



RETENTION IN THE VOLUNTEER FIRE SERVICE

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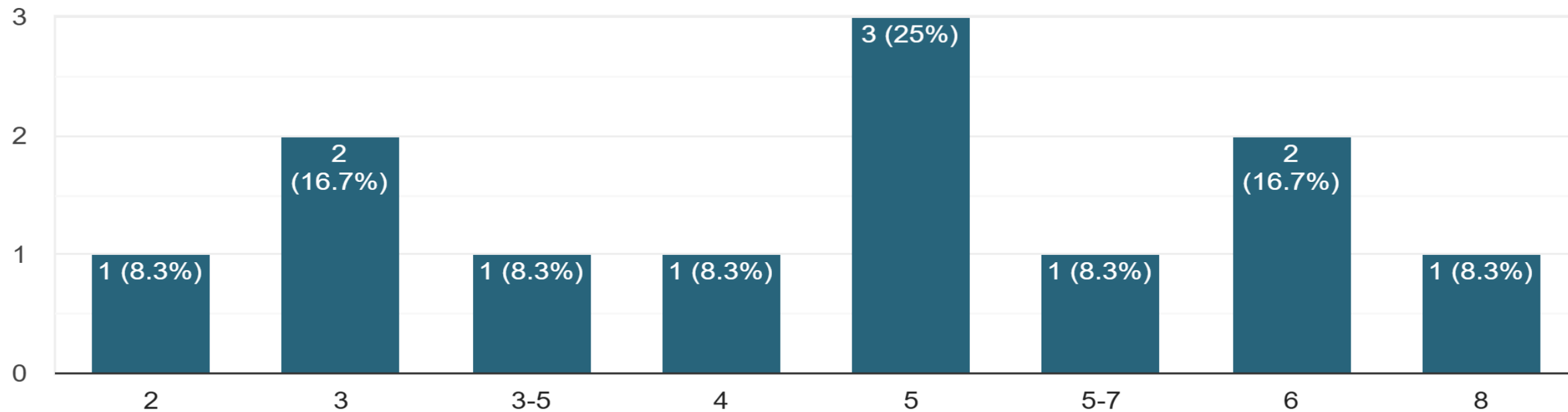
Survey Background

- Sent to all volunteer departments in Wayne County
- Received 12 responses
- Completed by the chief of the department
- Goal of survey
 - Determine possible retention issues
 - What are other departments doing to combat retention issues

Are people really leaving?

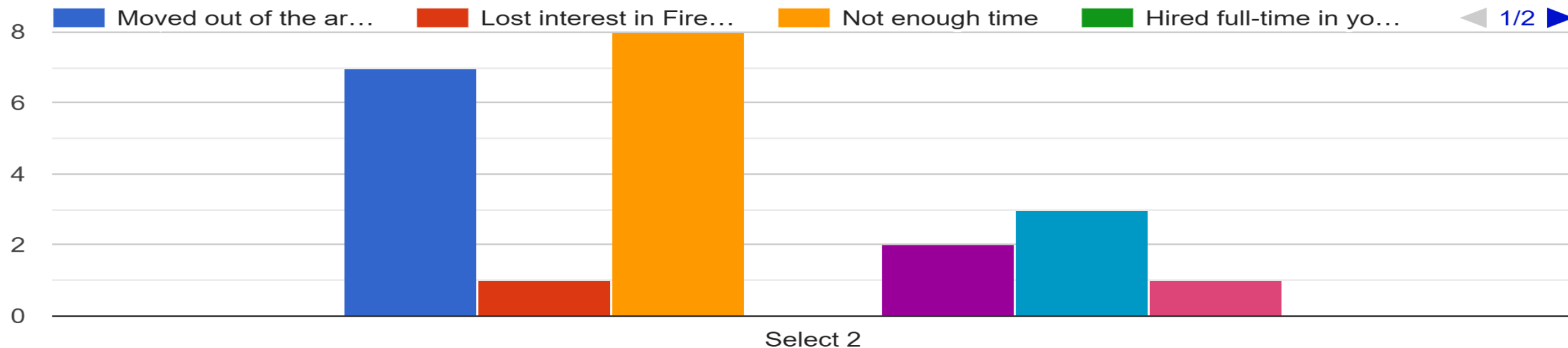
In the last 3 years, how many volunteers have left you department?

