



Whitburn Center for
Governance and Policy Research

Whitburn Center Fire Service Survey

Results

May 9, 2023

The survey results contained in this report are part of a collaborative project with the Wisconsin Fire Chief's Association to determine the state of the fire service in Wisconsin, and the viability of fire districts in Wisconsin. A total of 192 fire service leaders responded to the digital survey, representing a 25.5% response rate.

1. What is your current professional rank?

Firefighter	2.70%
Company Officer	4.86%
Chief Officer	25.41%
Fire Chief	64.86%
Other	2.16%

2. How many years of experience do you have in the fire service?

- Average: 27.97



3. What is the structure of your fire department?

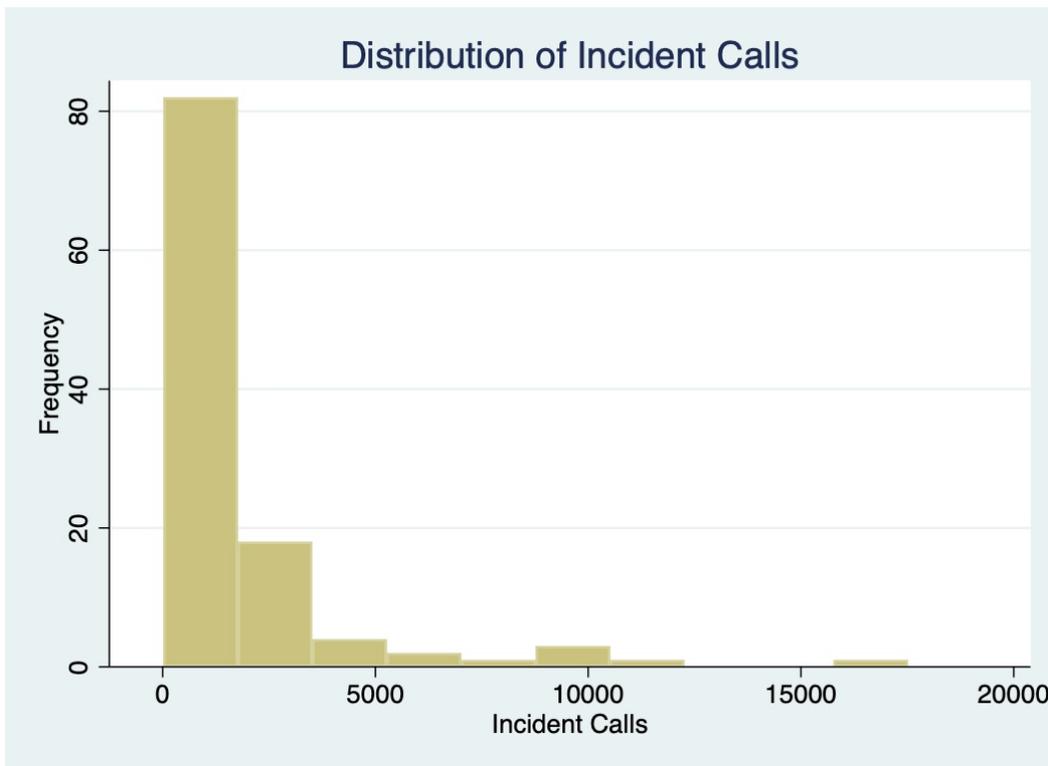
Career (Full-Time)	15.68%
Combination (Full-Time/Paid on Call)	24.86%
Paid on Call	13.51%
Volunteer	45.95%

