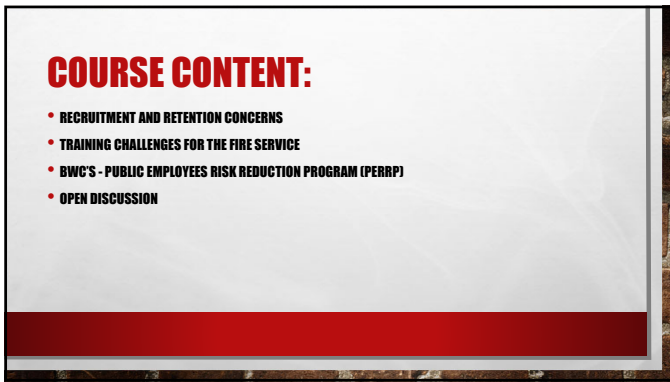




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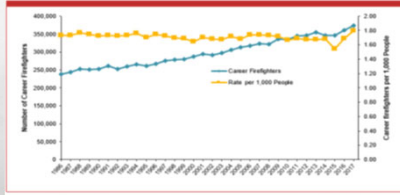
RECRUITMENT & RETENTION

- FOR THE PAST 31 YEARS THERE HAS BEEN A STEADY INCREASE IN THE NUMBER OF CAREER FIREFIGHTERS; HOWEVER, THE NUMBER OF CAREER FIREFIGHTERS PER 1,000 IN POPULATION IS CONSISTENT DURING THIS TIME PERIOD.
- FOR THE PAST 31 YEARS THE TREND IN THE NUMBER OF VOLUNTEER FIREFIGHTERS IS LESS APPARENT WITH 2017 BEING THE LOWEST NUMBER EVER RECORDED, AND THE NUMBER OF VOLUNTEER FIREFIGHTERS PER 1,000 IN POPULATION IS STEADILY DECREASING.

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RECRUITMENT & RETENTION

Figure 1: Number of Career Firefighters and Rate per 1,000 People



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RECRUITMENT & RETENTION

Figure 2: Number of Volunteer Firefighters and Rate per 1,000 People



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RECRUITMENT & RETENTION

VOLUNTEER:		CAREER:	
1986: 808,200	RATE PER 1,000 – 7.88	1986: 237,750	RATE PER 1,000 – 1.73
2017: 682,600	RATE PER 1,000 – 5.80	2017: 373,600	RATE PER 1,000 – 1.80

*DECREASE OF 17%
 THIS IS CONCERNING!

*INCREASE OF 57%
 MISLEADING NUMBERS!

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RECRUITMENT & RETENTION

- VOLUNTEER SIDE... WHAT DOES THIS ALL MEAN?
- WHAT ARE THE ISSUES FACING THE VOLUNTEER FIRE SERVICE?
 - TWO INCOME HOUSEHOLDS
 - MANAGING CHILDREN SPORTS/ACTIVITIES
 - FAMILY
 - TRAINING REQUIREMENTS
 - WHAT THE FIRE SERVICE IS FACING TODAY
 - TIME DEMAND/DEDICATION FOR CALLS
 - LACK OF COMMUNITY MINDSET?
 - SHOULD THIS JOB BE 100% VOLUNTEER?

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RECRUITMENT & RETENTION

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RECRUITMENT & RETENTION

- CAREER SIDE... WHAT DOES THIS ALL MEAN?
- WHAT ARE THE ISSUES FACING THE CAREER FIRE SERVICE?
 - WHAT THE FIRE SERVICE IS FACING TODAY
 - MANY AREAS THE PAY JUST ISN'T WORTH IT
 - COMPETING FROM THE SAME POOL OF CANDIDATES
 - MANY DEPARTMENTS NOW OFFERING REDUCED TRAINING FOR CANDIDATES WITH EXPERIENCE
 - DEPARTMENTS NOW ALLOWING "TRANSFERS" FROM OTHER CAREER DEPARTMENTS
 - SIMPLY A LACK OF INTEREST IN THIS PROFESSION TODAY

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RECRUITMENT & RETENTION

- POSSIBLE SOLUTIONS:
 - PROMOTE OUR INDUSTRY
 - PUBLIC EDUCATION
 - HIGH SCHOOLS
 - IMPROVE COMPENSATION (CAREER AND VOLUNTEER)
 - FUND TRAINING COMPLETELY
 - INCENTIVIZE
 - HOUSE BILL #575 - CHANGES TO ORC 5747.01
 - TAX INCENTIVE - (VOLUNTEER)
 - 1-5 YEARS - \$500.00
 - 6-10 YEARS - \$1,000.00
 - 11+ YEARS - \$2,000.00

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TRAINING CHALLENGES

- MINIMUM STANDARDS FOR FIRE TRAINING:
 - 36 HOUR (EXTERIOR FIREFIGHTER)
 - FIREFIGHTER I - 120 HOUR (INTERIOR FIREFIGHTER)
 - FIREFIGHTER II - 256 HOUR (CAREER FIREFIGHTER)
 - EVOC
 - NIMS 100, 200, 700, 800
 - HAZMAT (AWARENESS, OPERATIONS, TECHNICIAN)
 - OFFICER DEVELOPMENT TRAINING
 - NIMS 300, 400

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TRAINING CHALLENGES

- **MINIMUM STANDARDS FOR MEDICAL TRAINING:**
 - CPR – 8 HOURS
 - FIRST RESPONDER – 40 HOURS
 - BASIC EMT – 130 HOURS
 - PARAMEDIC – 900 HOURS
 - ACLS – 16 HOURS
 - PALS – 12 HOURS

