

**THE OREGON FIRE DISTRICT DIRECTORS ASSOCIATION  
LENGTH OF SERVICE AWARD PLAN  
FOR VOLUNTEERS**

**PLAN DOCUMENT**

**ADOPTION AGREEMENT**

\_\_\_\_\_  
NAME OF DISTRICT

\_\_\_\_\_  
DATE

**1. Participation Requirements**

There are two (2) options for Districts in establishing participation requirements.

The first option is to simply adopt the requirements for being a member in good standing of the volunteer service of the District. In that case, the District must attach those to this Adoption Agreement.

The second option is to impose additional participation requirements, if the District wants to limit participation in the Plan to those volunteers who go “above and beyond” the basic requirements for good standing. In that case, the District would attach a list of the additional participation requirements.

**The District adopts the following Participation Requirements:**

- Volunteers who meet the basic requirements of being a member in good standing of the volunteer service of the District will be eligible to participate, as described in the attachment to this Adoption Agreement.
  
- In order to participate in the Plan, Volunteers must meet additional participation requirements as described in the attachment to this Adoption Agreement.



4. Vesting Schedule

In accordance with Section 7.01 of the Plan, the District adopts the following Vesting Schedule:

VESTING OPTION A: FIVE YEAR VESTING

A VOLUNTEER shall become entitled to an award upon the completion of five (5) years as a PARTICIPANT in the PLAN.

VESTING OPTION B: TEN YEAR VESTING

A VOLUNTEER shall become entitled to an award upon the completion of ten (10) years as a PARTICIPANT in the PLAN.

5. Credit Toward Vesting for Prior Service

The District will give one (1) year of credit toward vesting for every two (2) years of service prior to adoption of the Plan, provided that three (3) years of credit is earned after the adoption of the Plan.

The District will not give one (1) year of credit toward vesting for service prior to adoption of the Plan.

\_\_\_\_\_  
DISTRICT

By: \_\_\_\_\_

Its: \_\_\_\_\_

DATE: \_\_\_\_\_

APPROVED BY OFDDA ADMINISTRATOR

BY: \_\_\_\_\_

ITS: \_\_\_\_\_

Date: \_\_\_\_\_