Reid, Stony Point Volunteer Fire Company*

2014 Health and Wellness Report Committee

Chief Kostas J. Alibertis, Western Albermarle Volunteer Rescue Squad
Chief Calvin Butler, East Rivanna Volunteer Fire Company
Chief George Stephens, North Garden Volunteer Fire Company
Chief Danny Tawney, Seminole Trail Volunteer Fire Department

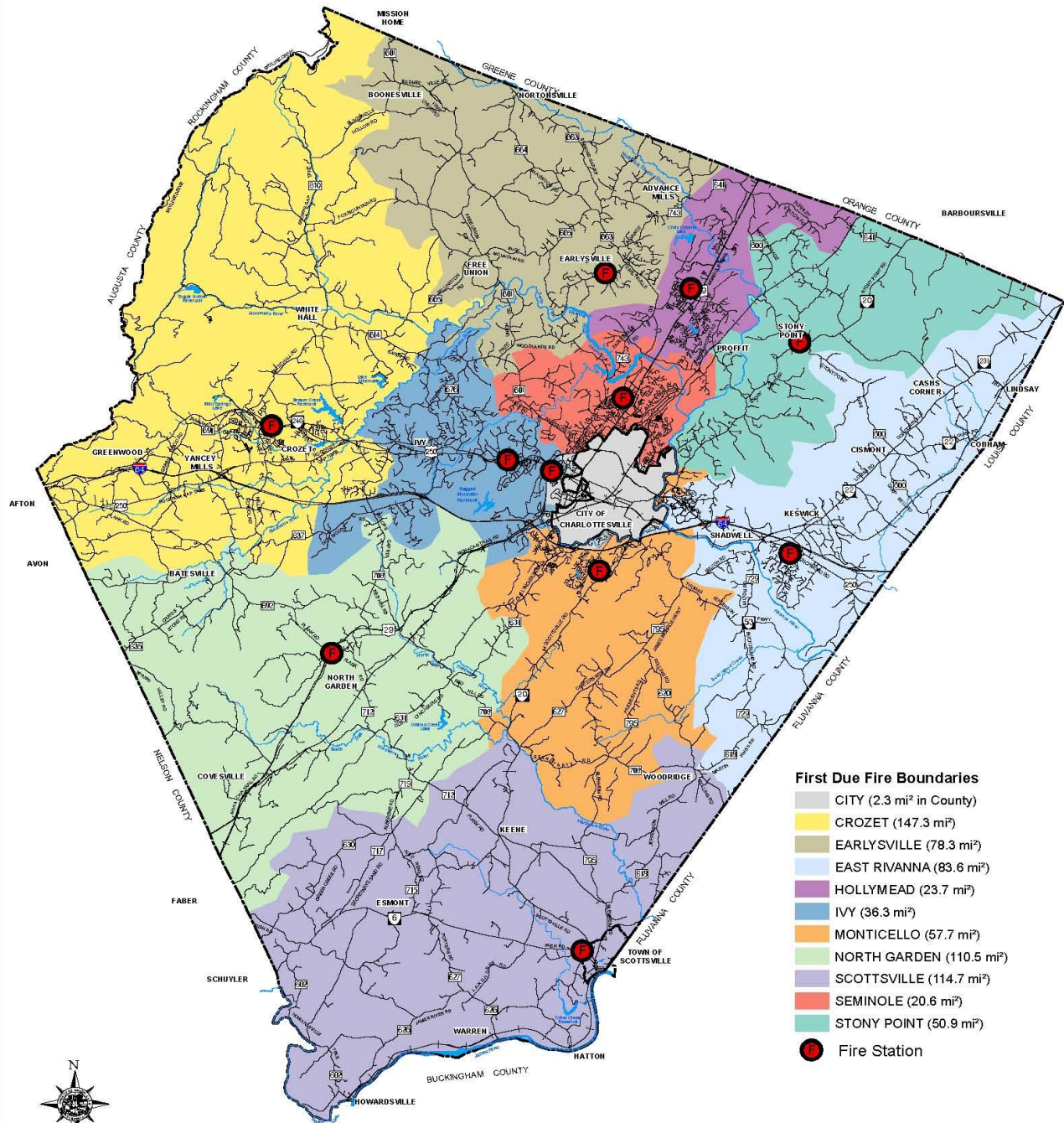
Annual Report Staff

Tom LaBelle, Division Chief Volunteer Services
Christina Davis, CAP/OM
Justin Ide, Photography – Firefighter/EMT, Crozet Volunteer Fire Company, Ivy Fire Rescue

*At the August FEMS Board meeting the Chief Reid voted against the submission of this report to the Board of Supervisors.

