

VML Survey Results: Incentives for Recruitment/Retention of Volunteer Fire & Rescue Personnel																
Locality	Tuition reimbursement	Mileage reimbursement	Pers'l protection gear allowance	training reimbursement	Health insurance	VOLSAPS	Station uniform allowance	Stipend for volunteer fire chief	allowance/clean trucks	capital costs/buildings	capital/apparatus	recognition ceremonies	pp tax exemption/red	waive license decal	utility reduction	Other
Towns																
Blackstone			x				x	x	x	x	x	x	x	x		
Buena Vista					x									x		
Charlotte Court House														x		
Christiansburg	x	x	x	x	x ¹	x	x			x	x	x		x	x	
Colonial Beach													x	x		
Dumfries														x		
Leesburg																Monetary contributions to fire company & rescue company, free use of town rec facilities
Montross														x		
Pearisburg			x	x	x		x			x	x			x		Town operates fire dept. as a regular dept. Town provides equipment, uniforms & costs of operation. Donations are used only to escrow toward the cost of a new fire station
Pound				x						x	x			x		
Round Hill													x	x		
Shenandoah town												x		x	x	no sewer charged (for utility utility reduction); \$7000/yr to fire company; \$7000/yr to rescue squad; apply for fire fund grant; asistant with other state applications
Strasburg														x		
Urbanna	x			x										x		
Woodstock											x			x		monetary funding for company to use as it wishes (inc. for uniforms, training, etc.)

VML Survey Results: Incentives for Recruitment/Retention of Volunteer Fire & Rescue Personnel																
Locality	Tuition reimbursement	Mileage reimbursement	Pers'l protection gear allowance	training reimbursement	Health insurance	VOLSAPS	Station uniform allowance	Stipend for volunteer fire chief	allowance/clean trucks	capital costs/buildings	capital/apparatus	recognition ceremonies	pp tax exemption/red	waive license decal	utility reduction	Other
Cities																
Alexandria																city has supplementary volunteers, and provides uniforms, protective clothing, workmen's compensation & basic training
Emporia		x		x			x			x	x		x			
Fairfax city	x			x			x			x	x	x	x	x		
Franklin city	x		x	x		x	x					x	x	x		volunteers paid \$25/shift and \$2/call
Fredericksburg						x								x		\$20K/yr for volunteer recruitment program; funding of volunteer coordinator position
Lynchburg											x		x	x		Volunteer/combination department but the City also has a volunteer lifesaving crew
Martinsville			x	x								x				
Norton		x	x	x			x			x	x	x		x		ham/turkey at Christmas; \$500/yr stipend to volunteers.
Radford		x		x		x					x			x		
Staunton			x													
Waynesboro																\$75 stipend to rescue volunteers providing over !50 hrs of service/yr (offsets PPT and city decal); fire receive funding for vounteer budget, for annual awards banquet & uniforms other than fire-fighting.

VML Survey Results: Incentives for Recruitment/Retention of Volunteer Fire & Rescue Personnel																
Locality	Tuition reimbursement	Mileage reimbursement	Pers'l protection gear allowance	training reimbursement	Health insurance	VOLSAPS	Station uniform allowance	Stipend for volunteer fire chief	allowance/clean trucks	capital costs/buildings	capital/apparatus	recognition ceremonies	pp tax exemption/red	waive license decal	utility reduction	Other
Counties																
Bath County			x	x						x	x					operating & catital budgets; training opportunities; carry insurance on the companies
Henrico County																volunteer firefighters paid \$2/call
Loudoun County	x		x	x	x							x	x	x		partnerhip with local community college for credits for completing fire/rescue certificates; workers comp coverage; heart/lung benefits for ff
Prince George County	x	x	x	x	x						x	x	x	x		free annual EMS subscription service for one transport/household for active volunteers. For personal protection gear, 5 sets per station; for station uniform allowance,15 dress/station
Roanoke County			x	x		x				x	x	x		x		Volunteer Incentive Program, max of \$500/volunteer/yr for min. service requirement. Length of Service Awards Program
Total	5	5	9	15	7	6	8	1	1	9	13	10	9	23	2	
No volunteers																
Bristol (for fire)																
Chesapeake																
Newport News																
Norfolk																
Richmond																
Roanoke																
¹ for fire chief who is employed by town																