4. What type of municipality do you serve?

City	17.49%
Village	12.02%
Town	25.14%
Other (Multiple jurisdictions)	45.36%

5. How many incidents did your department respond to in 2022?

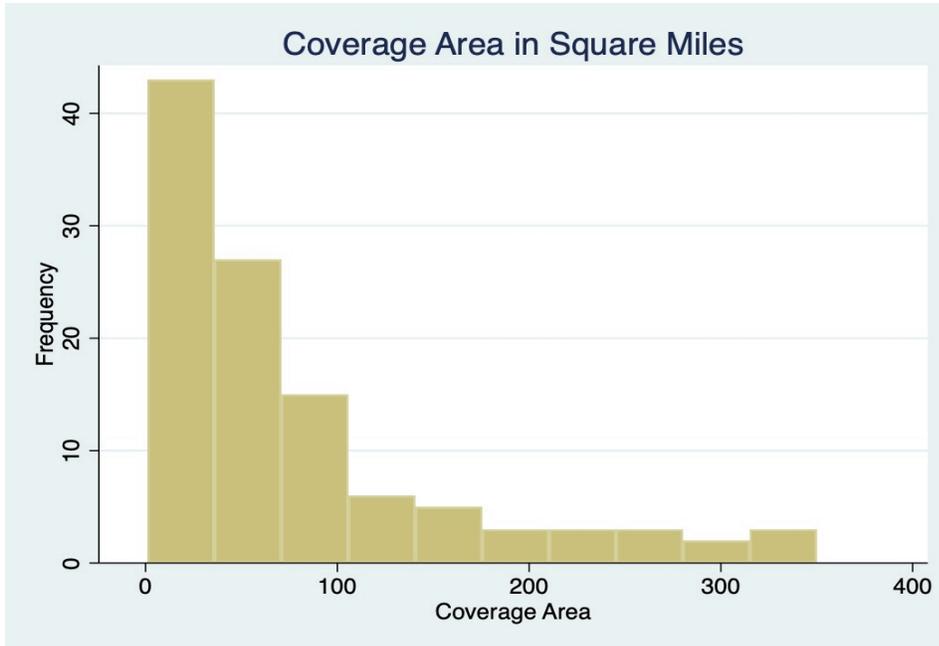
- Average: 1972.19



*Excludes one department with over 20,000 calls

6. What is the size in square miles of your response coverage?

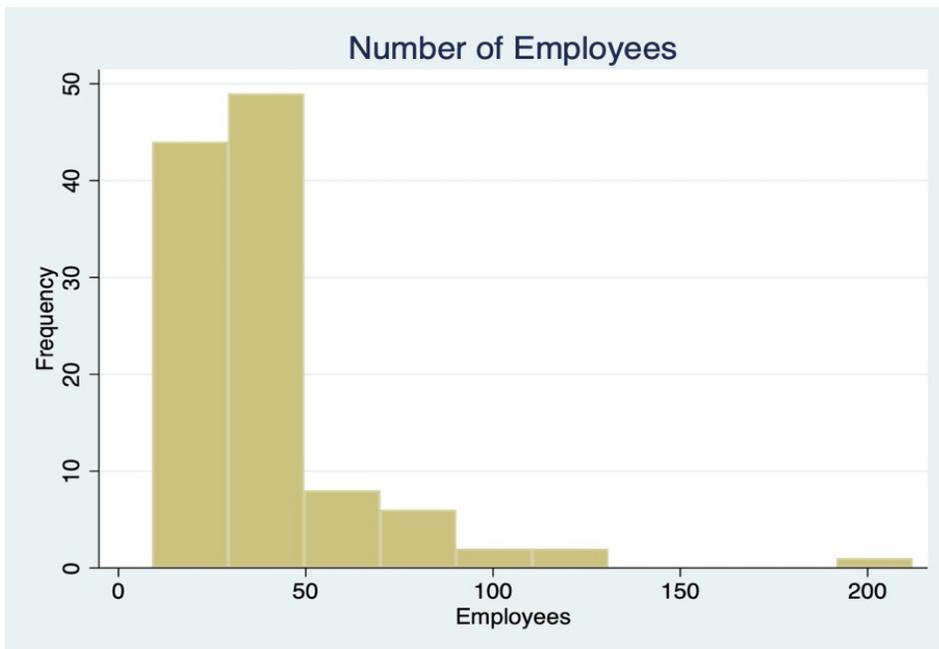
- Average: 77.48



*Excludes one department with 700 square miles

7. How many members does your department have?

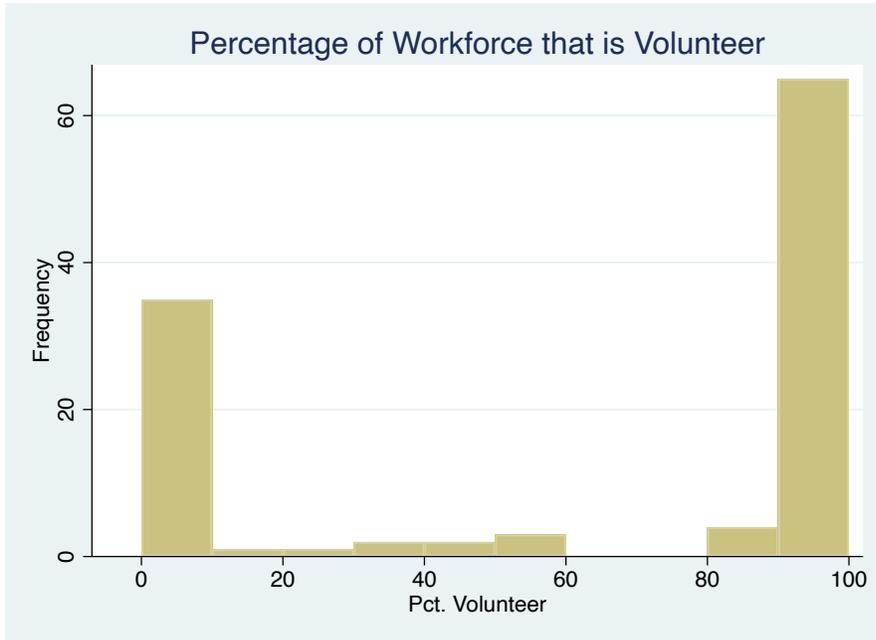
- Average: 40.83



*Excludes one department with over 700 calls

8. What percentage of your department is volunteer?

- Average: 69.26%



9. What is your department's average round-trip distance to calls for service?

0-5 miles	29.89%
6-10 miles	48.91%
11-20 miles	17.93%
21+ miles	3.26%

10. In the past 12 months, how many times has a primary call for service in your response area been handled by mutual aid due to lack of staffing? (regardless of coverage agreement)

0 - We can document 24/7/365 Coverage	59.78%
1-5 times	26.09%
6-10 times	7.61%
11-20 times	3.26%
21+ times	3.26%

11. In the past 12 months, how many times did you respond to a neighboring jurisdiction due to the neighboring jurisdiction's department being unable to respond?

0 - We can document 24/7/365 Coverage	40.44%
1-5 times	30.60%
6-10 times	9.29%
11-20 times	7.10%
21+ times	12.57%

12. In the past 12 months, how many times did you respond to a neighboring jurisdiction as part of a mutual/automatic aid agreement?

0 - We can document 24/7/365 Coverage	2.17%
1-5 times	17.93%
6-10 times	21.74%
11-20 times	23.91%
21+ times	34.24%

