

Volunteer Sector Survey

The Volunteer Committee of the Ohio Fire Chiefs' Association is in the process of developing a database to determine how to best serve you - the volunteer fire service. As such, we are reaching out to the volunteer fire community to survey your current status and determine what challenges the future may hold for you and your communities.

Your participation in this short survey will help shape the future of Ohio's volunteer fire service, so please take a few minutes to complete it for your organization. The Volunteer Committee is here to serve you. Your response is paramount to our success.

SURVEY RESULTS

MARCH 2011



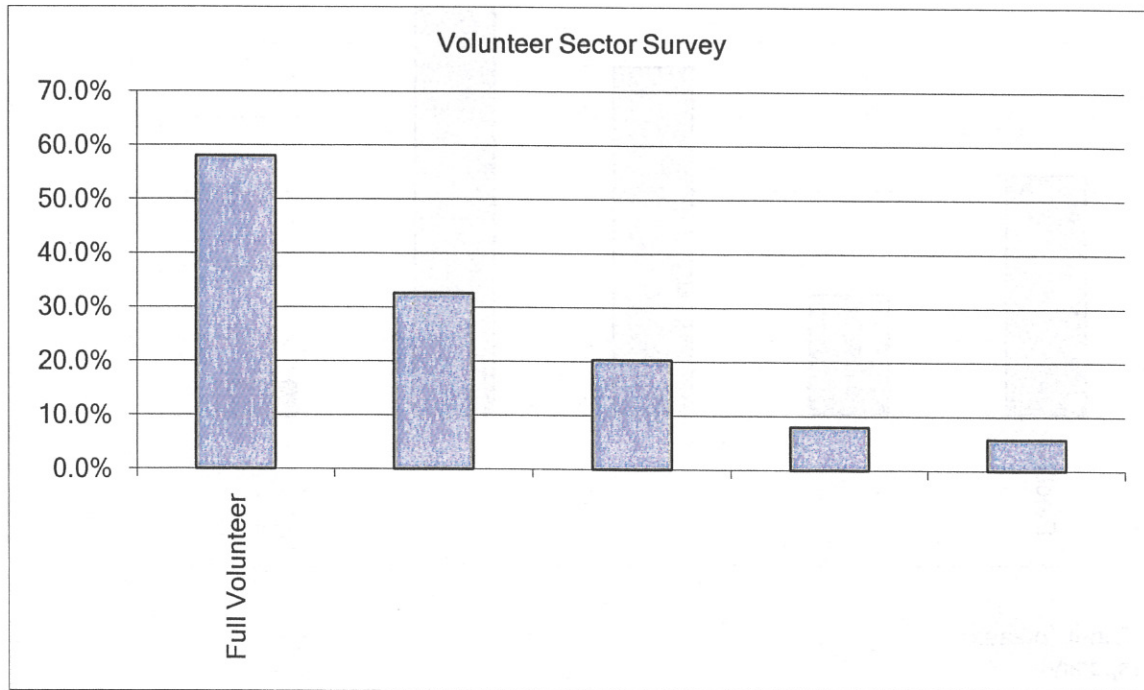
Ohio Fire Chiefs' Association
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Columbus, OH 43235
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Fax: 614.410.6324
www.ohiofirechiefs.org

Volunteer Sector Survey

Specify your type of volunteer department.(Check all that apply)

Answer Options	Response Percent	Response Count
Full Volunteer	58.0%	80
Paid per Call	32.6%	45
Paid per Hour	20.3%	28
Private	8.0%	11
Municipal	5.8%	8

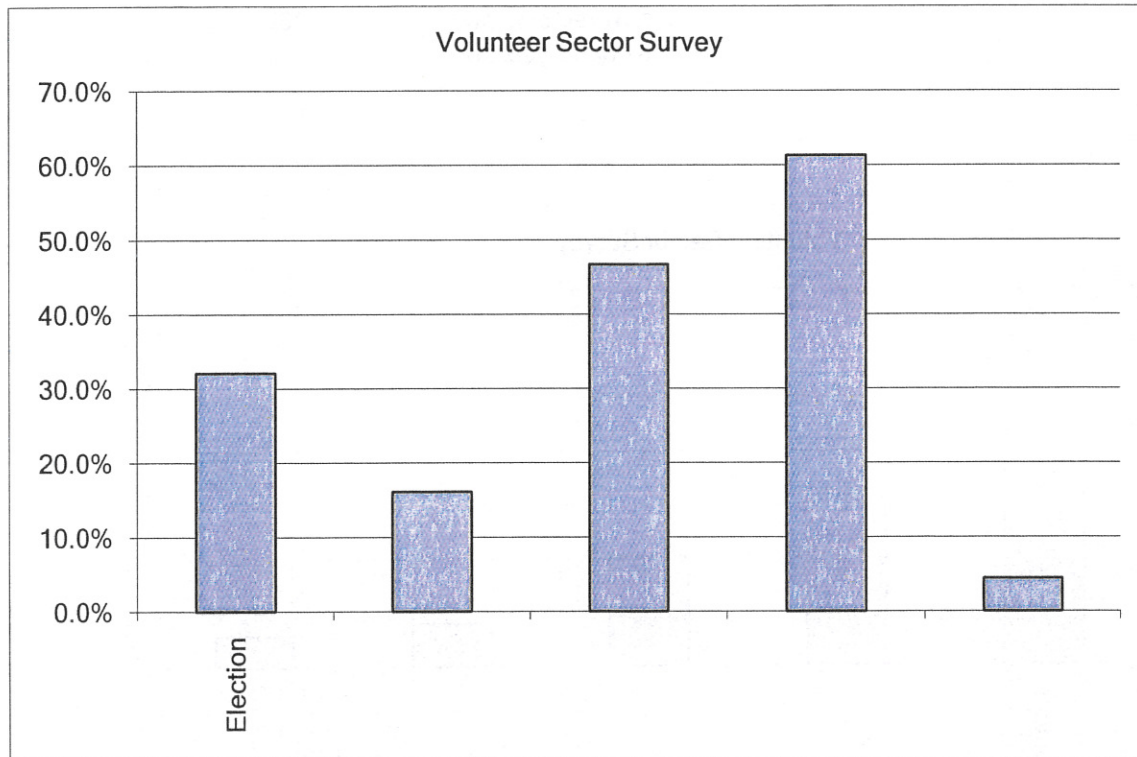
answered question 138
skipped question 1



Volunteer Sector Survey

How do you select your Chief and officers? (Check all that apply)

Answer Options	Response Percent	Response Count
Election	32.1%	44
Testing	16.1%	22
Officers chosen by the Chief	46.7%	64
Chief chosen by Board or Municipal Leadership	61.3%	84
Other	4.4%	6
Other (please specify)		12
<i>answered question</i>		137
<i>skipped question</i>		2



Number

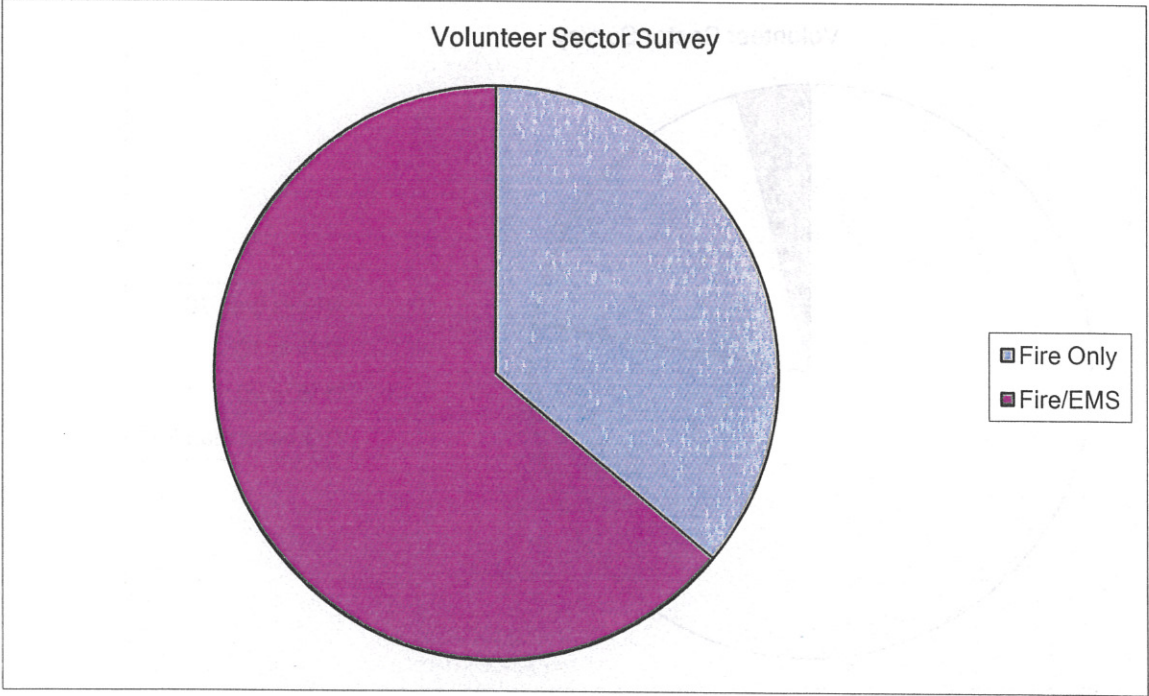
Other (please specify)

- 1 Appointed by Mayor
- 2 Interviewed by three firefighters not with our department tally sheet of qualifications, training hours, seniority and sent to chief. highest score should take spot unless a specific reason exists not to promote. chief has 10% leeway for his interview
- 3 appointed by Mayor
- 4 Chief also village/ township officials
- 5 in house election by the department membership
- 6 selections based on qualifications, time served and participation
- 7 elected by members of FD & approved by trustees
- 8 Elected by body
- 9 Chief is elected and chief appoints officers with body approval
- 10 Career Members via Civil Service / Volunteers via Election
- 11 Chiefs are approved nominated by fire committee and then voted on

Volunteer Sector Survey

Is your department FIRE ONLY or a combination FIRE/EMS?

