

**2020**

**Loudoun County Combined  
Fire and Rescue System**

**VOLUNTEER BENEFITS**

# Volunteer Benefits

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## INTRODUCTION

Loudoun County proudly offers fire and rescue volunteers tangible and intangible benefits. Tangible benefits provided are meant to enhance a volunteer's experience or ease the significant resource commitment our volunteers make to our community. The intangible benefits provided fuel volunteer motivation to stay. Having a fulfilling volunteer opportunity is critical to retention. Please let us know how we can support and enhance extrinsic and intrinsic volunteer rewards.



## CRITERIA

Some benefits have an 80 point requirement. The 80 point criteria was originally established and endorsed by the County to recognize a volunteer for a service credit year under the length of service annuity program (LOSAP). The 80 points are obtained through volunteer activity over 3 or more categories in a 12 month period. Activity must be properly recorded in Alpine, formerly Fire Rescue Points System (FRPS).



## FURTHER INFORMATION AVAILABLE

This manual provides a summary of benefits available to our volunteers. For benefit details and forms please contact your station benefit coordinator, station recruitment and retention officer, or Loudoun County Fire-Rescue Volunteer Program at [RecruitRetainFR@loudoun.gov](mailto:RecruitRetainFR@loudoun.gov).

My station's R&R Representative is: \_\_\_\_\_



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## Volunteer Benefits

Volunteer benefits tied to the “80 points”	
Beneficiary death benefit	Beneficiaries of volunteers vested in the retirement system are entitled to the retirement payout if the volunteer dies prior to receiving 10 years’ worth of retirement benefit.
County vehicle licensing fee – formerly the decal program.	Volunteers who meet 80 points and own or lease a vehicle in their name in Loudoun county are eligible for a waiver of the vehicle licensing fee. Proper station and vehicle forms must be in by set deadlines. Fire-Rescue volunteers who provide 10 years of "80 point" service are eligible for vehicle licensing fee waiver on one vehicle annually for life while eligible.
Military credit – LOSAP	A volunteer whose service is interrupted by full-time military service or by a single voluntary enlistment not to exceed four years in the armed forces of the United States shall be considered on military leave. During such period of military leave, and upon return to active duty <b>and</b> earning one year of service credit, the volunteer shall receive active volunteer service credit of eighty points for each full year, prorated for service of less than a year at 6.67 points for each complete month on military leave. *See LOSAP plan for details.
Outside benefits	Routinely agencies and businesses offer discounts, scholarship, or financial assistance to fire-rescue volunteers. Benefit eligibility is often associated with the 80 points.
Retirement	Volunteers earn up to \$300 a month in retirement by earning "80 points" a point year. Point year runs Nov 1 - Oct 31. 80 points earns one credit year. 500 banked points earns additional credit years. Volunteers may draw benefit at age 55. Since 2003, volunteers are 20% vested at 3 years and fully vested at 7 yrs.
Tuition reimbursement	Volunteers who met 80 points in the prior year are eligible for \$2,000 a fiscal year in tuition reimbursement.
Benefits not tied to the 80 points	
Affordable dwelling unit- purchase program	The Affordable Dwelling Unit (ADU) is a purchase program offered by Loudoun County which enables eligible first time homebuyers with moderate income the opportunity to purchase a newly constructed or resale ADU townhouse or condominium.
Affordable dwelling unit -rental program	The ADU Rental program is offered by Loudoun County and enables eligible non-homeowners the opportunity to rent an apartment from a participating apartment complex, at a rent below that of similar units at the complex. ADU rental units are located throughout Loudoun County. Applicants must meet income eligibility requirements.

