



# RECRUITMENT FOR THE VOLUNTEER FIRE SERVICE

KYLE MCDONALD OFE, OFC

FIRE CHIEF

# OHIO TASK FORCE ON THE VOLUNTEER FIRE SERVICE

## DATA SOURCES

- Surveys
- Roundtable Discussions
- 6.5% decrease (2018-2021)

## FINDINGS

- Recruitment & Retention
- Time Demands
- Local Financial Resources
- Training Requirements

# TASK FORCE RECOMMENDATIONS

## TRAINING

Fire Apparatus Driver/Operator

Exterior Support Firefighter

Ohio Volunteer Firefighter

Hybrid Programs

## FISCAL

\$130 million to Volunteer Departments

Fire Districts

Grant Programs

## LOCAL IMPLEMENTATION

Cadet/Explorer Programs

Ride Along Program

Well-defined Onboarding Process

Organized/Structured Training

Career Tech Programs

# RF&R 2017 SAFER (STAFFING FOR ADEQUATE FIRE AND EMERGENCY RESPONSE) GRANT

- Provided by FEMA
- Two types (Hiring Activity and R&R Activity)
- \$641,302.00 Award to Rittman
- FT R&R Officer
- Marketing
- Hire 17 new recruits
- LOSAP

# FOCAL POINTS

- R&R Coordinator - \$67,500.00/yr with benefits
- FT Position
- Liaison between Marketing company and new employees
- Available to utilize for emergency calls also
- Marketing - \$60,000.00/yr
- Promotional video
- Flyers / Handouts
- Booth / Displays
- Social Media / Website
- LED sign board - \$17,000.00

# FOCAL POINTS (CONT.)

- **Turnout Gear**
  - Set for each new recruit
  - Coat, pants, hood, gloves, boots, SCBA mask
- **Training**
  - Physicals
  - Firefighter I
  - EMT