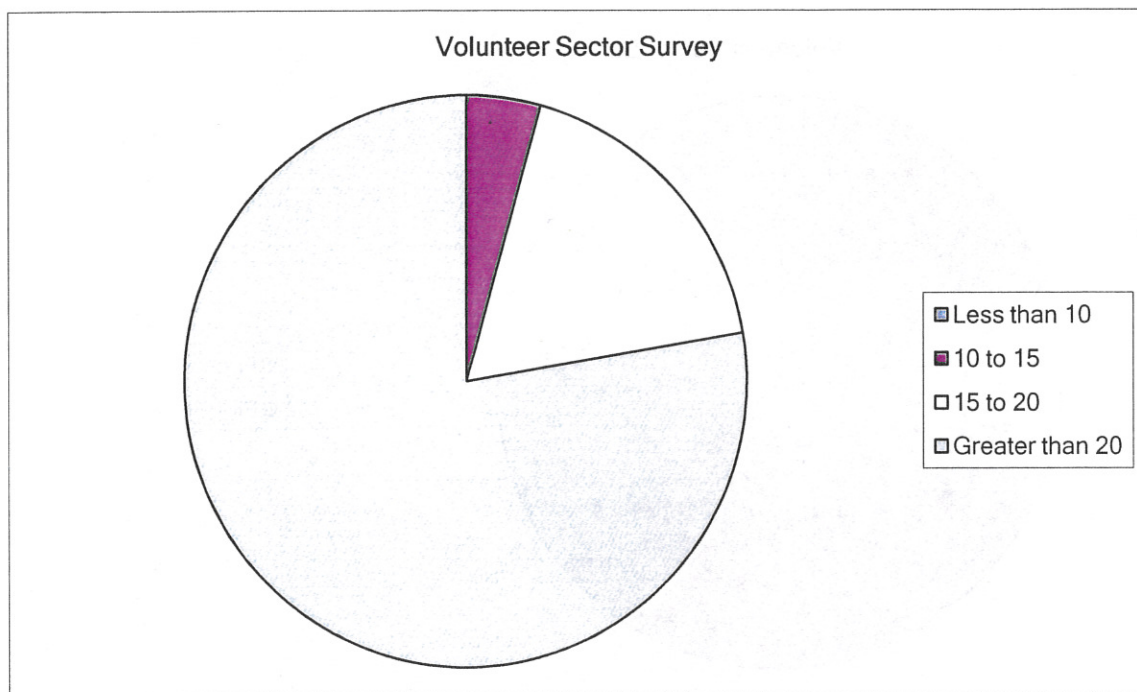
Answer Options	Response Percent	Response Count
Fire Only	36.0%	50
Fire/EMS	64.0%	89
<i>answered question</i>		139
<i>skipped question</i>		0



Volunteer Sector Survey

How many members are in your department?

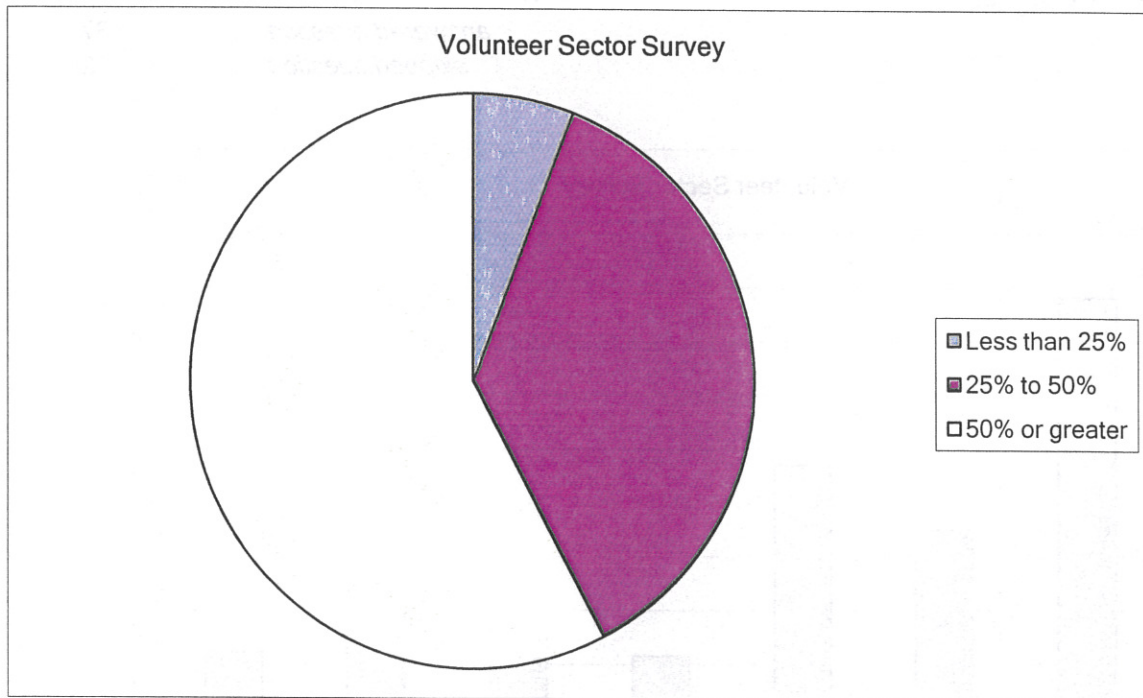
Answer Options	Response Percent	Response Count
Less than 10	0.0%	0
10 to 15	4.3%	6
15 to 20	18.0%	25
Greater than 20	77.7%	108
	<i>answered question</i>	139
	<i>skipped question</i>	0



Volunteer Sector Survey

Rate your overall membership activity level.

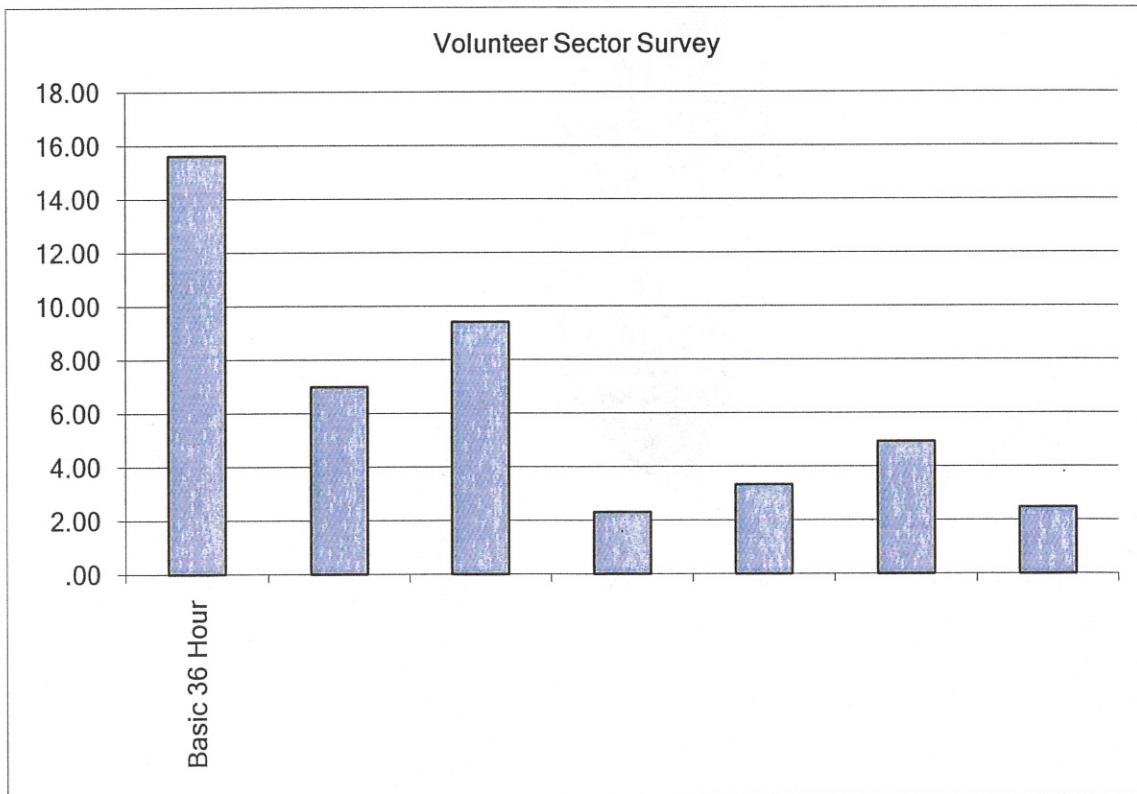
Answer Options	Response Percent	Response Count
Less than 25%	5.8%	8
25% to 50%	36.5%	50
50% or greater	57.7%	79
<i>answered question</i>		137
<i>skipped question</i>		2



Volunteer Sector Survey

Specify the number of department members you have at each level of certification.

