

NYSAC 2019 Seminar

A Two Front War: Battling the Recruitment Challenges of our First Responders

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Director

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Madison County



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Our panel will explore innovative and strategic ways to recruit and retain this vital community resource.

We are not here to tell you how bad it is.

We are here to provide:

- 1) a cafeteria list of possible strategies; and
- 2) suggest a comprehensive way ahead

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Where this could go:

- 1) Do nothing
- 2) Paid firefighters, paramedics
- 3) Town, Villages, Counties, NYS
dynamically supporting volunteers
(who will lead/take ownership)

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Strategies to take home:

- 1) Expand College/Tech School Tuition Support
- 2) High School / Youth Development
- 3) Expanding NYS/Local Tax Relief
- 4) Female FF Recruitment
- 5) Media – Social / Press / Theatres
- 6) VFD Support in Recruitment

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Strategies to take home:

- 7) Health Insurance
- 8) Cross Staffing
- 9) Reward Members for Recruitment
- 10) LOSAP/Paid-on-Call/Paid per Call/Gift Cards
(some may require legislative Change)
- 11) Re-focusing Fire Department Spending

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Retention

Recruitment would not be as large an issue if retention was improved

- Leadership education
- The marginal benefit



Madison County Emergency Management Volunteer Firefighter Recruitment Manual



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Way Ahead

- Presently Fragmented Approach
- NYSAC, NYTOWNS, DHSES, FASNY, NYSAFC, AFDSNY, NYS Fire Coordinators

NYS, Towns, Villages, Counties, Associations,
need to combine energy & effort