

THE BOARD OF COUNTY COMMISSIONERS OF
SANTA FE COUNTY, NEW MEXICO

RESOLUTION NO. 2007-158

A RESOLUTION ADOPTING A VOLUNTEER RECRUITMENT
AND RETENTION INCENTIVE PROGRAM

WHEREAS, the Santa Fe County Fire Department relies heavily on volunteer firefighters and emergency medical technicians to supplement its professional firefighters and emergency medical technicians;

WHEREAS, notwithstanding the growing force of professional firefighters and emergency medical technicians, the County remains critically dependent on its volunteer forces and maintaining a strong and vital volunteer force is critical to public security and health;

WHEREAS, the Santa Fe County Fire Chief (the "Fire Chief") has become concerned about the reliability and effectiveness of the volunteer force, and appointed a Volunteer Recruitment and Retention Committee ("the Committee"), chaired by a District Fire Chief, whose membership consists of District Fire Chiefs, Assistant District Chiefs and individual District officers and District members ;

WHEREAS, after studying the matter, the Committee discovered that difficulty recruiting and retaining volunteer firefighters and emergency medical technicians is a national issue related to a decline in volunteerism, to national and state training and educational mandates, and to population growth, all of which result in higher emergency call volumes and an increased demands on the personal time of volunteers;

WHEREAS, the Committee believes that implementation of a nominal incentive program will address some of these issues and ensure reliable and effective emergency

response;

WHEREAS, the Fire Chief agrees that the reliability and effectiveness of the volunteer firefighting and emergency medical force in Santa Fe County is a concern, and believes it can be addressed through a volunteer incentive program that provides nominal payments to volunteers for their efforts;

WHEREAS, it is the opinion of the Committee and the Fire Chief that the implementation of the Volunteer Recruitment and Retention Incentive Program will have a positive affect on the retention of existing volunteers and the recruitment of future volunteers based on the experience of similar fire departments that have instituted such programs;

WHEREAS, budgeted funds are available from the recently-enacted Emergency Communications and Emergency Medical Services Gross Receipts Tax to support such a program;

WHEREAS, the Board of County Commissioners accepts the recommendations of the Fire Chief and the Committee, and desires to take any and all measures to ensure the ongoing viability of its force of volunteer firefighters and emergency medical technicians and to ensure that their efforts on behalf of the citizens of this County are both appreciated and directly rewarded, and therefore desires to implement the program of incentives set forth below.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF SANTA FE COUNTY that:

1. A Volunteer Firefighter and Emergency Medical Technician Incentive Program ("the Program") is hereby established, as described herein.
2. Each Volunteer Firefighter and Volunteer Emergency Medical Technician

participating in the Program shall be paid the sum of \$6.00 for an emergency response.

3. Each Volunteer Firefighter and Volunteer Emergency Medical Technician participating in the Program shall be paid the sum of \$2.00 for training approved by the Fire Chief.

4. In order to receive a payment as provided herein, a Volunteer Firefighter or Volunteer Emergency Medical Technician must be qualified in the opinion of the Fire Chief to receive a payment, either through training, certification or experience.

5. In order to receive a payment as provided herein, a Volunteer Firefighter or Volunteer Emergency Medical Technician must make application for a payment, on a form prescribed by the Fire Department, and must complete and provide all attachments required by the Fire Department before the application will be considered.

6. The Application described in the previous paragraph must be accompanied by an individual Emergency Call/Training Log, on a form provided by the Fire Department, on which shall be recorded each emergency response by type (Fire, Rescue or EMS). Each training event shall be similarly recorded. In order to qualify for the payments described herein, each Volunteer Firefighter and Volunteer Emergency Medical Technician must complete a separate Emergency Call/Training Log each month.

7. The Volunteer Firefighter and Emergency Medical Technician must sign the Emergency Call/Training Log and thereby attest to its accuracy. The respective District Chief must sign the Emergency Call/Training Log and thereby attest to its accuracy.

8. In order to receive a payment as provided herein, the Emergency Call/Training Log must be submitted to the Fire Department Administration no later than fifteen (15) days after the end of each quarter; that is, for the months July, August, and September, the Emergency Call/Training Log shall be submitted no later than the 15th day of

October.

9. The Fire Department may verify that calls recorded and verified on an Application and Emergency Call/Training Log are accurate and the individual requesting payment participated in the emergency response or training for which a payment is requested.

10. The Fire Department may take all appropriate actions with respect to an application it deems to be false, fraudulent or misleading, including suspension or termination of the volunteer from further service and/or other appropriate action. No payment shall be made upon an application deemed to be false, fraudulent or misleading.

11. Payments provided under this Program are subject to appropriations by the Board of County Commissioners, who may discontinue the program at any time, without notice.

12. The Program, as described herein, is contingent upon sufficient appropriations and authorizations being made by the Board of County Commissioners. If sufficient appropriations and authorizations are not made in this or future fiscal years, this Program shall terminate immediately, with or without notice to participants. Any such termination of the Program shall be without penalty to the County, and the County shall have no duty to reimburse persons for calls made for which a payment has not yet been made.

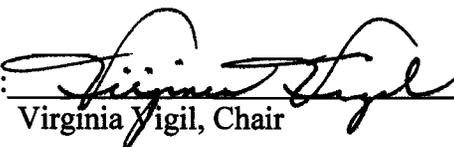
13. The Board of County Commissioners is expressly not committed to expenditure of any funds until such time as they are programmed, budgeted, encumbered and approved for expenditure. The County's decision as to whether sufficient appropriations and authorizations have been made shall be final.

14. The terms of this Resolution, and the payments described herein, do not create, nor are they intended to create, an employment relationship between any Volunteer Firefighter or Emergency Medical Technician and the Board of County Commissioners or the County. The payments described herein are therefore intended, not as compensation for work, but solely as partial compensation for expenses volunteers incur performing volunteer service for the County. The payments are not wages or salary.

15. The terms of this Resolution, and the payments described herein, do not create an employment relationship between any Volunteer Firefighter or Emergency Medical Technician and the Board of County Commissioners or the County, and therefore any volunteer entitled to payments shall be considered a volunteer, not an employee of the County and by accepting payments described herein, each Volunteer Firefighter and Emergency Medical Technician acknowledges this legal relationship. Volunteers accepting payments pursuant to this Resolution shall not accrue leave, participate in County employee retirement plans, insurance plans, use of County vehicles or equipment, or any employee benefit designated for County employees.

PASSED, APPROVED, and ADOPTED this 25 day of September, 2007.

**THE BOARD OF COUNTY COMMISSIONERS
OF SANTA FE COUNTY, NEW MEXICO**

By:  _____
Virginia Vigil, Chair

ATTEST:

Valerie Espinoza
Valerie Espinoza, County Clerk



Approved as to form only:

Stephen C. Ross
Stephen C. Ross, County Attorney
Approved:

Stan Holden
Stan Holden, Fire Chief



COUNTY OF SANTA FE) BCC RESOLUTIONS
STATE OF NEW MEXICO) ss PAGES: 6

I Hereby Certify That This Instrument Was Filed for
Record On The 3RD Day Of October, A.D., 2007 at 10:23
And Was Duly Recorded as Instrument # 1501842
Of The Records Of Santa Fe County

Valerie Espinoza Witness My Hand And Seal Of Office
Deputy Valerie Espinoza
County Clerk, Santa Fe, NM