

**Norfolk Vol Fire Dept**  
**Incentive Program Policy 2022**

\*\*Maximum incentive cap of \$2000 per member\*\*

**Part 1:**

NVFD members can earn up to \$1000 based on their annual participation within the department. Incentivising participation ensures that incidents, training, and meetings are attended. Extra credit above departmental participation can be submitted to increase percentage bands.

Participation percentage bands are as follows:

- 20%-29.9% = \$250
- 30%-39.9% = \$500
- 40%-49.9% = \$750
- 50%+ = \$1000

**Part 2:**

If a member has at least 20% in participation and meets the NVFD By-Law participation minimums (Active A/B/FP Members: 6 Meetings, 8 Practices) or is an NVFD officer, they qualify for the "Certification Band" up to \$1000 based on certifications held and maintained. The goal is to annually recognize officers and incentivise active members to obtain a higher level of education and maintain that certification to help the citizens of Norfolk during emergencies.

The additional tax abatement/incentive up to \$1000 will be available annually for members in good standing based on the following certifications held:

- \$250 CPR/AED
- \$500 EMR
- \$1000 EMT
- \$250 Exterior Firefighter
- \$500 Firefighter 1 certification
- \$750 Firefighter 2 certification
- \$1000 Fire Instructor certification
- \$500 Specialized Rescue
- \$500 Certified Pump Operator
- \$250 CDL, Q endorsement, EVOC, TIMS, or CEVO
- \$500 Line/Staff/Executive Officer
- \$500 Exterior Firefighter (initial class attendance, non-certification)
- \$1000 Firefighter 1 (initial class attendance with certification)
- \$1000 Firefighter 2 (initial class attendance with certification)
- \$1000 Fire Instructor (initial class attendance with certification)
- Up to \$500 for EMS certifications/classes attended above EMR/EMT
- Up to \$500 for fire certifications/classes attended above Firefighter 1

