

Avon Volunteer Fire Department – Member Benefits Committee Report

Meeting Minutes

Member Benefits Committee	Chief Officer:	Kenneth Sedlak	Meeting Date	June 20, 2024
	Board Representative(s):	Jeffrey Borges		
	Other Committee Members:	David Theriault		
	Other Members Present:	Gina Kline, Lynn Sedlak		

Items Discussed and Key Takeaways

- The meeting began at 7:00pm hours.
- The Committee identified goals from the Board of Directors Strategic Plan which coincide with the Member Benefits Committee.
 1. Align member incentives with expectations and redesign reimbursement infrastructure to support mission-driven activities and encourage member retention.
 2. Itemize, review and evaluate existing benefit offerings and make recommendations for the improvement, addition or deletion of programs.
 3. Explore feasibility to expand and fund retention award programs, including but not limited to: LOSAP, life insurance, and length of service awards.
 4. Research alternative reimbursement models and evaluate the feasibility of modernizing the existing points system to drive desired outcomes such as more consistent and increased member response rates.
 5. Create a comprehensive inventory of historical documents, artifacts, and photos pertaining to the Department and its members.
- The Committee elected to focus on the following goals for 2024:
 1. Itemize, review and evaluate existing benefit offerings and make recommendations for the improvement, addition or deletion of programs.
 2. Create a comprehensive inventory of historical documents, artifacts, and photos pertaining to the Department and its members.

Next Steps

Description of Activities	Responsible	Due Date
Contact the History Committee Chair regarding an Inventory of photos, memorabilia and documents.	J. Borges	6/30/2024
Review list of Member Benefits	Chief Officer and Board Representative	8/31/2024

The meeting concluded at 7:35pm.

Next Meeting:
August 27, 2024 at Company 4

– Minutes approve by AC Sedlak 6/22/2024