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Annual flu vaccine	Volunteers are offered a free flu vaccine once a year, approximately in the October time frame. LCFR ID required. Family members may also obtain the vaccine at a nominal cost.
Business discount program	Volunteers are entitled to the same employee discounts as Loudoun County employees. Loudoun County provides updated lists annually of local businesses that provide discounts. Valid LCFR ID required as proof of eligibility. Please see your station's recruitment and retention coordinator for an updated list.
Chaplain services	Loudoun County Fire-Rescue has a strong Chaplaincy program which provides non-denominational counseling and support. All Fire-Rescue personnel may utilize this program.
College credits	Northern VA Community College and other Virginia and national colleges offer credits for certifications obtained as a Firefighter or EMT or enrollment discounts.
Discount program participation	Loudoun County Combined Fire-Rescue system is partnered with TicketsatWork for Fire-Rescue system members access to exclusive savings on movie tickets, theme parks, hotels, tours, Broadway and Vegas shows & other national products, venues, and items.
Employee Assistance Program	Employee Assistance Program (EAP)-type mental health /counseling services benefit is available for all fire & rescue volunteers who are active members of any volunteer fire or rescue organization in Loudoun County. Additionally, family members, defined as those living in the volunteer's household may also take advantage of this valuable benefit. Services will be provided through Lytle EAP Partners.
Immunization	Operational first responders may receive a series of immunizations and/or titers to determine adequate levels of antibodies.
Insurance – accident and illness	Volunteers are covered under the county's VFIS policy to assist volunteers should they be injured or die while performing duties. VFIS provides a nominal financial payment should significant injury or death occur. You may be eligible for the following VFIS benefits: Medical Expense, Disability, Impairment, Death, and Spousal Support & Dependent Support. See the Policy for more information.
Intangible benefits	Being a volunteer with Fire & Rescue has intangible benefits that are often hard to imagine until you experience it. Fire-Rescue volunteers have benefited from: <ul style="list-style-type: none"> <li>• Improved self-confidence</li> <li>• A sense of accomplishment</li> </ul>

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	<ul style="list-style-type: none"> <li>• A sense of being a part of a family</li> <li>• Sharing their skills and expertise</li> <li>• Personal and professional networking</li> <li>• Enhanced life skills</li> <li>• Employment opportunities</li> <li>• Inclusion</li> <li>• Recognition</li> <li>• Camaraderie</li> <li>• A sense of fulfillment</li> <li>• Being respected</li> <li>• Overcoming challenges</li> </ul>
LCFR Identification	Volunteers are issued an LCFR ID once they are registered as active volunteers in Alpine. Photos are taken when fingerprinted and then at FF/EMT graduation. Volunteers under 18 years of age require a profile photo.
Loudoun County credit union participation	As a Fire-Rescue volunteer you are entitled to participate in the Loudoun County Credit Union located at 801 Sycolin Road. Valid LCFR ID required.
Loudoun First Responder financial assistance	The Loudoun First Responders Foundation accepts applications for financial assistance arising from any injury to a Loudoun County first responder or their family member which requires the first responder to provide extended care. <a href="http://www.loudounfrf.org">www.loudounfrf.org</a>
Medical reimbursement	Active uninsured volunteers required to completed medical diagnostic testing or interpretation of testing for their annual physical may be reimbursed up to \$5,000.
Notary service	Document notary is free to active and terminated volunteers through designated LCFR staff.
Outstanding service awards	System members are recognized for their contributions and outstanding achievements in fire, EMS, administrative, leadership, team, and service. Awards are hosted by various LCFR committees and agencies. Most awards are presented at an annual award banquet and others are given throughout the year.
Pre-placement and Annual physical	Operational volunteers complete a comprehensive physical. The physical includes a health history review, blood work, stress test and more. The physical is seen as a valuable health tool and has detected health issues possibly preventing unexpected significant health issues.
Station benefits	Each station offers benefits and varies per station. Some frequent benefits include a station uniform, personal protective gear, live in program, access to the station's physical fitness equipment, access to computers and Wi-Fi, supplement tuition assistance, and supplemental accident insurance.

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Scholarship opportunities	Depending on your activity and involvement you and in some cases your dependents may be eligible for a variety of scholarships. Scholarship listings can be obtained from volunteer programs staff.
Tax deductions	Volunteers may claim certain deductions on federal income tax for volunteer expenses (e.g., mileage, personal equipment, etc.). Consult your tax advisor.
Training	LCCFR training offers variety of courses a year from basic to advance. Volunteers are eligible to attend the training if they are an active volunteer in Loudoun County. Please review the training announcement and work with your station training officer before requesting to attend.
Vehicle personal property tax reduction	By the Code of Virginia, localities are authorized to reduce the vehicle personal property tax rate for fire & rescue volunteers. Loudoun County reduces a volunteer's vehicle personal property tax if the volunteer was active on the last day of the prior calendar year and as authorized by their station leadership.
Wage replacement	Wage replacement is available under the worker's compensation package. A volunteer unable to perform his/her volunteer duty or personal employment to an incident as a volunteer is eligible for compensation wages. Mileage to and from Doctor appointments may be reimbursable and prescription refills are covered.
Work out facilities.	Volunteers have access to athletic equipment located in their station and at the county's health facility located off of Miller Drive in Leesburg. Please see the county and station policy for more details.
Worker's compensation plan	Loudoun county offers their fire-rescue volunteer worker's compensation covers. If a volunteer is injured while on duty their medical expenses may be covered, if found compensable, by Worker's compensation. The station or county health and safety officer will assist you through the process.