13. In the past 12 months, how many times was a service call received in your jurisdiction and no resources from any department ever arrived at the scene because no one was available?

0 - We can document 24/7/365 Coverage	89.67%
1-5 times	7.07%
6-10 times	2.72%
11-20 times	0%
21+ times	0.54%

14. To what extent do you agree with the following statements? (1=Strongly disagree, 2=Somewhat disagree, 3=Neither agree nor disagree, 4=Somewhat agree, 5=Strongly agree)

Statement	Mean
Our department is adequately staffed.	2.62
Mutual Aid is integral to the function of our department.	4.17
We have adequate financial resources for training.	2.83
We have adequate financial resources for PPE, equipment, and apparatus maintenance.	2.74
We have adequate financial resources for facilities maintenance and construction.	2.52
The State of Wisconsin should create a funding formula to allow for property tax levy supported fire and/or EMS districts.	4.46
The state government of Wisconsin has provided sufficient funding for fire and EMS services.	1.68

15. To what extent do you agree with the following statements? (1=Strongly disagree, 2=Somewhat disagree, 3=Neither agree nor disagree, 4=Somewhat agree, 5=Strongly agree)

Statement	Mean
I support the creation of a shared fire and/or EMS district in my immediate area.	3.42
Residents within my community support creation of a shared fire and/or EMS district.	3.06
Consolidation of fire departments into Special Fire Districts can benefit communities.	3.61
A Special Fire District tax would be supported by the community my fire department serves.	3.12
My department would explore the creation of a shared fire and/or EMS district within the next five years.	3.38