Answer Options	Response Average	Response Total	Response Count
Basic 36 Hour	15.62	2,109	135
Level 1	6.99	804	115
Level 2	9.41	1,026	109
State Instructor	2.30	223	97
State Inspector	3.32	329	99
College Degree	4.92	349	71
OFCA or NFA Certifications	2.47	136	55
<i>answered question</i>			137
<i>skipped question</i>			2



Number	Basic 36 Hour	Level 1	Level 2	State Instructor	State Inspector	College Degree	OFCA or NFA Certifications
1	6		40	12	15	10	
2	15	1	4	0	0	1	0
3	1		24	2	6	2	2
4	6	2	3	3			
5	13	2	1	0	0	3	
6		6	30	6	6	4	
7	55	10					
8	13	4	6	2			
9	23	2		1			
10	2	1	23	9	12		
11	6	7	12	7	8	8	1
12	2	6	16	3	1	4	1
13	25					5	
14	2		38	5	14	8	14
15	0	7	19	2	2	9	2
16	10	4	9				
17	4	5	4	2			
18	7	5	9	2	2	1	
19	20	15	5	1	1		
20	9		9	5	4	2	
21	14	5	0	0	0	0	0
22	29		1	2	1	5	5
23	0	6	18	1	5	6	24
24	20	2	5	0	0	2	0
25	16						
26		88	15	6	4		
27	40	5		4			
28	24		1	2	1		
29	20	4	2	1	0	7	0
30	18						
31	16	0	11	0	6	3	0
32	15	33	34	8	10	90	
33	19	5	10				
34	6	8	24	3	12	0	0
35	17	2	1	1	0	1	0
36	0	2	52	4	12	3	1
37	15	5	21	5	5	1	3
38	16	1	1		2		
39	34	4		1	1		
40	32		2		4		
41	20	7	0	0	1	2	2
42	8	8	13	1	1	1	0
43	7	12	7	4	4	7	0
44	7	4	4	1	2	0	0
45	23	4	4	1	2		
46	41	2	3				

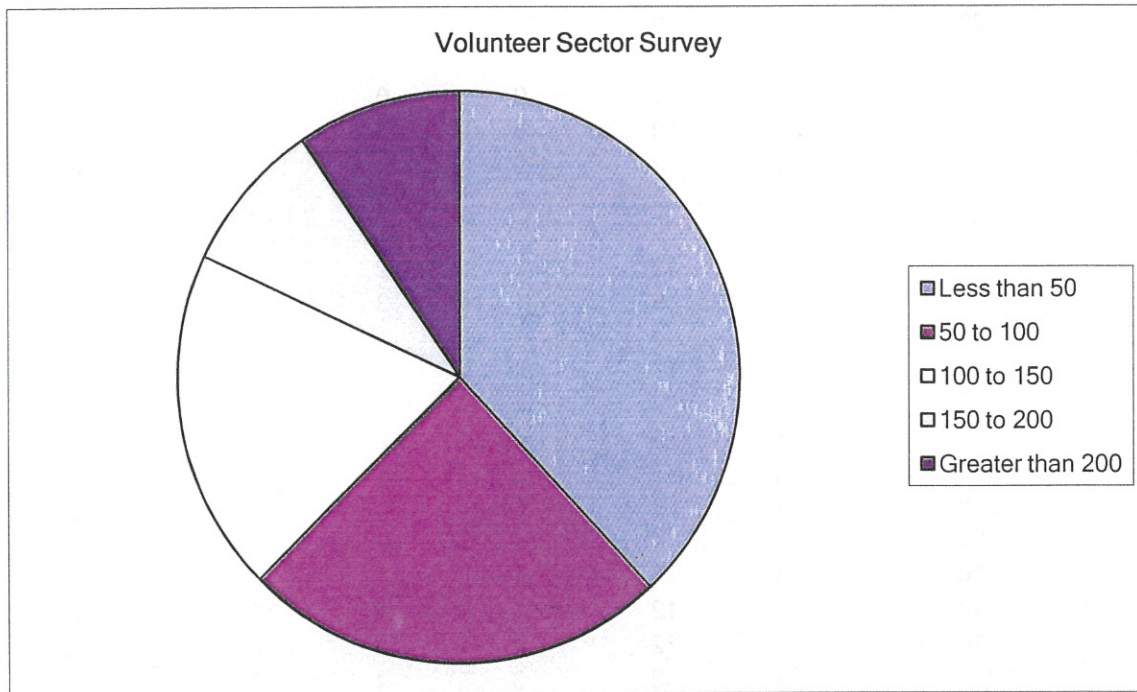
47	20	8	0	0	0	0	0
48	29		1	1	2		
49	12	1					
50	11	4	5			5	
51	23	5					
52	2	30	8	4	8	8	0
53	30	8	12	2	3		
54	8	4	0	0	1	0	
55	17	7	4	1	2		
56	20				1		
57	33	4	4	1	2		
58	25	2	6	1	3		1
59	11	9	0	2	0	0	0
60	15	3	0	0	0	2	0
61	5	6	7	1	1	2	0
62	13	5					
63	22	8	1	3	1		
64	19	1	1	2	1		
65	25						
66	26	12		1	3		
67	1	10	14	2	6	6	0
68	32	0	1	0	0	1	0
69	24	2					
70	5	7					
71	16	3	36	4	4	20	
72	9	3	20	2	7		
73	24	1	1	1			
74	7	3	19	4	3	0	4
75	20	2					
76	3	17	4		1	10	1
77	18	18	18	5	5	20	1
78	11	3	3	2	0	1	
79	20		3		3		3
80	4	6	48	2	7	3	2
81	20	8	8	1	1	2	
82	5	2	27	3	6	5	
83	0	8	14	2	2	5	2
84	20						
85	1	9	13	3	2	2	1
86	2	10	25	1	15	4	5
87	20	10		3	2	4	1
88	20	2					
89	25			2			
90	28						
91	20		2				
92	16	5	0	2	0	4	0
93	17	2	2		2	1	
94	10						
95	19	4					
96	20	1	2	1	1		

97	5	6	6		2		
98	6	2					
99	27	7	2	1	2	3	
100	10	13	5	1	3	1	0
101	18	6	2	0	2	0	0
102	15	2	2				
103	15	2	40	5	9		55
104	9	12	9	2	3	2	0
105	10	7	12	0	3	0	0
106	15	0	9	5	2	0	0
107	12	18	16	5	7		
108	10					4	
109	16	5	3		2		
110	35	4	1				
111	12	4	4	2	3	2	0
112	2	6	8	0	1	4	0
113	23		3				
114	30	15					
115	32	20	2	0	0	4	0
116	11	20	10	3	7	2	1
117	10	2	2	0	0	0	0
118	15	12	3	3	4		
119	20	1					
120	2	3	12	2	2		
121	10	2	9	1	3	0	0
122	28						
123	65	5	13	4	8	10	0
124	3	1	9	4	5		
125	7	8	4	4	2		
126	11	12	3	2	4		
127	9	1	3	0	0	0	0
128	14	1	4	1	2		
129	10	5	3	1	2	3	
130	12	10	12	2	4	8	4
131	14	2	12	2	5	0	0
132	6	24	2	3	1	7	
133	16	6	4	0	0	0	0
134	12	7	3		1		
135	12	3	1				
136	24	1	1			9	
137	17	12	2	4	1		

Volunteer Sector Survey

What is your average number of FIRE ONLY runs per year?

Answer Options	Response Percent	Response Count
Less than 50	38.1%	53
50 to 100	24.5%	34
100 to 150	19.4%	27
150 to 200	8.6%	12
Greater than 200	9.4%	13
<i>answered question</i>		139
<i>skipped question</i>		0



Volunteer Sector Survey

What is the population served in your service area?