12 responses



Why are people leaving?

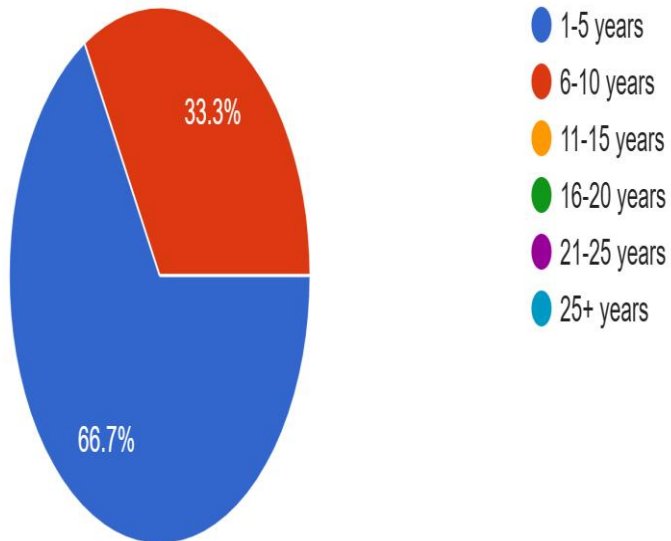
What are the top 2 reasons that volunteers have left your department?



How much time have they devoted?

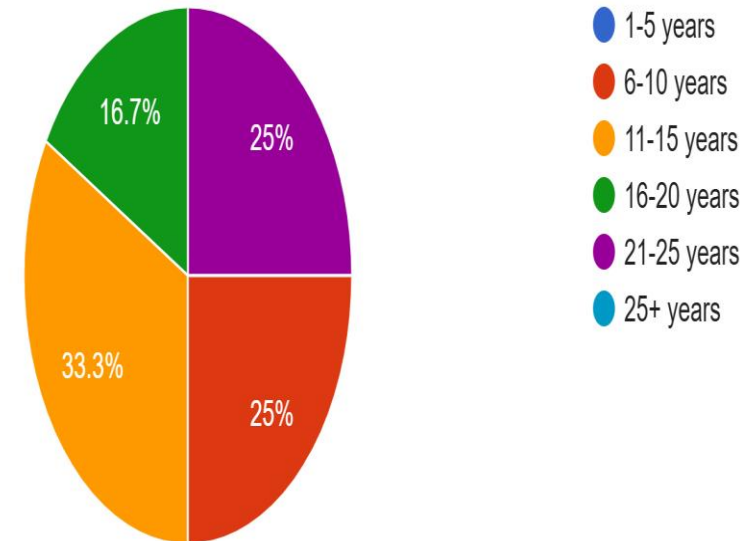
Of those that left, what was the duration with your department?

12 responses



What is the average tenure for a member of your department?