16. In your opinion, is it harder to maintain adequate staffing levels staff now than it was 5 years ago?

Yes	83.06%
No	11.48%
Other	5.46%

17. Are your department's current financial resources sufficient to cover next year's projected costs?

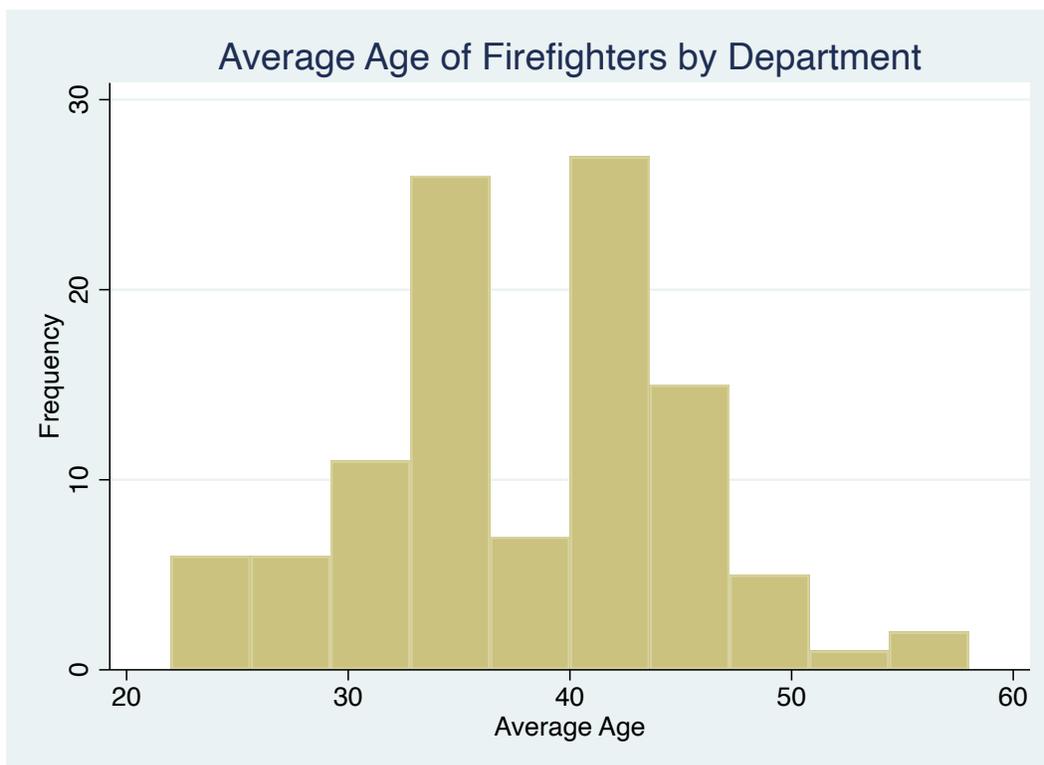
Yes	47.54%
No	38.80%
Don't know	13.66%

18. In the next 12 months, do you anticipate seeking new/other sources of funding from a referendum?

Yes	25.00%
No	75.00%

19. What is the average age of your firefighters?

- Average: 38.31



20. What is the greatest challenge facing your fire department?

- Rapidly increasing call volume and evolving needs of the community we serve with limited resources and a very restrictive budget that makes maintaining fleet, fire stations, and recruiting and retaining firefighters.
- Funding for apparatus, maintaining equipment, and buildings, and ppe.
- Staffing, inadequate facilities, and equipment replacement and maintenance
- Small community
- Personnel during the day as volunteers are becoming harder and harder to find
- Staffing
- Funding for equipment, PPE, paying of personnel.
- Cost of apparatus and equipment; no increase of staffing in over 20 years, overtime, spare apparatus.
- Lack of young people staying in the area, small town politics, programs for businesses to allow employees leave work for calls
- Staffing
- Staffing is our greatest challenge. We're in the CVTC district and we recruit a lot of the Fire/Medic students to our Department to get some experience. This results in a high turnover rate. Our average service time from a member is about 2 years.
- Lack of fulltime staffing.
- Recruiting trained personnel (Paramedics).
- Funding. Mental Health. Municipal support and politics.
- Staffing with Properly Trained individuals. Retaining employees.
- Money. We do not have enough funding to hire qualified staff to provide enough FT staff to properly and safety staff our department.
- Recruitment. There just isn't enough kids going into fire/ems to fill all the openings we have.
- Staffing
- Funding limitations by levy limits and expenditure restraint.
- Lack of new members. There are 22 members in our fire department with 10 of them being 60 and older. The last new member we had join our department was 5 years ago and he is 30 years old.
- LACK OF FUNDING!