Answer Options	Response Count
	135
<i>answered question</i>	135
<i>skipped question</i>	4

Number	Response Text
1	13700
2	5500
3	7200
4	20000
5	26
6	7500
7	15047
8	4612
9	2700
10	3500
11	8000
12	2500
13	4600
14	8800
15	5500
16	2000
17	4800
18	6000
19	1500
20	2800
21	5500
22	7500
23	2600
24	1500
25	20000
26	10000
27	2300
28	2500
29	1975
30	3980
31	9500
32	2500
33	6000
34	5850
35	4564 (2000 census)
36	4374
37	1755

38		8000
39		4700
40	<5000	
41		5800
42		6000
43		1281
44		3267
45		4000
46		6600
47		2500
48		2000
49		1936
50		2800
51		5001
52		6000
53		1200
54		10500
55		2900
56		4000
57		4300
58		2500
59		2700
60		8000
61		2500
62		4000
63		13000
64		2000
65		3200
66		4000
67		4400
68		2800
69		1500
70	over 7500	
71		6800
72		2100
73		7000
74		6500
75		5000
76		4500
77		1200
78		2500
79		3000
80		18000
81		6350
82		2900
83		4000
84		2912
85		17000
86		4450
87		1356
88	3,500 year round - 10,000 summer	

89		1500
90		5000
91		1726
92		7500
93		4500
94		1500
95	2000 for fire and 3000 for ems	
96		1500
97		5037
98		662
99		4350
100		3100
101		5200
102		4000
103		13800
104		9000
105		5400
106		6500
107		4000
108		1200
109		5000
110	1600 Day Time Add 5200	
111		3500
112		2037
113		4500
114		8400
115		1200
116		16000
117		1200
118		6749
119		8135
120		2000
121		7800
122		700
123		3000
124		3500
125		1925
126		4000
127		3500
128		14400
129		6800
130		6700
131		2500
132		12600
133		2200
134		1850
135		4800

Volunteer Sector Survey

What is the square mileage of your service area?

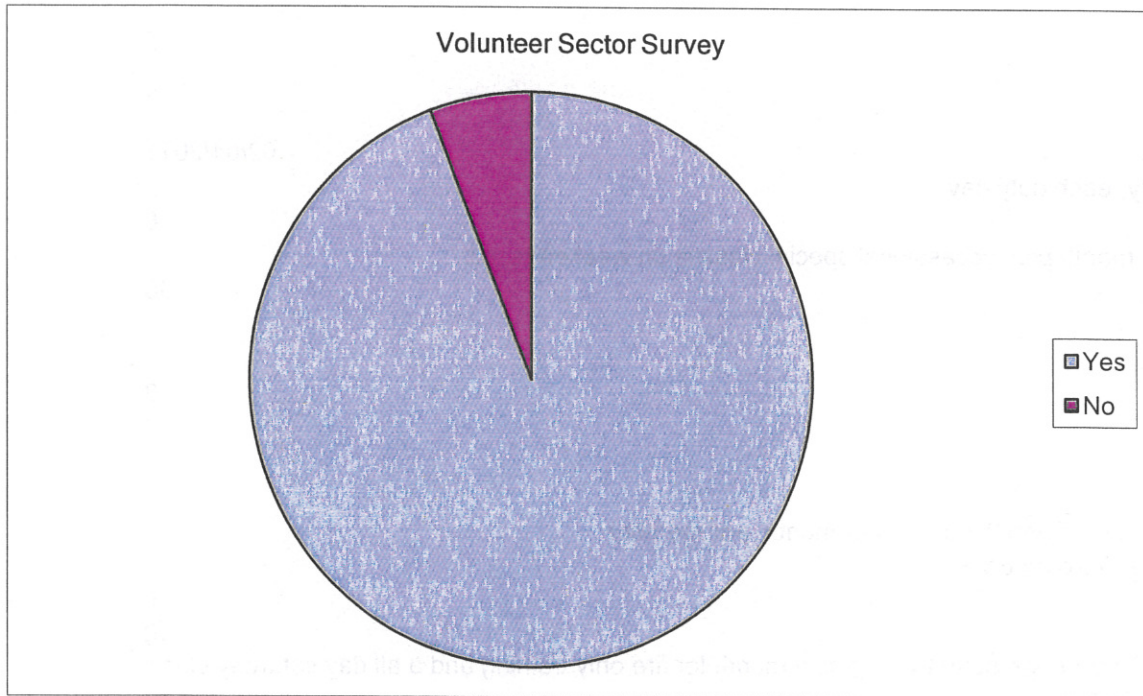
Answer Options	Response Count
	136
<i>answered question</i>	136
<i>skipped question</i>	3

Number of Respondents	Square Miles	Number of Respondents	Square Miles
2	1	1	46
1	1.2	2	48
1	2.5	4	49
1	5	3	50
1	7	3	52
1	9	2	54
1	10	2	56
1	11.25	1	57
1	12.5	3	60
2	16	2	63
1	17.2	2	68
1	18	2	70
2	20	6	72
1	22	3	74
1	24	2	75
5	25	1	76
5	26	1	77
1	27	2	79
2	28	1	80
1	29.5	1	83
1	30	2	84
1	31	1	90
3	32	1	96
2	34	2	100
2	35	1	101
10	36	1	120
7	38.5	1	135
10	39.5	1	154
3	40	1	185
3	42	1	228
1	44		
5	45	136	

Volunteer Sector Survey

Does your department have a formalized training program?

Answer Options	Response Percent	Response Count
Yes	94.2%	130
No	5.8%	8
<i>answered question</i>		138
<i>skipped question</i>		1



Volunteer Sector Survey

If "Yes", how many hours a month does your department spend training?

Answer Options	Response Count
	130
<i>answered question</i>	130
<i>skipped question</i>	9

Number	Response Text
--------	---------------

1	8 minimum	
2		02/04/2011
3	Daily activity, each duty day	
4		6
5	4 hours per month plus occassional special classes on weekends, etc.	
6		30
7	4 to 10	
8	3 to 4 hours	
9		3
10		3
11	150 annual	
12		8
13	Varies, average of about 8-10hrs per month, per member	
14	Four on Fire , Two on EMS	
15		6
16		10
17	average of 5 hours we have two nights a month for fire only training and a all day saturday class every other month.	
18	8 to 10	
19		2
20	Every monday night for 2 hours then 1 sunday a month for 8 hours	
21	9 hours	
22	Average 60+	
23		5
24		02/04/2011
25	8 2hrs every Wednesday	
26		06/09/2011
27		4
28		12
29		02/04/2011
30		8
31	Minimum of four hours for fire training	
32		4
33		8
34		12
35	10 to 20	
36		2
37		4

38		12
39		6
40	8 hours a week mornings	2
41	8 hours a week at night	
42	6 to 8	
43		12
44	1 1/2 Hours on meeting night other training as scheduled through year	
45		8
46	A minimum of 2 hours per month plus various other as needed.	
47		6
48	2 fire 2 ems will train as often as members want. also use outside dept training with fire schools and other depts	
49		04/10/2011
50	4-6 hrs	
51		12
52		8
53		8
54	4 hours	
55		3
56	6 or more	
57		2
58	2 to 6 hours	
59		20
60		4
61	on an average 8 hours a month	
62		8
63		4
64		3
65	9 Hours	
66		8
67		02/03/2011
68		04/06/2011
69		20
70	minimum is 12	
71	Minimum 4 hours per month scheduled. Also regularly schedule extra training sessions or train with neighboring departments or county association for specialized training sessions	
72		9
73	three to four hours	
74	6 hours - 2 each the 1st, 2nd and 4th Mondays	
75	6-10 hours per month	
76	5 hr per ff	
77	min 8 hrs	
78	3hours department, each shift has a training program	
79	Minimum 3 hours as a whole department	
80		03/05/2011
81	sorta 3 to 4 hours month	
82	9. Three hours each week on Monday nights	
83		12
84		03/04/2011
85		6
86		8
87		8
88		4
89		04/12/2011
90		4

91	4 hours	
92	2 to 6	
93	min of 3 hours, training available up to 10 hrs	
94	6 hrs EMS 3 hands on training 3 con ed at hospital. Fire is 3hrs. min which is mandatory then 3-6 extra either for make up or extra training depends on time of year also	
95	4to 8 hours per month some months we will also have school training	
96	Three to six	
97		10
98	minimum of three hrs per month. Some month we have up to 10hrs	
99		8
100		9
101	Six hours on fire and three hours on EMS	
102	average 3	
103		6
104		4
	Monthly minimum of 4hr	
105	Annual Minimum 48hr Minimum of 24 Hours a year	
106	Average per member 60 hours per year	
107	9 hours (three - 3 hour scheduled training sessions)	
108		20
109		6
110		6
111		6
112		03/05/2011
113	at least 3	
114		2
115	2hrs to 4hrs per month	
116		2
117		8
118	6 hours fire, 3 hours EMS, 3 hours (Quarterly) Officer	
119	6 TO 8 HOURS EACH MONTH PLUS ANY OUTSIDE TRAINING	
120		2
121	4 Hr	
122	7 HOURS OFFERED MONTHLY	
123		10
124		12
125	Min of 2 hours	
126	4 per month plus 8 hours every qtr.	
127		6
128		14
	2 to 3 Hours the second Tuesday each month plus 2 to 3 weekends a year as set by Chief and instructor	
	We also have trainings with neighboring Fire Depts	
129	We belong and train with 3 different tanker task forces	
130		12

Volunteer Sector Survey

If you answered "No" to question 10, why not?

Answer Options	Response Count
	9
<i>answered question</i>	9
<i>skipped question</i>	130

Number	Response Text
1	never had one and have not had time to set it up.
2	N/A
3	Time, money, and mostly lack of dedication from training officer
4	n/a
5	We are trying to put on class but funding is key issues.
6	No budget for it, depend on other resources
7	elected officers It is up to each company to organize monthly training sessions. No formal planning is
8	scheduled.
9	Lack of participation

Volunteer Sector Survey

What do you see as being the most important factor in maintaining the future of quality fire service in your service area?