FIRST DUE FIRE BOUNDRIES

County of
Albemarle
Virginia



First Due Fire Boundaries

- CITY (2.3 mi² in County)
- CROZET (147.3 mi²)
- EARLYSVILLE (78.3 mi²)
- EAST RIVANNA (83.6 mi²)
- HOLLYMEAD (23.7 mi²)
- IVY (36.3 mi²)
- MONTICELLO (57.7 mi²)
- NORTH GARDEN (110.5 mi²)
- SCOTTSVILLE (114.7 mi²)
- SEMINOLE (20.6 mi²)
- STONY POINT (50.9 mi²)

Fire Station

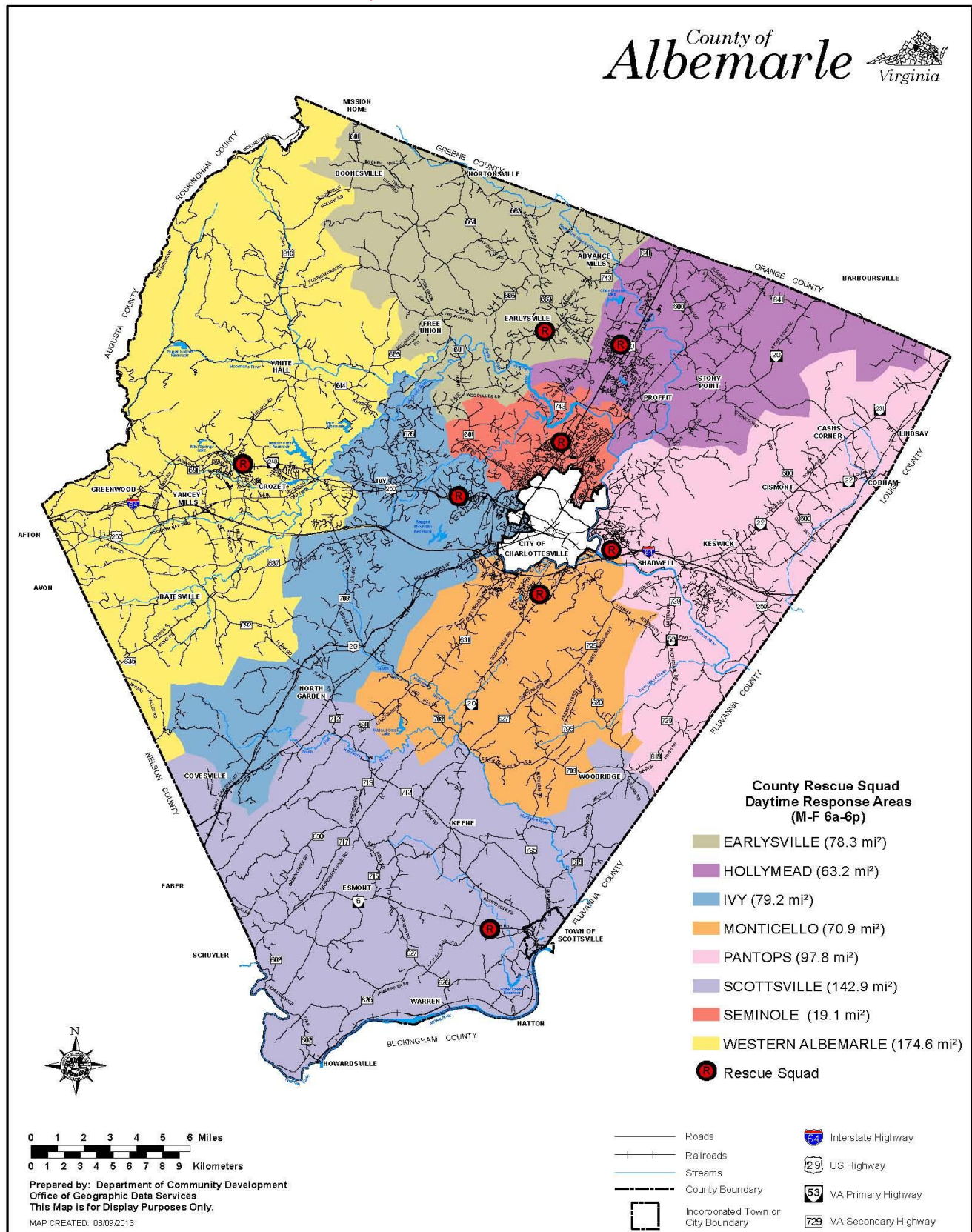
0 1 2 3 4 5 6 Miles
0 1 2 3 4 5 6 7 8 9 Kilometers

Prepared by: Department of Community Development
Office of Geographic Data Services
This Map is for Display Purposes Only.