2. My fire department sits between two counties and has coverage area in both. The county line is not just a divider between Counties....it divides DHS EMS regions, (Southeastern/Southern), MABAS Regions (southeast/east central), and Emergency Management regions (Southeast/ East Central).

In addition to our own counties (Dodge and Jefferson) we frequently operate in Waukesha County. Dodge & Jefferson use VHF radios and Waukesha uses 800MHZ .

- Funding and need to increase public safety tax levy without limit of CPI and need for funding to pay staffed positions. Day coverage very difficult with volunteers.
- Finding adequate staff!!!!
- Funding staff.

- Keeping up with the requirements the state is putting on departments
- Staffing
- Recruiting and retaining members
- Staffing
- Funding and personnel
- More money is not always the solution. But the limitations put on our communities by the state, no tax increases and no shared revenue are a double negative. Many municipalities in the state have two major expenditures, Fire/EMS and roads. WE are losing the battle for funds to the cost of asphalt.
- Recruiting and retention of membership.
- Recruitment and retention of volunteers
- Adequate funding for Fire/EMS operations in our community. The Funding formula is broken in the State of Wisconsin.
- Staffing and funding
- Funding and staffing
- Financial support due to Tax Levy Limits
- Members
- getting younger members to stay
- Consistently DECREASING resources (fiscal, personnel, capital investment) and consistently INCREASING demands for service (and complexity of those demands).
- Quality and quantity of new hires
- Staffing and finding the financial funding to shore up our staffing needs.
- Recruiting new firefighters. Retaining them once they are trained.
- Funding. Everything we operate with is increasing in price but we are expected to operate at the same dollar amount year after year.
- Retention of members, core group is reaching a retirement age.
Financial support for the amount of work we do in which is not available by local government. Equal to each department of that government.
- Staffing and funding.
- Daytime staffing
- Personnel and Funding
- Funding
- The constantly increasing time and requirements on training for both Fire & EMS. Longer classes don't necessarily equal better firefighters or EMS personnel. National Registry testing should not be required at the EMR level
- Consolidation into a fire department that would cost tax payers 3x the current cost.
- Financial sustainability
Capital Expenditures
Adequate Staffing
- Adequate staffing and funding.
- #1. Recruiting qualified applicants to fill vacancies. 2. Revenue from Medicare and Medicaid isn't sufficient to cover the services provided to those patients. #3. Our city is providing the majority of costs associated with providing fire and EMS service to our surrounding townships. The Townships do pay a fee, but it is much less than city residents.

- Recruitment funding and properly staffing.
- Facility replacement - Recruitment
- Recruiting new members.
- manpower and daytime staffing
- New station ours in from 1955. Our community is growing and the Town Board realizes the need but there is no where to get funding. The same for staffing. There are not enough candidates for the positions needed throughout our area now, so if we continue our growth and need Fire Fighters it adds to the strain on the pool of qualified people.
- Recruiting and Retention, Daytime personnel
- Support from the public and elected officials.
- Keeping up with growth in call volume and avoiding staff burnout
- Daytime staffing levels, members are not willing to put in all of the "extra" hours required to keep the fire department functioning (admin and behind the scene stuff)
- Greatest challenge is always the lack of personnel. However in my immediate area, the use of unrealistic boundaries is very challenging. We put out more fires for our neighbors than for our own tax base. Change is needed.
- Lack of volunteers
- Adequate staffing at all times of the day.
- Staffing levels and Budget shortfalls
- Funding!
- Daytime call staffing
- Acute lack of age appropriate volunteers.
- Staffing our primary ambulance during the day.
- Financial challenges
- Staffing and fulfilling state and National standards/mandates
- Funding for equipment, buildings, and apparatus.
- Local government support
- Staffing. Specifically lack of firefighter/paramedics
- We currently are struggling with staffing the most. Currently we have 9 members on our roster. During a normal work day I usually expect to have two to three people respond.
- We are an "Area" fire department and cover 2 villages and all or part of 7 towns. We don't have many challenges at the present time, we are adequately staffed and funded by our municipalities.
- Staffing and funding. We are at minimum amount of funds for department and very little for training
- Available staff to handle the calls
- Finding Volunteers
- Lack of support and funding from the state of Wisconsin legislature. They refuse to even listen to the conversation.
- New recruitment, purchasing new equipment
- Leadership gaps and people being stretched too thin with personal and work obligations.
- Currently, we need help in hiring new firefighters/paramedics. We are authorized and funded for additional staff but are unable to hire.
- Staffing is the biggest challenge.