Answer Options	Response Count
	125
<i>answered question</i>	125
<i>skipped question</i>	14

Number	Response Text
1	Quality, active volunteer membership
2	Education and money
3	Cost effective employees
4	Recruitment
5	Getting new recruits who will spend the time to get a Firefighter I certification
6	Funding
7	Recruitment and retention of volunteers due to increased run number, presently we do not collect enough in taxes to increase the level of staffing.
8	recruiting quality people who can meet the time commitments we place on them as far as training an CE
9	ability to recruit & retain good dedicated people
10	money
11	CEU requirements; while I think it is needed and the right thing to do; it is creating a challenge to maintain.
12	retaining and recruitment
13	members have kids and to many thins going on with full time job
14	training
15	budget constraints, increasing continuing education requirements, amount of initial training
16	Time commitment
17	more incentives for people to volunteer, not pay but maybe some type of health insurance, or medical insurance, or a retirement plan
18	Keeping good firefighters and not just numbers
19	Getting new members and maintaining training requirements.
20	Continue to upgrade the requirements to obtain professional results while operating in the volly or combination arena.
21	retaining younger people lack work or interest in volunteer fire service
22	YOUNG DEDICATED PEOPLE
23	Ability to maintain good response time and training
24	training new members and keeping the competency of the veteran members up.
25	personnel
26	Getting the firefighter to spend more time for training from their already busy schedule.
27	Day time staffing. All volunteers work during the day leaving area unprotected. Of course
28	Funding
29	Time commitment from members. Many members not only train but perform equipment inspections and fund raisers to obtain funds to purchase equipment.
30	Time
31	Financial Resources
32	Trained Personnel
33	Funding
34	Recruiting, maintain members and funding.

34 Funding to cover the training mandates that are placed upon the volunteers
35 GRANTS !!!
36 getting the member to meet the training requirements that is required
37 Maintaining qualified officers
38 Have jobs in the community
Increased staffing of both FT and PT personnel to reduce the dependence on, and time
39 asked of, the volunteer component.
40 A lot of work. If you find someone interested train them and cross your fingers they will stay.
41 Not sure..... the time commitment is a big concern
A strong tax base plus the ability for government officials to join forces when and if the time
42 arrives for a joint fire district.
43 training
good people, that are willing too help others in fire and EMS service, money for better pay
44 scale would be good too
45 Funding for equipment updates and training
Keeping it a volunteer dept. Our area cannot afford to pay for a full time dept..keeping the
training required within the working person with a family so they can continue to be members
46 of the dept.
Retention. We need help from the state for a formalized retention. I was really hoping to get
47 the volunteer service back into pers.
48 Training Requirements.
Training cost
49 Equipment cost
50 member cooperation
Keeping good people. Have a firefighter right now that the state says is not certified. The guy
has over 30 years on the dept and when he "certified" it ran out in less than a week and we
were thinking since he signed up he was good for two years. I understand what the state is
doing by certifying everyone but they will not even try and listen to us and it is a problem. I
have contact the EMS board with no success. Its hard to get good people and keep them and
51 the guy has all training he needs.
52 Finances
53 Keeping the number of volunteers on the department.
54 funding
First, moving to a combination of paid and volunteer fire & EMS personnel. Second, join
forces with surrounding fire and EMS departments forming a joint district to maximize
55 resources.
Hands on training and live burn which it is harder to do these days. Also if we could get
56 module training and take a test after each module.
57 Recruitment and retention
58 Recruiting young blood
59 Continuing getting new members.
60 money
61 There seems to be a "what is in it for me" attitude in today's generation
62 Pride in service
money - at some point most smaller departments in my area are going to have to go paid or
63 be absorbed and have longer response times
64 passage of the fire levy
65 Funding to purchase apparatus and equipment needed on an ongoing basis
volunteers time and all the man-date training, as our volunteer department makes about 1000
66 runs per year.
67 Training Budget
68 commitment to quality training
69 Funding
70 Time for training
71 keeping all members trained and focused

I am in a unique situation, as a District, I have a large area and a city to pull volunteers from. As a whole the volunteer fire service is going to find it increasingly difficult to find members than commit the time needed for training, responses and other activities the respective agency may require. This is only compounded when you look at paying staff to be on station

72 with the current economic situation.
some way to give the volunteer a tax break if they put in the hours needed, are any other

73 break.

74 Retaining members

75 training , personnel & leadership

76 Time availability of members to participate in FD activities.

77 cost & training hours

78 Funding for equipment and station

79 Action live burns

80 Funding to continue to provide quality firefighter training and to fund day to day operations. Maintaining quality in-house and professional training with a lot of emphasis on practical hands on training for the tasks we have to do every day. And leadership that takes the time to

81 show appreciation for a task well done.

82 lack of interest-- no benefits

83 Proper funding

84 Funding for equipment particularly for fire apparatus

85 training, maintaining members, money for trainings
some type of program and funding to attract local residents for part time or full time staffing for small communities. outside staff do not care about the community they serve. Community

86 involvement is the only way to get people to serve for a reasonable wage.
Keeping the public involved with the fire department, when we get compliments that keeps ff

87 moral up, also rely on grants state and federal.

88 Financial considerations. Reduced funding.
Not enough money for the budget and lack of quality runs to keep the department at a good

89 response level. Lack of runs breeds complacency.
Possibly having enough funds to pay for the members training and actual time spent on fire/EMS calls. We do pay for two EMS personnel on Monday thru Friday from 5:00 am until

90 17:00
Recruitment/ retention issues that will help keep volunteers available for employment and the

91 funding of their training.

92 Continue to grow the paid staff and providing a positive work place for all

93 Attracting and retaining good, young volunteers
More advanced training, live fire training. The average age of our membership is 46, need

94 more younger people.

95 Training and funding, possible full time paid members.

96 Funding and keeping FF's certified

97 funding
Additional funding resources to maintain compliant equipment and minimum Ohio certification of FFI. Eliminate VF certification or provide extended training in the VF to interior operations

98 and the ability to operate in IDLH conditions.
Cost of Training! It's hard to get everyone through the Training that is Required because of

99 members schedules.

100 meeting rules & regulations

101 Educated Managers, Leaders and Officers

102 funding

103 funding for new equipment

104 Lack of funding for training and equipment requirements that are mandated

105 Maintaining a high level of active members
Less regulations from the state. They keep putting more time requirements on us but don't provide enough resources. If they are not going to help financially then they shouldn't be

106 regulating us.

107 get youth involved. Keep the 36 hr course available. not everyone can absorb the 120 hr

course at once but can do it in segments. Everybody learns different; we need a variety of courses to offer. the 120 hrs may discourage some people. some good firefighters from our dept have went on to level II position and joined paid depts.. that started with the 36 hr course

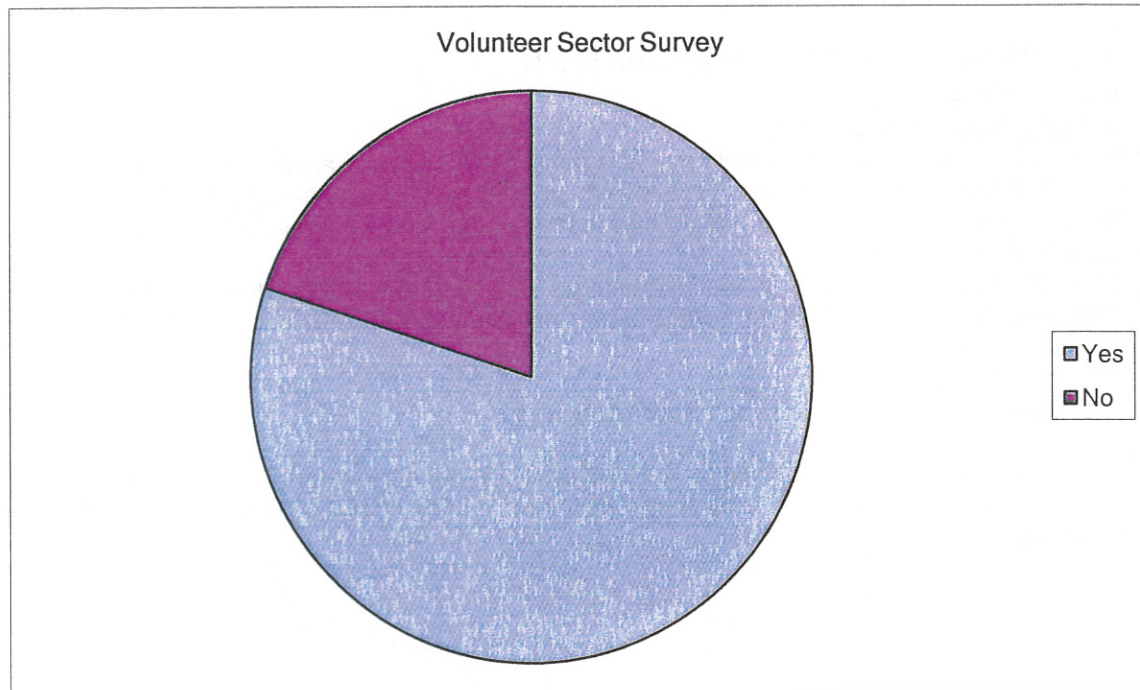
- 108 Daytime Firefighters
- 109 WE are working to put 2 person on station Monday thru Friday as a start
- 110 Maintaining funding.
- 111 Budget, daytime staffing
The return of a stable economy that will allow young people to stay in the area and serve us.
- 112 Further reductions in state funding will only continue to hurt the volunteer fire service.
- 113 Increased funding/Staffing
WITH THE COST OF EVERYTHING GOING UP, THE BUDGET STAYS THE SAME OR
- 114 LOWERS. NEED THE FUNDING TO CONTINUE KEEPING UP WITH THE DEMANDS.
- 115 Budget issues
- 116 staffing
- 117 TRAINING AND RETENTION AND RECRUTEMENT
- 118 recruitment and retention
- 119 Budgeting for additional staffing
The existing state CEU recert requirements is going to kill us. If you are a volunteer and have several certs it's more and more difficult to keep up with the CEUs, your regular job and
- 120 family. Some have just given up and we lose someone that was a good active member.
- 121 lack of funding
TIME. The family part of our members. Training is very important to retain the members we have now. We like to offer different types of training. The more runs the dept. has the more
- 122 interest the members have.
- 123 Funding, education
More good jobs so the young people stay in the area.