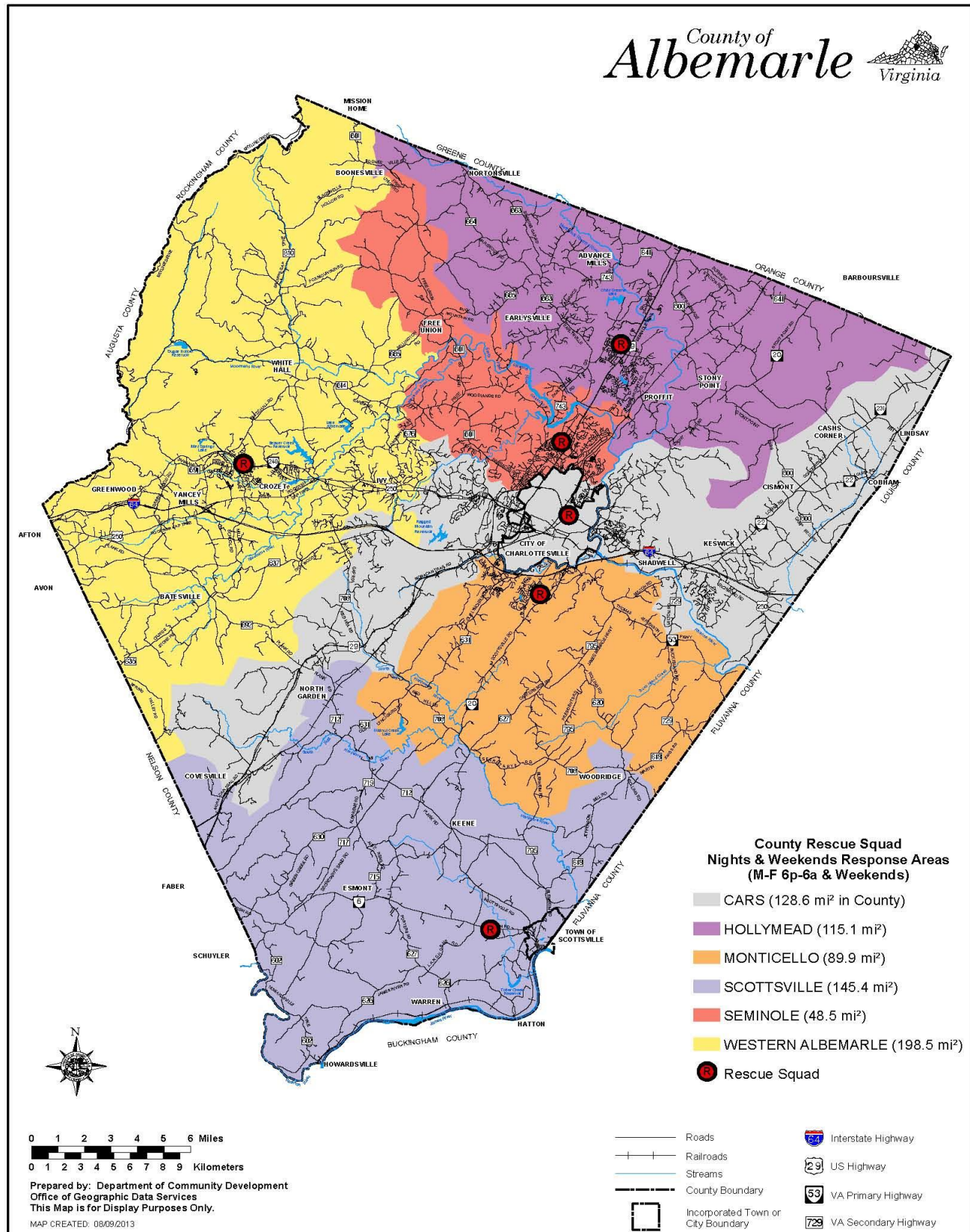
MAP CREATED: 08/09/2013

- Roads
- Railroads
- Streams
- County Boundary
- Incorporated Town or City Boundary
- Interstate Highway
- US Highway
- VA Primary Highway
- VA Secondary Highway

COUNTY RESCUE SQUAD - DAYTIME RESPONSE AREAS



COUNTY RESCUE SQUAD – NIGHTS & WEEKENDS RESPONSE AREAS



CHARLOTTESVILLE-ALBEMARLE RESCUE SQUAD

RESCUE 1



828 McIntire Road
Charlottesville, VA 22902

434.296.4825

www.rescue1.org

– Established in 1958 –



CHARLOTTESVILLE ALBEMARLE
SPECIAL 1 EVENTS
RESCUE SQUAD

Chief Operational Officer:
Chief Executive Officer:

Dayton Haugh
Mike Berg

Response Area:
Population:
Number of Structures:

359 square miles
70,727
29,408

Volunteer Staff:

222 Operational Volunteers
0 Support Volunteers

Apparatus:

Ambulances (Patient Transport)	8
Heavy Duty Rescue Squads	2
Medium Duty Rescue Squads	1
Command Vehicles	1
Staff/Support Vehicles	6
Mass Casualty Vehicles	1
Water Rescue Squads	1
Gators/ATVs	2
Boats	3
Trailers (Special Events & Collapse Rescue)	3

CROZET VOLUNTEER FIRE DEPARTMENT

STATION 5



5652 Three Notch'd Road
Crozet, VA 22932

434.823.4758

www.crozetfire.org

– Established in 1910 –

Chief Operational Officer:
Chief Executive Officer:

Preston Gentry
Matt Robb

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

147 square miles
12,499
8,702
342 Hydrants

Volunteer Staff:

71 Operational Volunteers
10 Support Volunteers

Apparatus:

Engines/Pumpers	3
Tankers	1
Brush/Quick Attack Vehicles	2
Command Vehicles	1
Staff/Support Vehicles	2

Volunteer Requirements:

- Sixteen (16) years of age
- Four (4) hours of duty per week
- Participate in fundraising, general maintenance, and Fourth of July Carnival



EARLYSVILLE VOLUNTEER FIRE COMPANY

STATION 4



**283 Reas Ford Road
Earlysville, VA 22936**

434.973.8862

www.earlysvillefire.org

– Established in 1965 –

Chief Operational Officer:
Chief Executive Officer:

C. Keith Shifflett
Mark Gorlinsky

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

78 square miles
6,266
6,736
0 Hydrants

Volunteer Staff:

38 Operational Volunteers
3 Support Volunteers

Career Staff:

3 Operational Staff

Apparatus:

Engines/Pumpers	2
Tankers	1
Brush/Quick Attack Vehicles	2
Command Vehicles	1
Staff/Support Vehicles	1
Hazardous Materials Response	1

Volunteer Requirements:

- Sixteen (16) years of age



EAST RIVANNA VOLUNTEER FIRE COMPANY

STATION 2



**3501 Steamer Drive
Keswick, VA 22947**

434.293.6722

www.ervfc.com

– Established in 1970 –

Chief Operational Officer:
Chief Executive Officer:

Calvin Butler
Lanny Moore

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

84 square miles
8,991
3,505
275 Hydrants

Volunteer Staff:

28 Operational Volunteers
45 Support Volunteers

Career Staff:

3 Operational Staff

Apparatus:

Engines/Pumpers	3
Tankers	2
Brush/Quick Attack Vehicles	2
Command Vehicles	1
Staff/Support Vehicles	2

Volunteer Requirements:

- Sixteen (16) years of age
- Weekly duty crews (required duty shift every sixth evening/night)
- Participation in station functions
- Completion of Firefighter I within two (2) years of beginning service



HOLLYMEAD FIRE RESCUE

STATION 12 & RESCUE 12



3852 Dickerson Road
Charlottesville, VA 22911

434.531.2234

www.hollymeadfire.org

– Established in 2006 –

Response Area: 24 square miles
Population: 10,505
Number of Structures: 7,964
Hydrants in Service Area: 393 Hydrants

Volunteer Staff: 12 Operational Volunteers
0 Support Volunteers
Career Staff: 18 Operational Staff

Apparatus:

Engines/Pumpers	1
Tankers	1
Ambulances	1
Aerial	1

Volunteer Requirements:

- Eighteen (18) years of age
- Senior: Twelve (12) hours of duty per week, one twenty-four (24) hour duty shift every sixth weekend
- Associate: Twelve (12) hours of duty every other week, one twenty-four (24) hour duty shift every sixth weekend
- Support: Eight (8) hours of service per month



IVY FIRE RESCUE

STATION 15 & RESCUE 15

		640 Kirtley Lane Charlottesville, VA 22901 434.243.7938
	– Established in 2013 –	

Chief Operational Officer:	Robert Larsen
Response Area:	36 square miles
Population:	7,441
Number of Structures:	
Hydrants in Service Area:	300 Hydrants
Volunteer Staff:	20 Operational Volunteers 0 Support Volunteers
Career Staff:	15 Operational Staff
Apparatus:	

Engines/Pumpers	1
Ambulances	1

Volunteer Requirements:

- Eighteen (18) years of age
- Senior: Twelve (12) hours of duty per week, one twenty-four (24) hour duty shift every sixth weekend
- Associate: Twelve (12) hours of duty every other week, one twenty-four (24) hour duty shift every sixth weekend
- Support: Eight (8) hours of service per month

MONTICELLO FIRE RESCUE

STATION 11



25 Mill Creek Drive
Charlottesville, VA 22902

434.295.0836

– Established in 2002 –

Response Area: 58 square miles
Population: 11,727
Number of Structures: 2,554
Hydrants in Service Area: 309 Hydrants