- The greatest challenge will always be recruitment and retention for any fire department.
- Funding for trucks and membership.
- Staffing
- Funding on two fronts: 1) to maintain staffing post SAFER grant. 2) Funding to maintain and replace aging infrastructure.
- We have had significant turnover due to the age of previous members.
- The ability to add staffing to keep pace with increasing call volume and community growth
- Finding personnel.
- Lack of funding and lack of available staffing. We have fundraisers to buy equipment that is essential for safe function of the fire department and to keep firefighter safe. We are extremely understaffed and are never sure if we will have enough staff to take a single fire truck out the door for response, let alone the multiple units required on many call types. The municipalities are not agreeable to the budget increases we need in order to fix our funding nightmare. Referendums may need to be considered in the future.
- Funding is very tight. We are in need of a new Engine and the costs are crazy. We neglect station maintenance
- Staffing and funding for staff that provides a competitive wage in today's job market.
- Funding! Competing for increasingly scarce municipal revenue.
- Increase costs in Apparatus and equipment and hard to hire or retain firefighters with the demanding training requirements.
- Excessive BS involved with training requirements that waste members time and have a negative impact on recruiting and retention.
- Funding for adequate staffing
- Staffing and capital money to replace our aging fleet.
- Recruiting younger members. Approximately 75% of our 22 members are over the age of 50.
- Getting schooling in that works with busy schedules and very limited opportunities
- Recruiting new members
- Funding and personnel for non-emergent responses
- Funding
- turnout for medicals, thankfully we have Lakeview ambulance that is coming no matter what, but it would be nice to have a full response each and every call, fire and ems
- Funding full time Paramedics and starting funding paid on call and tax levy
- Staffing shortages and funding for staffing, our crews are significantly understaffed and underfunded.
- Recruitment
- funding
- Keeping volunteers long term due to affordable housing and jobs in our area
- Money and members available in the day time.
- Lack of young personnel
Lack of commitment
- Equipment and staffing

- Staffing along with fire districts that come in and say they can save the towns money then turn around and ask for more money once the existing departments are gone. Example Western Lakes.
- Inadequate funding for operational tasks
- personal
- Recruitment/retention and funding.
- Volunteers
Funding for apparatus
- Staffing and the funding to pay for the staffing
- Staffing
- Paramedic staffing
- Recruitment and retention
- Not near as many people are volunteering anymore, for anything. The helping your fellow neighbors and community is fading.
- Recruitment and retention
- Lack of new members. Older members do not retire due to no new members joining.
- Lack of new recruits, age of population
- The greatest challenge that my department faces if staffing.
- Apathy
- The BS the state and vo tech require to get a fire fighter trained.
- Recruitment, Department resources utilized to cover lack of staffing in other departments
- Recruiting/Retaining
- Getting volunteers to join Budget Staffing
- Recruiting, retaining and having quality personnel available to train and respond to calls.
- I feel the greatest challenge to our Department is the financial burden of training. Our Department has a lot of young and eager to learn members but due to budget constraints I can not provide them with all the training they are requesting. We have a culture of wanting to train and gain knowledge.
- Increased multi family dwelling buildings
- Recruitment and financial restrictions
- Daytime responses to calls, financing for equipment, keeping up with NFPA standards.
- Maintaining staffing for daily
Operations of the department. The burden on smaller agencies is intense to recruit and retain qualified members. Paramedic level care is the gold standard and we provide that level of care. The answer is not decreasing the training requirements for our profession it's getting our elected officials to understand that the service we provide is invaluable but comes at a cost for staffing, training, and equipment. The state imposed caps have just destroyed our ability to make local decisions about the level we need to provide to our communities. The creation of a taxing authority would allow us to do what is right and expected for our communities.
- all the training
- Funding for large items such as trucks that NFPA can no longer be used as the first truck out.

