

EXHIBIT E-4

RETENTION/RECRUITMENT of Volunteer Firefighters

*Charles Gangluff, Manager
Rural Fire Protection Program
Arkansas Association of
RC&D Councils, Inc.*

RETENTION/RECRUITMENT

The Numbers

- Nationwide 73 % of firefighters are volunteer
- In Arkansas the number is 87%
- There are approximately 14,900 volunteer firefighters in the state.
- Most departments need more volunteers
- We should also work to keep those we have.

RETENTION/RECRUITMENT

The Concerns

- Population Shift from Rural Areas
- Fewer Jobs in Rural Arkansas
- Aging Communities
- Average Age of Volunteers
- The “ME” Generation???

RETENTION/RECRUITMENT

The Biggest Hurdles

- When recruiting, 50% will tell you that they do not have the time.
- Almost 95% will tell you this is the concern when they leave the Fire Department.
- Health/Medical Conditions
- Family Obligations

RETENTION/RECRUITMENT

Why do people NOT join?

- Morale
- Leadership
- Management Style
- Training Demands
- Family Obligations
- Frequency of Calls
- Financial Concerns

RETENTION/RECRUITMENT

Why DO people join?

- Social Needs
- Personal Gain
- Excitement
- Improve Resumes
- Gain Experience
- Community

RETENTION/RECRUITMENT

What can you do?

- Develop a Positive Image
- Provide Uniforms/T-shirts/Jackets/Caps
- Give Recognition
- Thank your Volunteers!
- Retirement
- Insurance
- Monetary Awards?

RETENTION/RECRUITMENT

What to Avoid in your Department

- Cliques
- Unrealistic Expectations

Give Firefighters Realistic Expectations



RETENTION/RECRUITMENT

What to Avoid in your Department

- Cliques
- Unrealistic Expectations
- Boring Training
- Internal Conflicts
- Age Battles

RETENTION/RECRUITMENT

Who should you target?