- 124 We have trouble keeping Paramedics We train them they go somewhere and get a job -
some stay in the area and their employer tries to prohibit them from running with volunteers
- 125 leadership

Volunteer Sector Survey

Does your department currently have open positions?

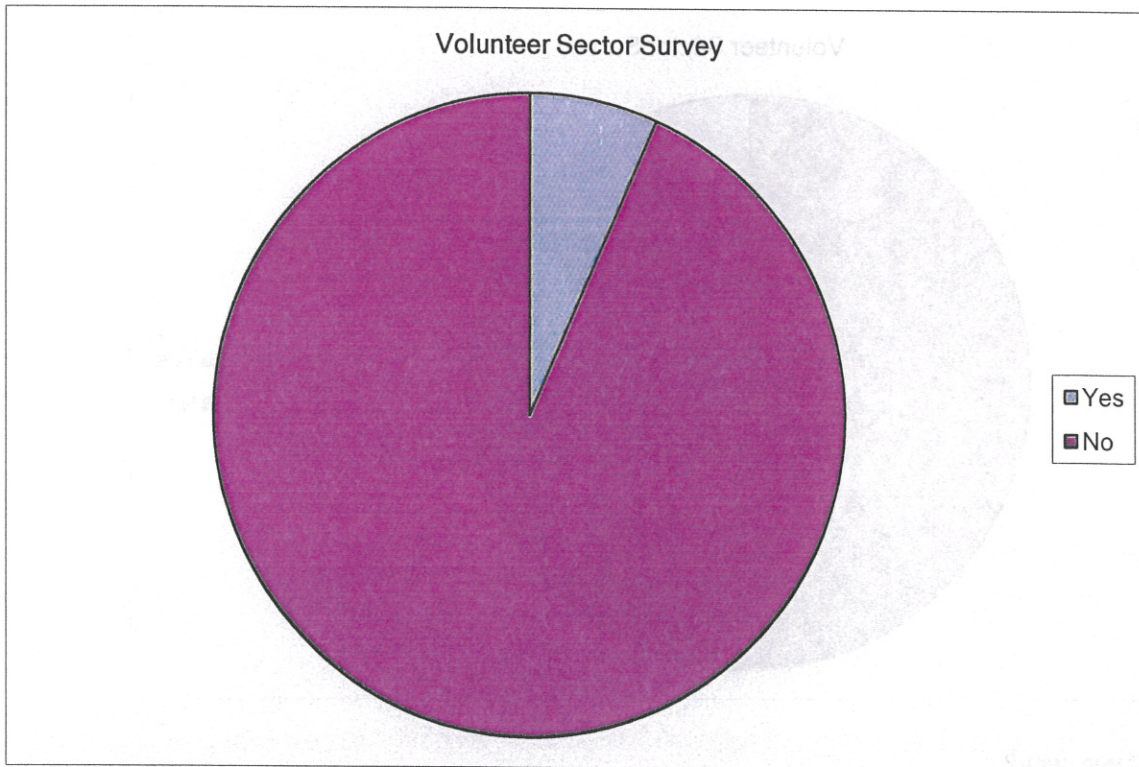
Answer Options	Response Percent	Response Count
Yes	80.1%	109
No	19.9%	27
	<i>answered question</i>	136
	<i>skipped question</i>	3



Volunteer Sector Survey

Does your department have a formalized recruitment program?

Answer Options	Response Percent	Response Count
Yes	6.6%	9
No	93.4%	128
If yes, what is your program?		7
<i>answered question</i>		137
<i>skipped question</i>		2



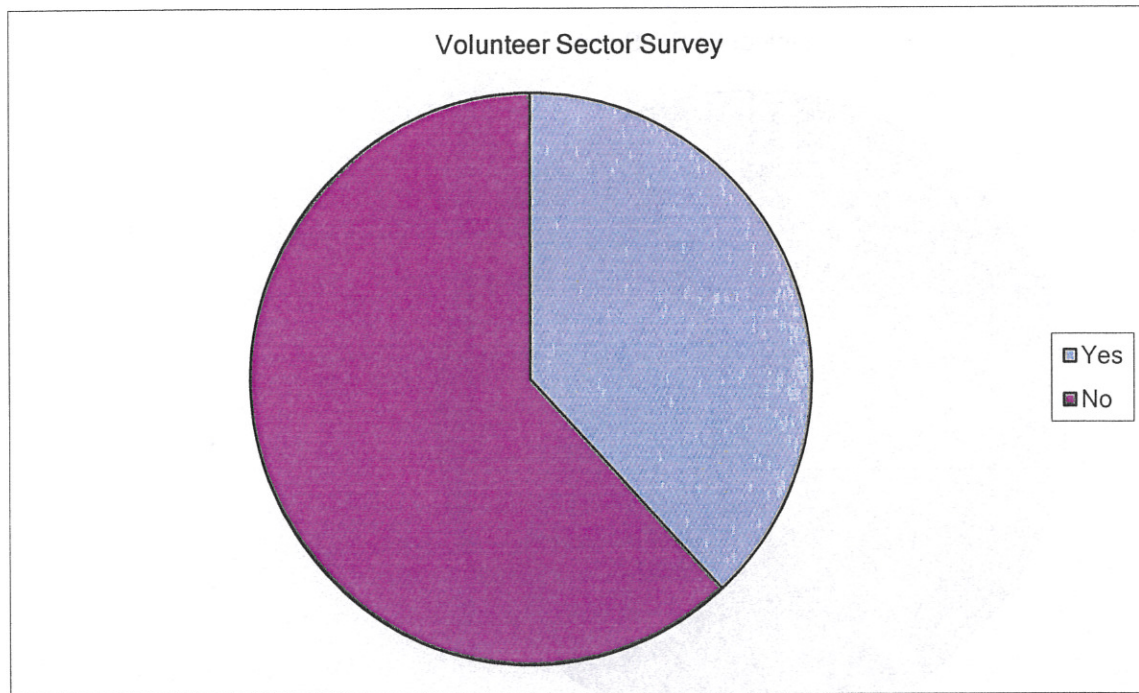
Number If yes, what is your program?

- 1 Explorers
- 2 cadet type
- 3 Advertising, website, speaking to local business and groups
- 4 As chief, I look for people that will step up to the plate
- 5 We have a Jr program
- 6 in house program for a year
- 7 Explorers

Volunteer Sector Survey

Does your department have problems retaining members?

Answer Options	Response Percent	Response Count
Yes	38.1%	53
No	61.9%	86
If yes, why?		55
	<i>answered question</i>	139
	<i>skipped question</i>	0



Number

If yes, why?

- 1 Volunteers must devote more hours to their jobs & family. Incentives offered are pride, service to community, this is not enough to retain and keep active some of our younger members.
- 2 We are not losing the members we have but are having problems getting new firefighters.
- 3 time commitment
- 4 Time commitment
- 5 Cost of living in the community , Jobs moving away for , older community
- 6 economy
- 7 knock on wood. the majority of our members (80%) have more than 5 years in with at least half of those with greater than 10 years
- 8 Families are too busy to be a part of a volunteer organization; both spouses have to work to pay the bills.
- 9 They get their level 1,2 and then move on to be paid firefighters or they get married and move out of our district
- 10 Volly doesn't put bread on the table and the training now is more stringent than a mere 36 hour card so some people can't commit to the required time.

WE ARE AN OLDER VILLAGE WE DO NOT HAVE YOUNG PEOPLE THAT WANT TO SPEND THE TIME TO HELP. WE USE TO BE AT 25 MEMBERS ALL THE TIME BUT THE LAST 2-3 YEARS I HAVE HAD 3 MEN GO TO PAID DEPT FULL TIME 2 MOVED AND 4 MORE RETIRED FROM THE DEPT. I HAVE 16 FIREMAN LEFT AND OUT OF THAT 5 OF US OUR OVER 55. THE REST OUR 25 TO 45.

