

CORVALLIS RURAL FIRE DISTRICT
NON-QUALIFIED RETIREMENT 457 PLAN
FOR VOLUNTEERS
ELIGIBILITY REQUIREMENTS

ARTICLE I

Participation in the Plan.

Each Volunteer meeting the minimum service requirements as set forth by the Corvallis Rural Fire District By-laws for a period of (3) years, shall be a vested member of the retirement plan and eligible for benefits in the fourth year.

Any member, who takes a leave-of-absence prior to meeting the 3 year requirement for vesting, shall not lose years earned prior to their leave-of-absence. Their years of service will continue to accumulate after returning to active status.

Any member, who takes a leave-of-absence after becoming vested, shall not receive any addition to their retirement account for the time they are on leave-of-absence. They shall resume receiving additions to their account upon returning to active status. The maximum time allowable for leave-of-absence for a member is one year if the member will be out of the district. In district leave-of-absence will be the maximum allowable under the CRFD By-Laws.

ARTICLE 2

Distribution of Benefits

The District shall contribute to the Plan a sum of money to be determined by the Board of Trustees. Money contributed to the Plan shall be distributed by June 30th of that fiscal year.

The District does not guarantee a level of future contributions to this Plan. Any funding shall be subject to the availability of funds.

Money contributed for that year will be divided among all active, vested volunteers on a point system.

Eligibility System:

Training:

- Minimum 50 hours of annually scheduled weekly training per calendar year.

Business Meetings:

- May not miss more than 4 Scheduled meetings per calendar year.

Emergency Calls:

- Make 50% of Emergency Calls - QRU qualifies with the same # of calls

Special Events and Trainings: (these can be used to make up for missed emergency calls)

- Fundraising Projects – 10 calls
- Washing Trucks – 1 call
- Fire Prevention Classes – 5 calls per day of class
- Board Meetings – 2 calls
- Parades – 2 calls
- Extra duties approved by the Chief – 1 call
- Night Shift - 3 calls
- Snowplowing - 10 calls
- Shoveling Walks - 5 calls

The Human Resource Department of The Corvallis Volunteer Firefighters Association will track points and post points at least quarterly.

Investment Firm:

The investment firm to manage the personal retirement accounts will be chosen by the Board of Trustees. The Board will periodically evaluate the investment firm chosen and make any changes it deems to be in the best interest of the volunteers.

Amendments:

This plan can be amended by a majority vote of the Board of Trustees.

Section 3.06 Amended 8/18/2009.

Special Events and Trainings: Amended 6/14/2012 - added night shifts & plowing

Emergency Calls: Amended 4/18/14 to include EMS responders qualifying by responding to the same # of calls as firefighters = 50% of emergency calls, not QRU calls.

Added Shoveling Walks for 5 calls 4/18/14, and increased snowplowing to 10 calls.

AMENDMENT January 19, 2018:

Additional compensation for Captains and Chief Officers. Captains will get 1.5 times the standard annual funding and Chief Officers will get 2.0 times the standard annual funding.

Signed and adopted by the following Board of Trustees for the Corvallis Rural Fire District, as amended 1/19/2018.

Ryan Nelson

Patti Linneweh

Kevin Therrien

Robert McBride

Vacant