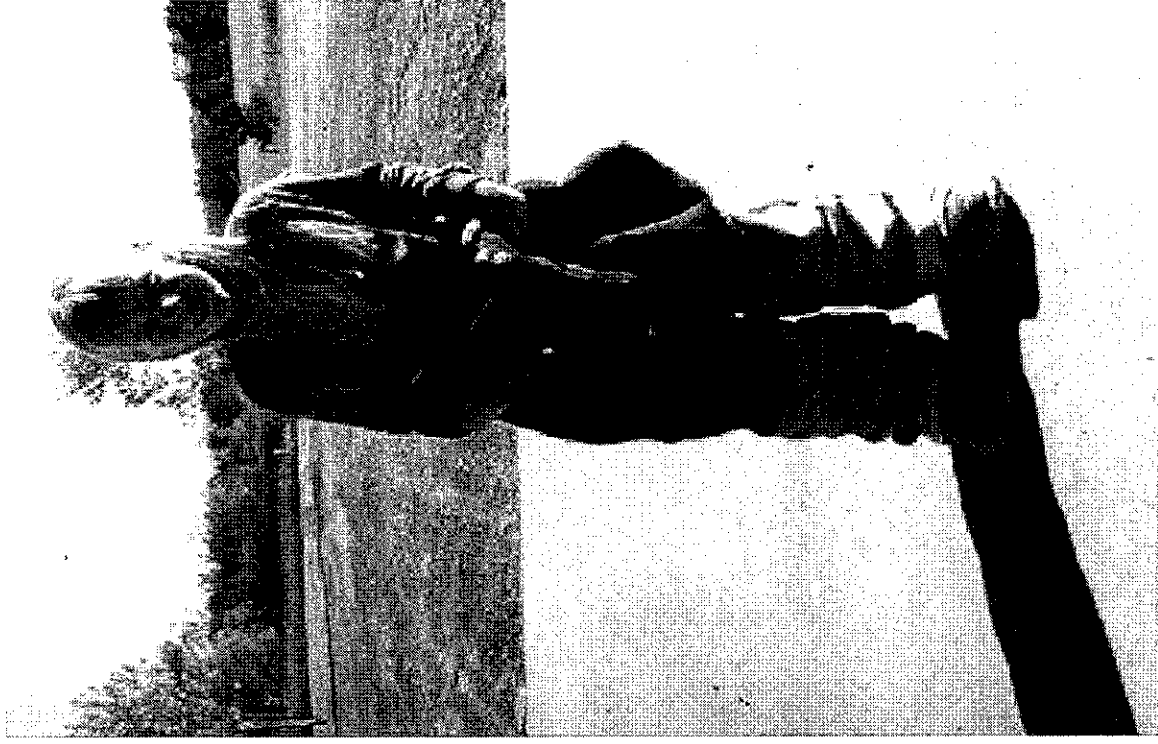
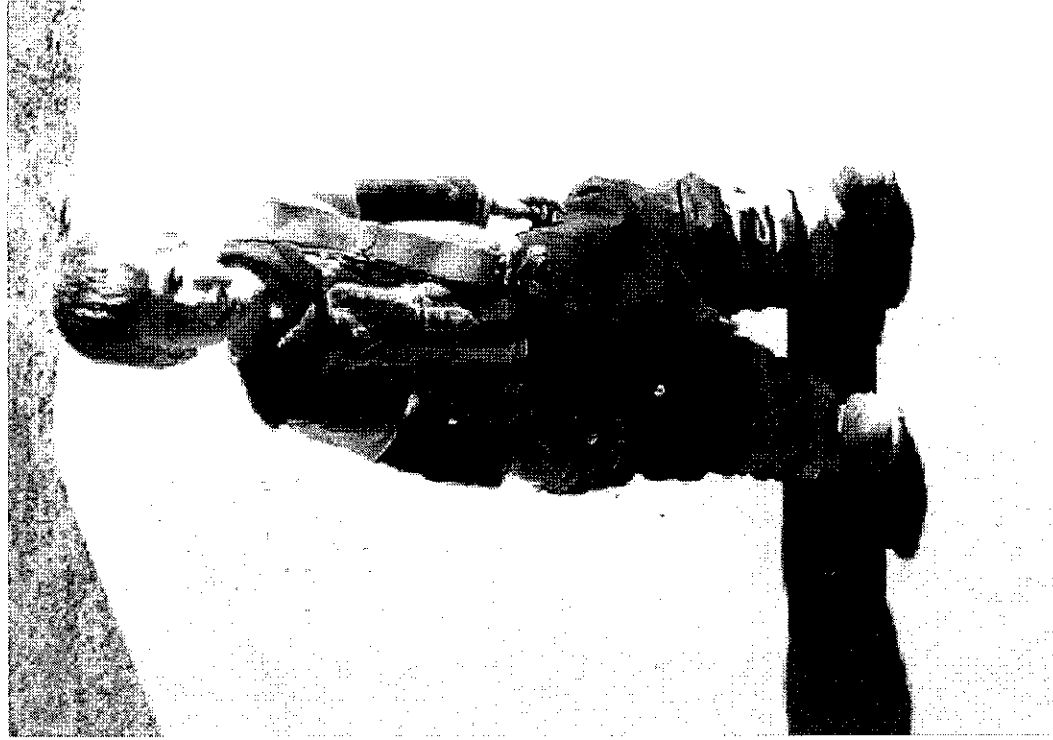
- Family Members
- High School Students
- Retirees
- Community Oriented Citizens
- Civic Organizations
- Churches

RETENTION/RECRUITMENT

HOW?

- High School Students – Explorer Program
- Retirees - Specialization
- Community Oriented Citizens – CERT Team
- Civic Organizations – Ask to speak to them
- Churches – Advertise in Church Bulletin

Recruit them Young



They Make Great Firefighters