Volunteer Staff: 9 Operational Volunteers
1 Support Volunteers
Career Staff: 18 Operational Staff

Apparatus:

Engines/Pumpers	1
Command Vehicles	1
Aerials	1
Incident Rehabilitation Vehicles	1
Quick Response/ALS Zone Vehicles	2

Volunteer Requirements:

- Eighteen (18) years of age
- Active: Forty-eight (48) hours per month
- Associate: Twenty-four (24) hours per month



NORTH GARDEN VOLUNTEER FIRE COMPANY

STATION 3



**4907 Plank Road
North Garden, VA 22959**

434.971.1583

www.ngvfc.org

– Established in 1970 –

Chief Operational Officer:
Chief Executive Officer:

George Stephens
Aiden Ray

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

111 square miles
4,904
1,800
0 Hydrants

Volunteer Staff:

29 Operational Volunteers
9 Support Volunteers

Apparatus:

Engines/Pumpers	2
Tankers	2
Brush/Quick Attack Vehicles	2
Command Vehicles	1
Staff/Support Vehicles	2

Volunteer Requirements:

- Junior: Sixteen (16) years of age
- Senior: Eighteen (18) years of age
- Participation in fundraising activities
- Five (5) hours of duty per week
- Flexible scheduling



SCOTTSVILLE VOLUNTEER FIRE DEPARTMENT

STATION 7



141 Irish Road
Scottsville, VA 24590

434.286.2841

www.scottsvillefire.org

– Established in 1939 –

Chief Operational Officer:
Chief Executive Officer:

Michael Grandsaff
James Williams, Sr.

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

115 square miles*
4,642*
3,170*
36 Hydrants*

**Albemarle County response area; does not include response areas in Fluvanna, Buckingham, or Nelson Counties*

Volunteer Staff:

59 Operational Volunteers
4 Support Volunteers

Apparatus:

Engines/Pumpers	2
Tankers	2
Brush/Quick Attack Vehicles	1
Command Vehicles	1
Staff/Support Vehicles	1
Trailers (Hazardous Materials Control)	1

Volunteer Requirements:

- Sixteen (16) years of age



SCOTTSVILLE VOLUNTEER RESCUE SQUAD

RESCUE 7



805 Irish Road
Scottsville, VA 24590

434.286.3979

www.svrs.org

– Established in 1974 –

Chief Operational Officer:
Chief Executive Officer:

Charles Stockton
Gloria Newton

Response Area:
Population:
Number of Structures:

155 square miles*
5,930*
3,756*

**Albemarle County response area; does not include response areas in Fluvanna, Buckingham, or Nelson Counties*

Volunteer Staff:

43 Operational Volunteers
5 Support Volunteers
3 Operational Staff

Career Staff:

Apparatus:

Ambulances (Patient Transport)	4
Air Supply/Support Vehicles	1
Command Vehicles	1
Staff/Support Vehicles	3
Medium Duty Rescue Squads	1
Gators/ATVs	1
Trailers	1

Volunteer Requirements:

- Junior: Sixteen (16) years of age
- Senior: Eighteen (18) years of age
- Duty crew hours under review and update.



SEMINOLE TRAIL VOLUNTEER FIRE DEPARTMENT

STATION 8



**3055 Berkmar Drive
Charlottesville, VA 22906**

434.973.1717

www.stvfd.org

– Established in 1976 –

Chief Operational Officer:
Chief Executive Officer:

Daniel Tawney
L. F. Wood

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

21 square miles
21,388
8,383
642 Hydrants

Volunteer Staff:

74 Operational Volunteers
2 Support Volunteers

Career Staff:

18 Operational Staff (Includes R-8)

Apparatus:

Engines/Pumpers	3
Brush/Quick Attack Vehicles	1
Command Vehicles	2
Staff/Support Vehicles	2
Ladders/Aerials	1

Volunteer Requirements:

- Junior: Sixteen (16) years of age
- Senior: Eighteen (18) years of age
- Twelve (12) hours of duty per week
- One (1) forty-eight (48) hour duty shift every fifth weekend



STONY POINT VOLUNTEER FIRE COMPANY

STATION 6



3827 Stony Point Road
Charlottesville, VA
22911

434.973.7733

www.spvfc.org

– Established in 1974 –

Chief Operational Officer:
Chief Executive Officer:

Michael Reid
John Vermillion

Response Area:
Population:
Number of Structures:
Hydrants in Service Area:

51 square miles
3,348
1,804
29 Hydrants

Volunteer Staff:

30 Operational Volunteers
0 Support Volunteer

Career Staff:

3 Operational Staff

Apparatus:

Engines/Pumpers	2
Tankers	1
Brush/Quick Attack Vehicles	2
Staff/Support Vehicles	3

Volunteer Requirements:

- Junior: Sixteen (16) years of age
- Senior: Eighteen (18) years of age
- Rotating duty crew schedule
- Twelve (12) hours of duty per week, Two (2) twenty-four (24) hour duty shift every month totaling ninety-six (96) hours per month



WESTERN ALBEMARLE RESCUE SQUAD

RESCUE 5



1257 Crozet Avenue
Crozet, VA 22932

434.823.5103

www.westernrescue.org

– Established in 1978 –

Chief Operational Officer:
Chief Executive Officer:

Kostas Alibertis
Bill Wood

Response Area:
Population:
Number of Structures:

212 square miles
16,291
9,565

Volunteer Staff:

63 Operational Volunteers
2 Support Volunteers

Apparatus:

Ambulances (Patient Transport)	3
Medium Duty Rescue Squads	1
Command Vehicles	1
Staff/Support Vehicles	1
Gators/ATVs	1
Trailers (Special Events)	1

Volunteer Requirements:

- Sixteen (16) years of age



HOW WE GOT HERE

Gene Donovan, Firefighter, Station 8 - Seminole Traile Volunteer Fire Department

Where did you grow up?

Westchester County, NY

Did you or a family member previously volunteer?

No but we did have family that were/are career firefighters in New York City. I had my EMT-Basic training and was looking for a way to get involved in the community and meet people.

Where do you live now?

Charlottesville. We moved down several years ago. I am a cabinet maker by trade but am currently going back to graduate school for nursing.

How did you join (online/hardcopy)?

I stopped by the station (Seminole Trail) to check it out and find out about the process. I had asked around and was told that this station had a high call volume and lots of young people so it really peaked my interest. When I stopped in the Seminole Trail station the Recruitment Committee members helped me out with filling out paperwork. I really believe that showing up in person is helpful.

How was the process?

It was really fast as there was a Firefighter 1 Hybrid Class (partially online) starting up almost immediately after I joined so there was plenty of paperwork to do but it went well. The Membership Committee was very helpful and Christina Davis at ACFR basically did everything for me. The physical was easy enough and it's important for me to know I'm healthy, it's a good thing.

What certifications do you currently have?

I have my Firefighter 1, Hazardous Materials Operations, Emergency Vehicle Operator, Driver Aerial Operator, Rural Water Supply and Driver Pump Operator.

What would you change?

The ride along process (riding with multiple different crews on different days) is a good way for the membership to feel you out and you to feel them out to ensure that everything is a good fit. However there's not much you as a person riding along can do so it can be a little discouraging even though it's a very necessary part of the process.

I've been lucky, the leaders here at Seminole Trail do a great job of making sure we know what classes are available and appropriate to keep moving forward. Time is a priority for everyone and making sure we're using it well depends on the kind of direction I've received at Seminole Trail.

Kate Downs, Firefighter/EMT, Station 11 – Monticello Fire Rescue

Where did you grow up?

I grew up in Prince George's County but moved here later in life.

Did you or a previous family member volunteer?

No, but I had my EMT-Basic and was looking for a way to interact with the community. I looked at the different stations at first, but was still a student and wanted to finish that up first.

Where do you live now?

I live in Charlottesville

How did you join (online/hardcopy)?

I had already looked at different stations and station 11 was suggested to me. I stopped by and met Todd Southard, the career member in charge of bringing on volunteers. He helped me work on the paperwork and get stuff squared away.

How was the process?

It was pretty seamless as the paperwork was all laid out for me. It was a big jump to try and do online so I did the paperwork and there were folks to help me walk through that process. The key for me was to buckle down and just get it done.

We did run into a problem with getting an ID badge made, but the office was able to figure it out and fixed the problem. Also the phone number to volunteer at Monticello was an old number, it's since been changed but that was a little confusing when I called.

What certifications do you currently have?

I currently have Firefighter 1, Hazmat Operations and Emergency Vehicle Operator.

What would you change?

I've been able to move right along and finish up my base level certifications. I'm really interested in moving forward with more advance classes, particularly with regard to fire suppression and those aren't offered as often as the entry level training programs.

I'd also like greater access to some of the training that career staff take such as Car Safety Seat training, pump operator and others.

**Tim Falwell, Firefighter/EMT:
Station 3 – North Garden Volunter Fire Company**

Where did you grow up?

I grew up in the Ivy area of Albemarle County

Did you or a previous family volunteer?

No body in my family did, but as I grew up I became interested. I volunteered in Ruckersville but then took a few years off until I joined down in North Garden.

Where do you live now?

In North Garden

How did you join (online/hardcopy)?