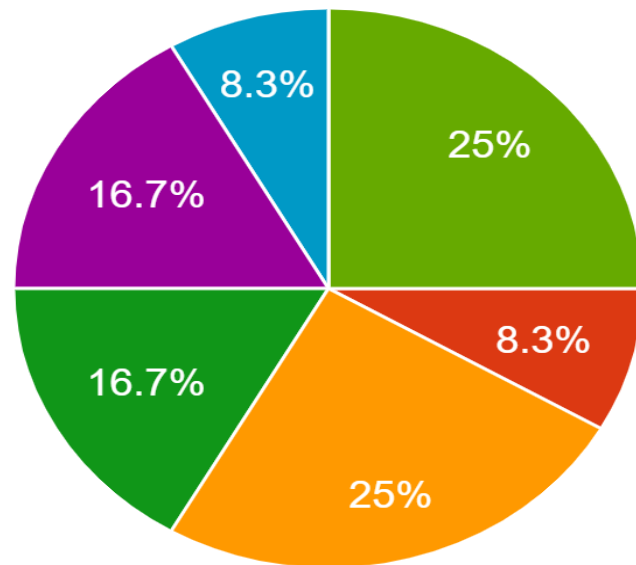
12 responses



A hit to the budget?

How much do you spend annually to train new members?

12 responses

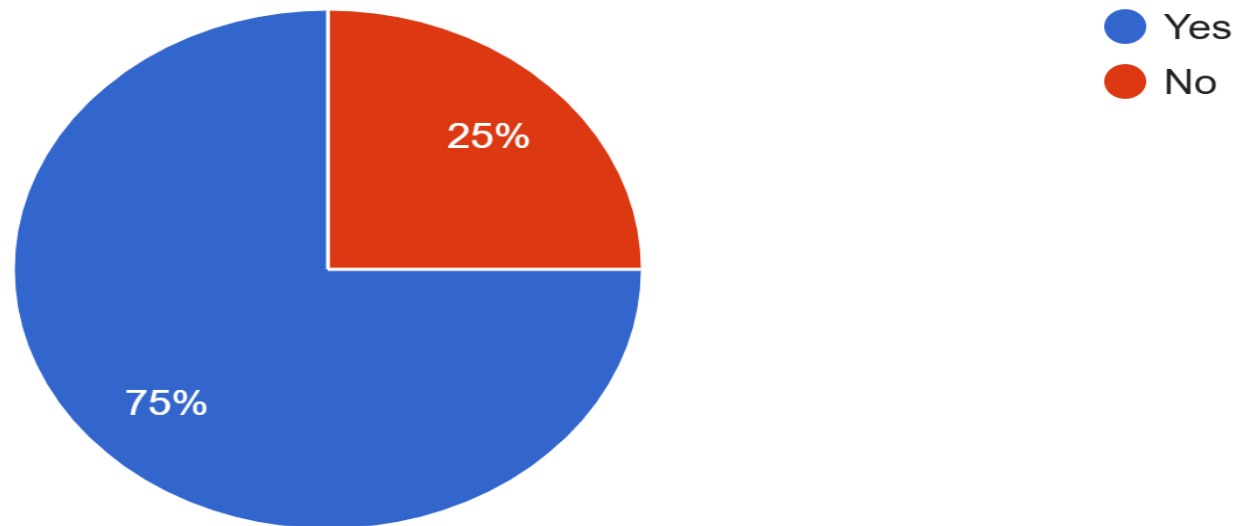


- Less than \$1,000
- \$1,001-\$2,000
- \$2,001-\$3,000
- \$3,001-\$4,000
- \$4,001-\$5,000
- \$5,001-\$6,000
- \$6,001-\$7,000
- Greater than \$7,000

Do departments have a minimum attendance requirement to remain active?

Do you require a minimum attendance of department activities to remain active? (ie. emergency calls, meetings, fund raisers, trainings)

12 responses



Recommendations

Leadership should focus more on taking care of the membership and let the membership take care of the community. If leadership invests in the membership, the membership will invest in the department.

Possible tax breaks for volunteers, or funding supplements to offset personnel cost.

Funding for programs to get people to stay in the field. I.e. cash incentives, gym equipment etc.

Tax incentives, free license plates

Financial incentives and or provided free tuition to state colleges for members/families. PERS options

Personable. Positive environment

Invest in the people

Some sort of incentive program. Tax relief?

Obviously more money paid to volunteers would help as long as department has a budget to cover increase

Pay while on duty.

Appreciate them, respect them, make it feel like family. Have some fun while being professional