- Staffing
- We serve an island on Lake superior with very little mutual aid depending on the time of year.
- Volunteer staffing and lack of paramedics
- Keeping interest and commitment, training.
- ONE GREATEST CHALLENGE IS STAFFING. AND THE TECHNICAL COLLEGE SYSTEM BEING ABLE TO PROVIDE CLASSES.
- keeping trained personal Fire/EMR
- Recruitment.
- Finances. Communication. Training Cooperation
- Vehicle Replacement
- Lack of volunteers. Lack of funding to get the appropriate equipment.
- Funding and Staff
- Finding new members to support the rapid growth of our Township.
- Funding
- Daytime availability of members
- Lack of volunteers
- EMS recruitment
- Fire Drill attendance
- keeping staff as we are all getting older and it is hard to get young people interested in joining as they move out of the town. Fire apparatus has gotten soooooo expensive that its ridiculous to buy new. 5 years ago a pumper engine was \$500,000 and this year we are specing 1 and its over 1 million
- Recruitment due to a small number of qualified applicants. We also face the impossible hurdle of hiring more staff due to the municipalities inability to levy limits and expenditure restraints. Referendums are the only choice, but that is not the long-term solution.
- Keeping up with training
- Lack of funding and volunteers
- staffing
- Lack of volunteers.
- Staffing of qualified personnel specifically EMS.
- Lack of young people willing to volunteer. They won't accept lack of pay for what is required.
- Replacing fire trucks
- Day time ems people
- Recruiting and retaining
- State Funding is lacking
- Levy limit restrictions.
- Ever increasing amount of training and finding members that are willing to put in the time for the training and have the level of dedication needed to be confident firefighters.
- Funding

- The ability to recruit and retain new members. With the changes over the past 20-30 years of everyone commuting outside their residential area for work, it puts a burden on ours and neighboring departments during the normal work week hours. This burden is primarily pertaining to staffing adequacies, which is why mutual aid becomes a key factor in performing duties on incidents.
- Financial issues within the department, and the pool of candidates...

21. What are the greatest barriers to recruitment and retention in your fire department?

- The rapidly aging workforce that is causing large number of retirements and a limited pool of qualified candidates in an extremely competitive market.
- Lack of population
- amount of time now needed to initial training. No one wants to or has the time to volunteer, and the hours needed make it next to impossible to recruit
- Lack of interested younger citizens
- Younger generation just not interested in the fire service
- Pay scale
- Requirements for training, people not being interested in dedicating time. People having a what's in it for me attitude. No longevity work ethic any longer.
- We have not had many challenges with hiring, but if I had to say it would be that lack of students coming out of the tech school and having multiple departments in the same boat when each of us are hiring 4-15 firefighters each year; not enough to go around.
- Housing for young people in community
- Certification requirements that limit the hiring pool
- Getting people to work for the pay that we receive and being willing to give a time commitment.
- Lack of interest.
- Our high standards in terms of training and character.
- Time. Changes in culture.
- Motivating volunteers to keep interest once paid staffing is integrated and balancing personnel needs and desires
- Funding.
- Available time in the lives of the volunteers and the willingness of people to serve
- Funding to provide training for paramedic level licensure.
- Getting people to come to the station and join. We have a web page, facebook page, send out an annual newsletter asking for new members but no one replies.
- Lack of qualified personnel.
- Time and pay. Everyone has full time jobs.
- Population, age, not a bedroom community to draw from
- Available personally interested in devoting the time required
- no incentives
- Potential members lack of free time outside of their work or family time
- The cost of living in our area ("starter" homes are \$350k plus), and the amount of hours we require of members per month.
- Lack of help to recruit