I stopped by the station to see what it was like. The guys were great so I filled out the paper work. I think meeting folks face to face makes the most sense. Your committing a lot of your time and you can't get a real feel for these things over the computer.

How was the process?

It was good overall. I did have a long wait for my physical. I sat in the doctor's office for three and a half hours which was too long. The Virginia Department of Fire Programs lost my training records so I had to take some classes again, but overall it went well and I got my certifications through the Albemarle Training Division again.

What certifications do you currently have?

I have Firefighter 1 and 2,, Hazmat Operations and Emergency Vehicle Operator, EMT-B and Airport Firefigter as I was a firefighter at the airport for awhile.

What would you change?

Nothing really, I think overall I think we've got a good program going.

**Ted German, EMT,
Rescue 5 – Western Albemarle Rescue Squad**

Where did you grow up?

I'm originally from the Newport News area of Virginia, but I've moved around and recently moved down from New York City.

Did you or a previous family volunteer?

I was involved as a member and crew leader with the Radford University Rescue Squad in the mid 80's. I really enjoyed the experience. Nobody else in my family has volunteered in emergency services though, I'm the first.

Where do you live now?

In Charlottesville in the Barracks Road area.

How did you join (online/hardcopy)?

I work with a few folks who are members of WARS. We talked a lot and they encouraged me to check it out. I spoke with Melanie Welcher from the squad and she helped me through the process. I didn't fill out the online applications as it was all in person and they walked me through the paperwork.

How was the process?

It was very easy and I got it all done in a week or so. It was all very straight forward.

What certifications do you currently have?

I am certified as an EMT-Basic, Wildland EMT, EVOC level 2 and I'm an American Heart Association CPR Instructor.

What would you change?

Nothing really, it was all very easy and the folks at WARS helped me through the process.

Heriberto Valtierra, Firefighter, Station 2 – East Rivanna Volunteer Fire Company

Where did you grow up?

I came to Albemarle County from Deland Florida about four years ago. My father moved up to the area for work and I followed him up. I work in the construction trade, mostly remodeling work.

Did you or a family member previously volunteer?

I didn't even know that there was such a thing as volunteer firefighters until I came here. I heard about it and it seemed like a great idea. It became something I was interested in, but didn't consider it as a job I wanted; I really just wanted to volunteer.

Where do you live now?

In East Rivanna

How did you join (online/hardcopy)?

I decided to stop by my local station (East Rivanna Volunteer Fire Company) to find out more about what it was like. The crew there that day told me who to contact and what I needed to do. They gave me a person to call from the fire company's recruitment team.

I spoke to the member of the recruitment team who was very welcoming and they invited me to the next monthly meeting to check things out. That meeting night I liked what I saw and filled out the membership application that evening. I was assigned to a crew right away and have been moving forward ever since.

How was the process?

Signing up was pretty easy. The crew I met when I visited the station knew the process for joining and they were very helpful. Captain Smith was great and he knew all the answers to my questions. It wasn't till I was volunteering there for a little while that I found out that Captain Smith and the crew that day was career staff; I thought they were all volunteers.

The paperwork process for joining was pretty easy too. The physical was available anytime you wanted to walk into the clinic and the background check and other paperwork at ACFR was easy to get done. I got into a Firefighter 1 class taught by the county pretty quickly and the instructors were very helpful. It was pretty much a common sense class; I thought it was pretty cool.

What certifications do you currently have?

I currently have Firefighter 1, Hazmat Operations and Emergency Vehicle Operator.

What would you change?

I've been a member for just over a year and I really wouldn't change anything. My crew leader pushed me, he didn't cut me slack, he moved me along and kept me going. That drive kept my interest level up.

I will be starting EMT-B soon. The key is don't let people slack off because you can't do much without certification. You need to get new members started ASAP.

PROGRESS TOWARDS GOALS

- Pathway to Volunteering
 - Keep Volunteerism Local
 - In 2014/15 the Recruitment and Retention Committee developed new campaigns focused on local branding
 - Clear and easy process for joining
 - ACFR staff worked behind the scenes and out in the field to help create a streamlined volunteer focused processing
 - Invigorate the Recruitment and Retention Committee
 - Committee now meeting regularly and providing overall support. Charter was created for the committee along with new Co-Chairs.
 - Increase use/support of Social Media
 - The FEMS board created a Communications Sub Committee as part of the Recruitment and Retention committee to help increase outreach.
 - Provide Recruitment Training for R&R members
 - The committee has begun to provide information for members on trainings in Virginia as well as host training within the county
 - Sent team from multiple stations to training via grant funding
 - Support local Recruitment programs/efforts
 - Committee and staff participating in local outreach with both material and workforce
- Pathway to Fulfillment
 - Getting the most from your volunteering
 - The committee is now looking at retention efforts to ensure members have a good experience beyond their first years
 - Recruitment and Retention are different
 - There is now a greater focus on differentiating goals at committee and FEMS board levels
 - More than just task level participation
 - Revamping of Officer Development Program, now in session and offered in a modular, volunteer friendly, format
 - Greater support for station boards rather than just focusing on operations
 - Provide training to support all functions
 - Created Treasurers' Manual to provide support to station treasurers
 - Increase Retention benefits- Analysis
 - Brought in national experts to meet with FEMS board and R&R Committee

VOLUNTEER BENEFITS

Uniforms & Personal Protective Equipment

- Uniforms and personal protective equipment are provided to all active personnel.

