

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

ADOPTION AGREEMENT

NAME OF DISTRICT

DATE

This ADOPTION AGREEMENT is the only way DISTRICT may amend the PLAN Document. The terms used in this ADOPTION AGREEMENT have the same meaning as provided in Article I of the PLAN Document, unless otherwise specified herein. In the event of a conflict between the PLAN Document and this ADOPTION AGREEMENT, the PLAN Document shall prevail.

1. Participation Requirements

Participation Requirements are the minimum requirements needed for a VOLUNTEER to become a PLAN PARTICIPANT. PLAN PARTICIPANTS must satisfy the minimum participation requirements in both Article 4 of the PLAN Document and in this Section 1. Pursuant to Article 7.01(a) of the PLAN Document, failure to meet the Participation Requirements at any time may affect a PARTICIPANT’S VESTING schedule. 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 requirements 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 all participation requirements, including any additional requirements.

3. Vesting Schedule

In accordance with Section 7.01 of the PLAN, the DISTRICT adopts the following VESTING Schedule:

- VESTING OPTION A: TWO YEAR NONCONSECUTIVE VESTING:** An active VOLUNTEER shall become entitled to a future award upon the completion of two (2) nonconsecutive years with the DISTRICT as a PARTICIPANT.
- VESTING OPTION B: __ YEAR NONCONSECUTIVE VESTING**
An active VOLUNTEER shall become entitled to a future award upon the completion of ___ () nonconsecutive years (minimum of two (2) years) with the DISTRICT as a PARTICIPANT.
- VESTING OPTION C: ___ YEAR CONSECUTIVE VESTING.** An active VOLUNTEER shall become entitled to a future award upon the completion of ___ () consecutive years (minimum of two (2) years) with the DISTRICT as a PARTICIPANT.

4. Credit Toward Vesting for Prior Service to District

- The DISTRICT **will** give one (1) year of credit toward VESTING for every two (2) years of VOLUNTEER service to the DISTRICT prior to the DISTRICT'S adoption of the PLAN.
- The DISTRICT **will not** give credit toward VESTING for any VOLUNTEER service to the DISTRICT prior to the DISTRICT'S adoption of the PLAN.

5. Portability of Prior Volunteer Service

- The DISTRICT **will recognize** a VOLUNTEER'S prior service as a member in good standing in an Oregon Fire DISTRICT participating in the OFDDA LOSAP program. To be eligible for portability, any separation from the prior VOLUNTEER service must have occurred no more than twelve (12) months prior to initiation of service for the DISTRICT.
- The DISTRICT **will not recognize** VOLUNTEER service provided to any organization other than the DISTRICT.

6. **Designating a PLAN YEAR**

The DISTRICT designates the following twelve (12) month period as its PLAN YEAR:

- January – December
- July – June
- Other as designated: _____

7. **Investment of CONTRIBUTIONS**

- The DISTRICT **will** allow PARTICIPANTS to designate their investment preferences among choices available from the INVESTMENT PROVIDER. The DISTRICT will then direct the investment of CONTRIBUTIONS according to the PARTICIPANTS' designation, but reserves the right at a later date to itself designate such investment preferences.
- The DISTRICT **will not** allow PARTICIPANTS to designate their investment preferences. Instead, the DISTRICT will solely direct and designate the investment of CONTRIBUTIONS among choices available from the INVESTMENT PROVIDER.

DISTRICT

By: _____
Its: _____

DATE: _____

APPROVED BY OFDDA ADMINISTRATOR

By: _____
Its: _____

DATE: _____