- 11
- 12 Incentives
- 13 Time constraints of volunteers
- 14 Training requirements and maintaining local jobs.
- 15 Leadership
- 16 Relocation, job and family issues, increased training requirements
Over 30 years as an instructor in have learned that after 5 years you will have about 1/3 the people you train. With few runs a lot of people just lose interest and quit. Some love it and are devoted enough to stick with it.
- 17 in the past we did. As Chief I now look for the type of person that will step up too the plate, this must be talked about in an interview for membership and what training must be keep up with
- 18 Training, run quota issues
We are reasonably stable. The ones we do have difficulty with leave due to the time commitment between training and responding
- 19 work hours and cannot get training in;. young and just starting a family
The training requirement keeps changing and the requirements for the numbers of hours keep going up.
- 20 job changes
Family comes first. FD comes second. New members want everything at their convenience.
- 21 There are no incentives for volunteers. \$\$\$\$\$
- 22 They get level 1 and then move on or they are not interested in all the training hours
- 23 Lack of interest and dedication
- 24 We have 2 stations 1 station has a larger population to draw from than thye other.
- 25 moving out of area, apathy, age (too old to continue)
- 26 membership gets tired of lack of runs and state mandates for training
- 27 job reassignment, non compatibility, moving out of area, personal problems
People don't want to volunteer with all the new changes with NIMs requirements and new state guidelines.
- 28 The firefighters raised here in our district are retained at a very high rate. The firefighters that move in seem to move on again and if we get a couple of years out of them we are lucky
- 29 Time needed for training
- 30 don't want to put in the time to volunteer
Getting new recruits trained; obtaining training hours due to new requirements; money for equipment for new people; depressed area
- 31 Life changes (work, children, etc...)
length of service of current members
- 32
- 33 few job opportunities for younger members in jurisdiction
- 34 boredom
- 35 lack of interest
- 36 Stepping stone to paid Dept.
- 37 Families, training hours, they are working farther away from home
people don't want to volunteer anymore along with the amount of time to train and to keep current in CE(s). The members that we do invest in higher training end up leaving for full time jobs.
- 38 most don't want to go thru training, the more pressure the state puts on little depts. the fewer members we have
- 39 We don't have a major problem , however it could be better
- 40 No incentives, un-mandated requirements for training.
- 41 It is a huge training and time requirement.
- 42

The required CE's for all members is making it harder to keep FF's. Especially in this economy where people are working longer and when they have time to volunteer for their community, the state now comes down with more rules on keeping certificates. While I understand why this is the case you need to wake up and realize that some communities just don't have the resources or the money to keep up with everything. A little more common sense would make

47 things a lot better.

48 lack of runs, money, unable to get basic training

49 Average span is six years. Hard for members keep up with the commitment

50 Work and family obligations are hurting us.

51 keeping up with training

52 Unable to commit to time requirements

53 OTHER ACTIVITIES

54 younger members find that they must relocate to find suitable full time jobs

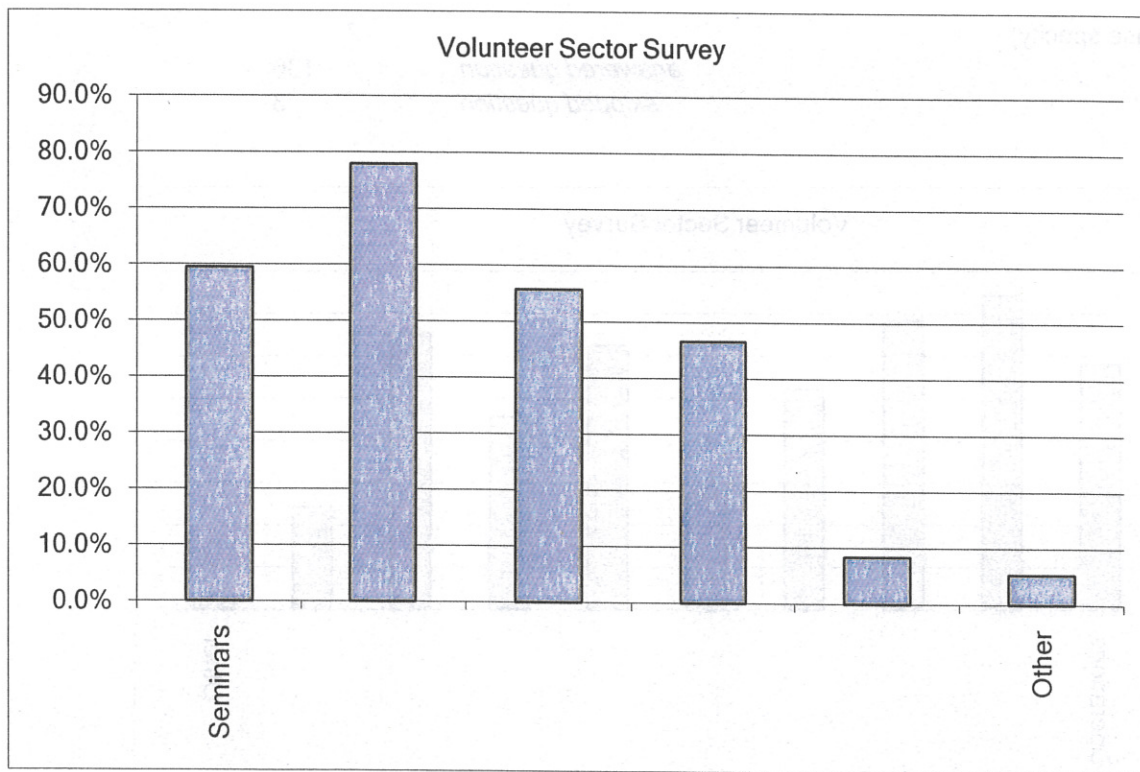
We have a family tradition Fire Dept a lot of Father - Son -Grandson - Daughter -

55 Granddaughter -Brother - sister and etc

Volunteer Sector Survey

What Ohio Fire Chiefs' Association resources would be beneficial to your department in improving overall operations? (Check all that apply)

Answer Options	Response Percent	Response Count
Seminars	59.5%	78
Classes	77.9%	102
Newsletter	55.7%	73
In Command Articles	46.6%	61
Blogs	8.4%	11
Other	5.3%	7
Other (please specify)		12
<i>answered question</i>		131
<i>skipped question</i>		8



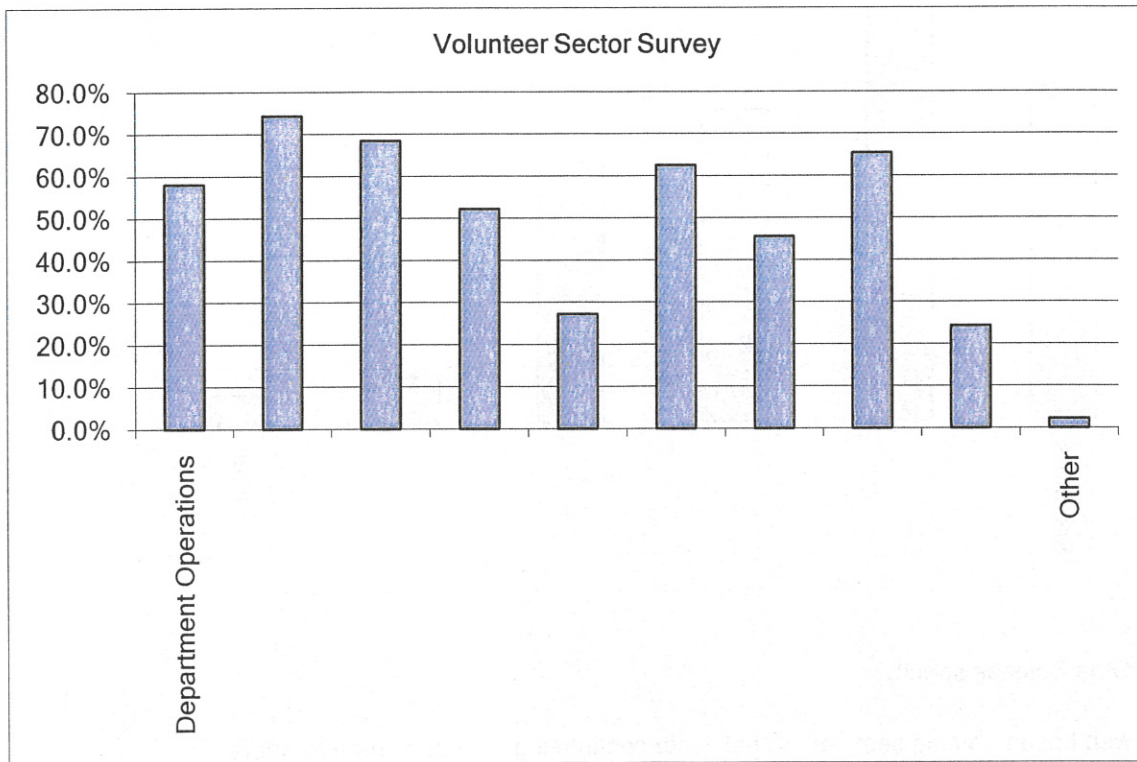
- | Number | Other (please specify) |
|--------|---|
| 1 | web based training seminars to help with continuing education requirements |
| 2 | Free Training |
| 3 | Can't afford many classes or seminars |
| 4 | Newspaper and Radio advertising. Classes close enough that people can get to them easily. |
| 5 | Outreach training |
| 6 | webinar's |
| 7 | Fight back on these new NIMS classes being shoved down our throat and get back to plain english. To many acronyms being used. The fire service did have a great Incident Command System until the darn government got involved. |
| 8 | Networking at the Ohio Fire Chiefs confrence learning other things that other departments do. |
| 9 | free online training |
| 10 | grants |
| 11 | Seminars on a local or regional basis |
| 12 | Making CE's available on line, state certified. |