Photo Identification Cards

- To receive your photo ID card, have your Chief sign the applicable authorization form.
- Volunteers must present a valid government-issued photo identification (driver's license) to obtain an ID.
- All ID cards must be surrendered to the Department upon inactive status (resignation, termination, etc.).
- Personnel must report lost or stolen ID cards to the Department immediately.
- Lost ID cards will be replaced for a fee of \$2.00.
- ID cards expire two (2) years from issue date.

On-Duty Meal Reimbursement

- One (1) meal per volunteer, per eight (8) hour duty shift is reimbursable to the individual.

Fitness & Wellness Equipment & Programs

- Exercise & fitness equipment is available at fire rescue stations.
- The department maintains a continuing proactive wellness and fitness program for all personnel including peers trained as fitness trainers.

Computer & High-Speed Internet Access

- All stations have computer terminals and high-speed internet access for personnel.
- Users are subject to acceptable use guidelines.

Personal Property Tax Discount

- To be eligible for the personal property tax discount, volunteers must have completed minimum training requirements and must have contributed a minimum of one-hundred (100) hours of volunteer activities for the organization during the preceding twelve (12) month period.
- Eligible hours are accumulated for attending meetings, responding to calls, training, and some other volunteer activities.
- Lost, misplaced, or stolen vouchers will not be replaced.
- All vouchers are valid for the calendar year of issuance.
- Volunteer must be owner or partial owner of the vehicle(s) or other personal property or leased by the volunteer who is obligated under the terms of the lease to pay the personal property tax.
- The voucher(s) may be used for either the first, second, or third cycle billings. Both vouchers may be used at the same time if desired.
- A voucher, when used, must be used in full. No credit is given for any unused portion of a voucher.

Influenza Vaccinations

- All active personnel are provided annual influenza vaccinations free-of-charge, if desired.
- The vaccinations are administered through a contracted provider.
- Schedules for vaccinations are determined annually by the Department of Human Resources.
- Personnel must present a valid Department identification card at the administration site to receive the vaccination. No other form of ID (badge, uniform, etc.) will be accepted.

- Personnel may choose to have his/her family physician administer the vaccine. Personnel will be reimbursed for the vaccine up to a cost established annually by the Department of Human Resources. Personnel must submit the signed and authorized reimbursement form to receive the reimbursement.

Hepatitis-B Vaccinations

- All active personnel are provided Hepatitis-B Vaccinations, if desired.
- All personnel who have patient contact should receive the Hepatitis-B vaccination.
- Present form to staff at ACFR offices (COB-5th Street) to receive additional forms and instructions.
- Go to the Martha Jefferson Hospital Emergency Department or UVA WorkMed and receive the first vaccination injection. An appointment and/or registration is not necessary at MJH.

Firefighter or Rescue Squad License Plates

- Complete DMV Form #VSA 124. This form is available at www.ACFireRescue.org.
- Have your Chief sign the form.
- Present it to the Department of Motor Vehicles (DMV).

Federal and/or State Tax Deductions

- Consult with your tax advisor or accountant about how you can receive federal and state tax deductions by volunteering.

Accident & Life Insurance

- Accident, death, and dismemberment insurance provided for volunteers if killed or injured in the line of duty.

Parks & Recreation Passes

- All active volunteer personnel are provided family season passes to Albemarle County parks.
- Season passes are issued annually.
- Passes are distributed at stations or personnel may pick up his/her passes at the Department of Fire Rescue.

Fire & EMS Training

- A world-class Training Division delivers certification and continuing education training for the department.
- Quality training services are offered through a training staff dedicated to supporting the needs and goals of the County, the department, and the individual.

Networking Opportunities

- Networking – career and social – is one of the most important, if not the most important, activities that individuals need to master to be truly successful.
- Ready to start building your network? There's no better way to network in your community than to volunteer with your local fire rescue organization.

Career Development

- No matter your age, career development is a priority for most individuals.
- Volunteering with Albemarle County Fire Rescue will expose you to experienced and well-rounded career and volunteer mentors.
- These mentors will help you develop the knowledge, skills, abilities, and leadership skills to ensure your success.