



LENGTH OF SERVICE AWARDS PROGRAM

Similar to a retirement program, a Length of Service Awards Program (LOSAP) is designed to recruit, retain and reward volunteers for their service to the community. The typical LOSAP plan offers financial rewards to volunteers based upon the longevity of their service to the community.

BENEFITS

LOSAPS will pay benefits when a volunteer reaches a specific entitlement age, becomes disabled or dies.

DESIGN

The sponsoring ESO determines what type of LOSAP meets its objectives while accommodating budgetary constraints. The two most common types of LOSAP are:

- **Defined Benefit**
 - + The sponsoring ESO predefines the monetary reward per year of service that the volunteer will receive monthly at entitlement age.
 - + Fluctuation in contribution is assumed by the sponsor to ensure adequate funds are accumulated to the pay benefits.
- **Defined Contribution**
 - + The sponsoring ESO predefines the monetary contribution to the volunteer's account per year of service. At entitlement age, the account balance is awarded to the volunteer as a lump sum.
 - + Fluctuation in reward is assumed by the volunteer depending on investment results.

WHO DOES LOSAP BENEFIT?

- **Communities**
 - + Establishing a LOSAP can provide significant savings to municipalities that are otherwise associated with paying salaries and benefits for full-time firefighters.
- **Emergency Service Organizations**
 - + Establishing service requirements to qualify for benefits promotes a better trained and managed team of volunteers.
- **Volunteers**
 - + Establishing a LOSAP offers rewards to volunteers for community service and encourages volunteer retention.

800.233.1957 | vfis.com

183 Leader Heights Road | York, PA 17402

© 2022 VFIS | All rights reserved. Administered by Volunteer Firemen's Insurance Services, Inc., a/k/a VFIS, and VFIS Insurance Services in CA. CA Insurance Producer License #0B39073. Volunteer Firemen's Insurance Services, Inc. is one of the largest providers of insurance for fire departments, ambulance and rescue squads and 911 centers in North America. This is only a brief description of coverage available. The policies contain reductions, limitations, exclusions and termination provisions. Coverage may not be available in all states. All products and services are written or provided by insurance companies represented by VFIS. Products or services may not be available in all countries or states, and coverage is subject to actual policy language. Non-insurance products and services may be provided by independent third parties.

