**COMPENSATION PLAN**

(10-01-2022)

**Facilitator/Law Enforcement Officer  
First Impact Parent Program Presentations**

When First Impact Facilitators & Law Enforcement Officers (LEO) plan and deliver Parent Programs within the scope of their job duties (ON DUTY) there will be no compensation from ThinkFirst/First Impact. First Impact coordinator will attempt to schedule LEO which do not cost the program; however, since this is not always possible, there are a cadre of LEO facilitators which can be called upon for a fee. When facilitators plan and deliver programs beyond the scope of their regular employment they will be compensated as listed below.

**PROGRAM PLANNING & DELIVERY:**

The project has budgeted up to $400 maximum/Parent Program to be shared by two Facilitators/LEO Speakers

**Speaker Fee**

**$125** per program will be paid to each Facilitator and LEO Speaker who delivers the First Impact Program when they are not being paid by their employer during the time of program delivery.

Compensation includes travel time, set up, program delivery and tear down.

**Additional Duties (included with payment):**

Each facilitator is expected to assist with and share the additional duties as well. This includes: sharing on social media, event set-up and clean-up, inviting attendees and program promotion. One facilitator will be shipped materials unless the FI staff are planning to travel and can bring the materials. The event location and additional details will be coordinated by the FI staff. This includes initiating contact, scheduling the event, selecting facilitators, coordinating materials, recruiting attendees and program promotion.

**MILEAGE:**

Any Facilitator who travels further than 20 miles round trip may invoice ThinkFirst/First Impact for mileage reimbursement using the **current MU rate of reimbursement** (.655 per mile or the current University of Missouri rate). If the two Facilitators travel together, only the car owner will be reimbursed for mileage. The University of Missouri may change the mileage compensation during the time of this contract. Mileage will be paid per the **current MU rate, even when different from the amount stated in your contract.**

**EXHIBITS, SPEAKING ENGAGMENTS, ETC:**

Exhibits and speaking engagements are coordinated and delivered by the First Impact staff. At times, however, First Impact may require assistance at an exhibit or community meeting when staff is unavailable. When this is the case, First Impact staff will first reach out to its partners from Missouri Coalition for Roadway Safety (MCRS) for assistance. If MCRS members are unavailable, a trained Facilitator will be recruited to assist. If the work is outside of the scope of facilitator’s employment, compensation for up to 2 hours ($125) plus mileage (if further than 20 miles total) will be offered.

For questions or concerns, please contact:

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