



UPSHUR ESD #1

UPSHUR EMERGENCY SERVICE DISTRICT



Date: 07/07/2025

Policy: Incentivization for Upshur County ESD #1 volunteer involvement and retention.

Purpose: This program provides four levels of compensation based on time commitment, certifications, training participation, and call response. It's designed to reward firefighters for their service while encouraging growth, responsibility, and consistency.

Yearly Volunteer Compensation						
Involvement	Basic Payout	Structural FF Cert.	Emergency Medical Cert.	Extrication Cert.	Wildland Cert.	Total Possible Payout
25%	\$50.00	+\$50	+\$25	+\$25	+\$50	\$200
50%	\$250.00	+\$50	+\$25	+\$25	+\$50	\$400
60%	\$300.00	+\$50	+\$25	+\$25	+\$50	\$450
75%	\$350.00	+\$50	+\$25	+\$25	+\$50	\$500

One time training bonus	
Structural Firefighter	\$100
EMR/EMT or greater	\$75
Wildland Firefighter	\$75
Extrication	\$50
Any board approved class (TEEX, SFFMA)	\$20

Max payout per Upshur County ESD #1 volunteer shall not exceed \$599

Chiefs are responsible to provide the ESD Board with annual member involvement reports (October 1 prior year through September 30 current year) at the October Regular ESD board meeting and the ESD will have checks available to the chiefs at the November Regular ESD Board meeting.

Involvement is classified as total involvement in emergency responses and training/business meetings for each department. The total number of responses and events will be combined and then the involvement percentage derived from that data.

Chief or Dept. admin staff will fill out the worksheet with department information and member involvement for the ESD board to review before delivering checks.