Volunteer Sector Survey

What topics of interest would you like to see addressed by the Volunteer Committee of OFCA? (Check all that apply)

Answer Options	Response Percent	Response Count
Department Operations	58.1%	79
Training	74.3%	101
Recruitment/Retention	68.4%	93
Legal Concerns	52.2%	71
Legislative	27.2%	37
Finances/Budgeting/Grants	62.5%	85
Leadership	45.6%	62
Officer Development	65.4%	89
Districting	24.3%	33
Other	2.2%	3
Other (please specify)		7
<i>answered question</i>		136
<i>skipped question</i>		3

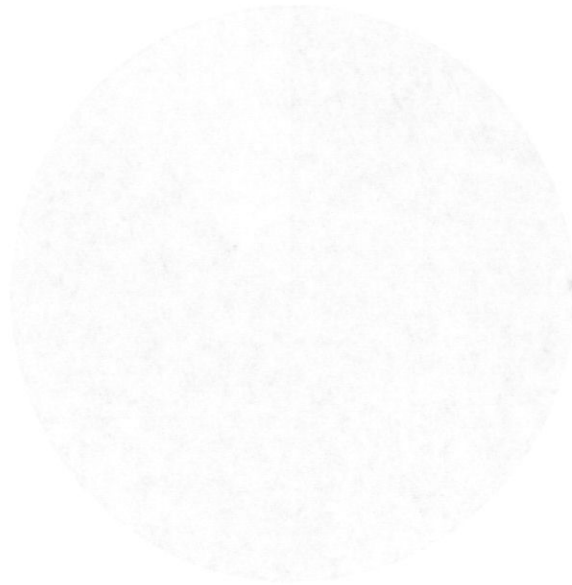
*Pass to
Cairns Wallace
for Conference
Class got wins*



Number Other (please specify)

- 1 We need to come up with an incentive for people to belong. Tax breaks, auto license discounts, medical insurance ETC are examples.
- 2 We are currently in discussion with multiple depts in regard to districting, joint operations, joint staffing initiatives, etc. This is a very pertinent topic in my department right now and for the foreseeable future.

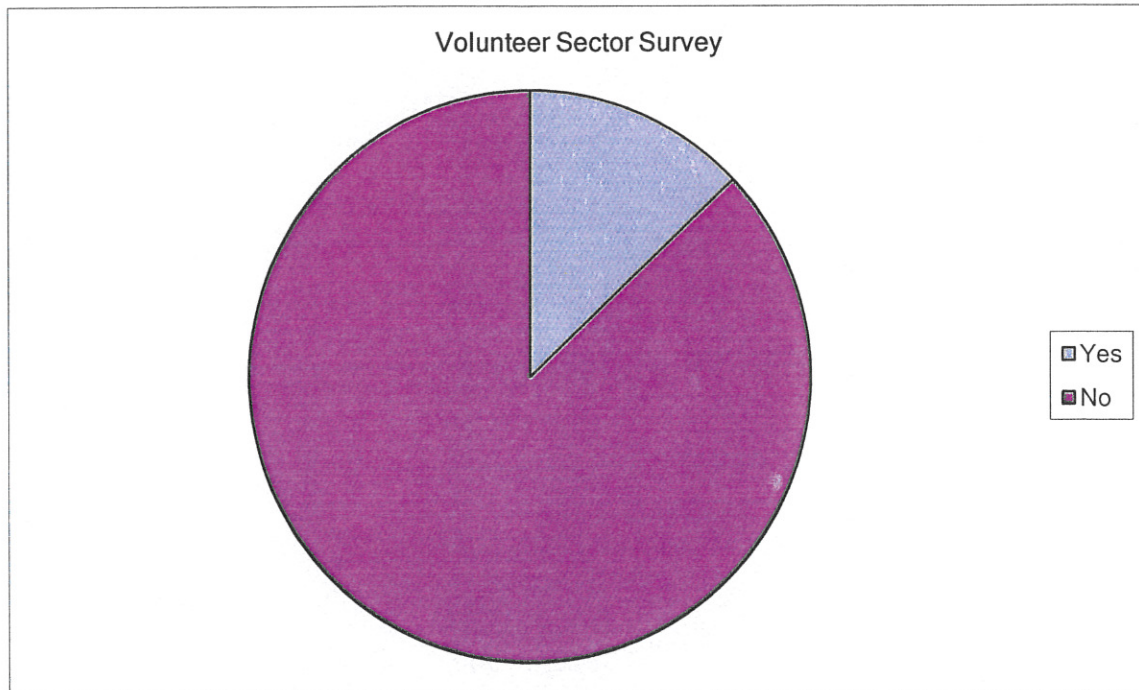
- 3 SOG's
All volunteer firefighters and EMTs should be exempt from paying state and local tax on income.
- 4 Now wouldn't that be an incentive?
You need to stress that not all departments are not full time and cannot keep up with more mandates. We have people out here that just want to help when they can but these mandates are making more difficult all the time to keep up.
- 5
- 6 Get Fire out from under the department of EMS.
The hard part with Volunteers - they work other jobs to make a living, have families, belong to a Church, support and belong to other organizations, own a home or farm they have to take care of, plus help raise money to support the Fire Dept. Preparing and training for things they will probably never see is not high on their agenda. They don't mind training on things that
- 7 they have seen and will probably see again



Volunteer Sector Survey

Each year at the OFCA Conference, the Volunteer Committee holds a caucus to address issues facing the Volunteer Fire Service in Ohio. Have you ever attended this caucus?

Answer Options	Response Percent	Response Count
Yes	12.9%	18
No	87.1%	121
<i>answered question</i>		139
<i>skipped question</i>		0



Volunteer Sector Survey

If you answered "Yes" to Question 19, please describe your likes and dislikes as well as any improvement you would like to see to the caucus.

Answer Options	Response Count
	14
answered question	14
skipped question	125

Number	Response Text
1	Keeping it Going I would like to see more of what a new Volunteer fire chief has to do to keep in compliance with the state and federal rules for all of the new fire chiefs and there departments.
2	They need to allow more time for the open discussion session of the volunteers chiefs.
3	(The afternoon session) Would like to see involvement from more chiefs in the audience. Every year, there seems to
4	be only a handful of chiefs who will ask questions or take part in the discussion.
5	I like the present format
6	it seems to be the same ones attending this at all conferences. Would like to see the Panel discussion after the volunteer this way we get answers right
7	away.
8	I did not know this existed.
9	It always help to see what other departments are doing to help each other.
10	need results after it is over.
11	we talk but never see any action or feedback on issues Some of the sessions are not relevant to the volunteer sector. i.e. the gentleman from NY last year, that information was dated and no real new ideas. Small departments in Ohio must look
12	a districting to survey. I believe that we need to have quality speakers on this subject.
13	I have not attended for the last several years The round tables are very informational - dislike conference has moved back to Columbus
14	the Sandusky location is a great location to have a "family conference"

Volunteer Sector Survey

Your responses to this survey are confidential and anonymous. However, if you wish to identify your Fire Department ID, you may do so. (Optional)

Answer Options	Response Count
	80
<i>answered question</i>	80
<i>skipped question</i>	59

Number	Response Text
1	45-205
2	Hollansburg FD
3	87-035 we are a combination FD with 24 full-time
4	79-200
5	86017
6	21-125
7	Chief Russ Osborne/Beaver Township Fire/Rescue
8	Wauseon FD
9	87039
10	21-113
11	23-001
12	45-135
13	7049
14	Little Hocking VFD
15	57-031
16	60-001
17	54013
18	48-011
19	44-107
20	60007
21	44-133
22	60-003
23	46203
24	53209
25	52019
26	50019
27	33235
28	72011
29	Hicksville Volunteer Fire Department
30	29109
31	60017
32	52125
33	74003
34	33017

35		11209
36		74011
37		64003
38		54001
39		48119
40		70007
41		87027
42		84243
43		26009
44	ROSSFORD	
45	32-011	
46		54009
47		52023
48	Greenfield Township vfd, gallia county	
49		75007
50	16-211	
51		21233
52		57003
53		87049
54		62109
55		35005
56	46-031	
57	Wren fire and ems	
58	52-015	
59	83 125	
60		19001
61	60-111	
62	72-101 Ballville Vol. Fire Dept Inc.	
63	4409/44109 htvfd	
64	35-123	
65		4143
66	Scott Twp. Fire Department	
67		83121
68		19227
69		19231
70		79205
71		19233
72	BETTSMILLE FIRE DEPARMENT	
73		19003
74		41009
75		21001
76	homer vol fire dept	
77		83115
78		19115
79	34-211	
80	87037 - Chief Ron Bechstein	