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TRAINING CHALLENGES

- **IN ADDITION TO THE MINIMUM TRAINING STANDARDS THERE ARE MANY AREAS THE FIRE SERVICE NEEDS TO FURTHER TRAIN THEIR FIREFIGHTERS:**
 - AUTO EXTRICATION
 - ACTIVE SHOOTER – RESCUE TASK FORCE TRAINING
 - DISASTER PREPAREDNESS
 - SPECIAL RESCUE – ROPE RESCUE, WATER RESCUE, ICE RESCUE, TRENCH COLLAPSE, CONFINED SPACE, BUILDING COLLAPSE, HAZMAT, SWIFT WATER
 - FIRE INSPECTOR
 - FIRE INVESTIGATOR
 - FIRE / EMS INSTRUCTOR
 - OFFICER DEVELOPMENT / LEADERSHIP

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TRAINING CHALLENGES

- **CONTINUING EDUCATION:**
 - **FIREFIGHTER CONTINUING EDUCATION – EVERY 3 YEARS**
 - 54 HOURS OF C.E.
 - **MEDICAL CONTINUING EDUCATION – EVERY 3 YEARS**
 - FIRST RESPONDER – 15 HOURS OF C.E.
 - EMT-BASIC – 40 HOURS OF C.E.
 - PARAMEDIC – 86 HOURS OF C.E.

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TRAINING CHALLENGES

- DO THE TRAINING REQUIREMENTS FOR THE FIRE SERVICE NEED TO BE ADJUSTED?
- IS THIS CONTRIBUTING TO THE LACK OF INTEREST ON THE VOLUNTEER SIDE?
- IS THIS NOT WORTH THE PAY FOR CAREER FIREFIGHTERS?
- ARE WE RECOGNIZING THE PREPARATION THE FIRE SERVICE MUST TAKE IN ORDER TO PROTECT THEIR COMMUNITIES?

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BWC'S – PERRP

- WHAT IS THE PUBLIC EMPLOYEES RISK REDUCTION PROGRAM (PERRP)?
 - CREATED IN 1992 AND MOVED UNDER BWC IN JULY OF 2005
 - RESPONSIBLE FOR:
 - ENSURING PUBLIC EMPLOYEES IN OHIO HAVE A SAFE AND HEALTHY WORKING ENVIRONMENT
 - IDENTIFYING WORKPLACE HAZARDS AND REDUCING THOSE HAZARDS THROUGH EFFECTIVE SAFETY AND HEALTH PROGRAMS.
 - DEVELOPING AND ENFORCING MANDATORY JOB SAFETY AND HEALTH STANDARDS.
 - MAINTAINING A REPORTING AND RECORDKEEPING SYSTEM TO MONITOR JOB-RELATED INJURIES AND ILLNESSES.
 - PROVIDING ASSISTANCE, TRAINING AND OTHER SUPPORT PROGRAMS TO HELP PUBLIC EMPLOYERS AND WORKERS UNDERSTAND THEIR RIGHTS AND RESPONSIBILITIES.

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BWC'S – PERRP

EMPLOYER AND EMPLOYEE RESPONSIBILITIES

- EACH PUBLIC EMPLOYER IN OHIO MUST:
 - PROVIDE A PLACE OF EMPLOYMENT FREE FROM RECOGNIZED HAZARDS.
 - THIS REQUIREMENT IS KNOWN AS THE GENERAL DUTY CLAUSE.
 - MUST CREATE AND MAINTAIN A SAFETY COMMITTEE
- EACH PUBLIC EMPLOYEE IN OHIO MUST:
 - COMPLY WITH ALL SAFETY AND HEALTH REGULATIONS
 - COMPLY WITH ANY REASONABLE SAFETY AND HEALTH POLICIES DEVELOPED BY THEIR EMPLOYER.

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BWC'S – PERRP

- SO WHAT PROMPTED THE LEGISLATIVE CHANGE FOR PERRP TO NOW OVERSEE THE FIRE SERVICE?
- JUNE 30TH, 2017 – HB 27 WAS PASSED WHICH MADE CHANGES TO ORC 4167
 - THESE CHANGES EXTENDED BWC'S OVERSIGHT, THROUGH THE PUBLIC EMPLOYEES RISK REDUCTION PROGRAM (PERRP), OF FIREFIGHTERS, EMTS, AND PARAMEDICS REGARDING SAFETY AND HEALTH CONCERNS
 - THIS LAW CHANGE WENT INTO EFFECT ON SEPTEMBER 29TH, 2017

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BWC'S – PERRP

- WHAT ARE SOME OF THE MAIN CONCERNS FOR PERRP?
 - PERSONAL PROTECTIVE EQUIPMENT
 - RESPIRATORY PROTECTION POLICY
 - ANNUAL MEDICAL SCREENING
 - MASK FIT TESTING
 - SCBA BENCH TESTING
 - SEATBELT POLICY
 - APPARATUS STANDARDS
 - PUMP AND AERIAL TESTING
 - DRIVERS TRAINING
 - LADDER TESTING
 - HOSE TESTING AND STANDARDS
 - INCIDENT MANAGEMENT SYSTEM
 - RISK MANAGEMENT PLAN

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BWC'S – PERRP

- WHAT STANDARDS EXIST FOR THE FIRE SERVICE THAT PERRP PLANS TO USE IN REGULATING THE FIRE SERVICE?
 - OSHA STANDARDS
 - NFPA STANDARDS
- WILL THE CAUSE ANY UNDO STRESS FOR MANY FIRE DEPARTMENT?
 - VOLUNTEER
 - CAREER

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QUESTIONS:

- OPEN DISCUSSION

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WORK CITED

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