- Volunteerism is not instilled in young people. The negative press about the fire service is killing us. Press about PFAS, Cancer, PTSD, etc. is NOT helping recruit new, young, members.
- Most members have families and full schedules before joining the fire service, which makes initial training requirements difficult to complete. The 60-hour entry class is not readily available, and it is difficult to talk a new member into taking a 96-hour course.
- No time. No interest. Full time Jobs that take younger firefighters away from our area
- A trained workforce that meets the physical and mental needs of the position.
- Residents leaving the area
- The inability to offer full-time (career).
- Number of available recruits in the State
- Time
- jobs
- The job, smart young adults know this job comes with a higher rate of divorce, cancer, mental problems, PTSD, and wear and tear. Why would young adults invest in going to school for a job that doesn't pay as much as working at Kwik Trip to die sooner than the general public. I am a 4th generation firefighter and I know I don't want my children doing this job for the reason stated above.
- Generational changes in the workforce and unrealistic/unhealthy expectations placed upon the working members to constantly absorb the increased pressure placed upon the department.
- Lack of industry interest
- Too much competition for the low-paying ff/emt jobs that we have available. Our FF/Medics are starting at \$22/hour.
- Getting younger people to commit.
- No benefit to doing it. State should offer a no property or income tax to volunteer firefighters and ems.
- Keeping the new folks who are looking for just experience and moving on.
- Finding the right people and paying a good wage.
- A lack of time that can be dedicated to recruitment. We no longer see the same level of interest in open positions.
- no personal available
- Time requirements
- Training time and constantly applied rules and regulations. Its hard to convince people to join a dept when the people that are on it are always frustrated.
- new candidates that are willing to support the fire department, lack of community investment with current generation.
- Not being able to afford competitive wages
- Lower pay and less benefits than comparables.
- Pay that is comparable to the private sector and to other municipal fire departments. Our wages are too low, staff leave and get much more pay.
- Lack of available paramedics.
- We have not normally had an issue getting FF's. I think now there just isn't enough quality candidates entering the workforce.
- Little or no community growth.

- bedroom community...nothing to keep young people here
- School! Fire and EMS class have gotten too long and complexed at the basic level to the point no one is interested.
- Time, hours of class, no interest
- Socio-economic portrayals of Emergency Service.
- Pay in surrounding career departments
- people think their time is worth money, not many left out there that will donate their time 100%
- It seems that the general public are less interested in giving up personal time, there needs to be more of an incentive to volunteer. We need to get in line with the New England states that appreciate their volunteers.
- No local job opportunities
- Very few people have the flexibility of time or desire to put in significant hours of training. There is also no financial incentive based on the anemic pay rates provided.
- Wages for Part time FF/PM
- We have the same issues as everyone else in this profession.
- Willing volunteers
 - A) Aging local population.
 - B) Disinterest in volunteering
 - C) Significant training/time required
- The increased training hours required for EMS. People just don't want to commit to that many hours anymore. Priorities have changed with younger generations
- None
- Not enough people are interested or have the discretionary time to be a firefighter
- None
- Local government support and lack of knowledge by politicians and policy makers on the fire service.
- Size of location
- People having the time to do all of the classes and people not seeming to want to volunteer for anything
- We are not having recruitment or retention issues
- People do not want to volunteer anymore. Decent Pay for calls and meetings/training could hinder.
- Too many fire departments in our county, they are as close as 1.2 miles and as far as 10 miles apart. We have 22 fire departments in our county. Some are funded well some are funded poorly.
- The younger generation do not want to Volunteer to much commitment.
- Lack of funds to be competitive wage wise
- Trying to get younger people to take interest
- Lack of volunteers
- Lack of training
- Where do we find the new staff?
- Time commitment.
- \$
- No money to pay our members.

- Providing pay to staff
- Finding quality candidates.
- Amount of training required I feel pushes potential candidates from applying.
- Availability of candidates with EMT-P certification
- Competition with other fire departments.
- volunteerism is on the decline and funding is not available for paid staff. Application processes are not getting the same numbers of staff applying from 5 years ago
- Lack of local people
- Pay
- Funding for staffing and training.
- Getting everyone trained to the state qualifications and keeping them on the department for 10-20 years.
- Excessive BS involved with rules and training requirements that waste members time to get a check mark in a box.
- Competition with other municipalities for the limited number of qualified candidates- Lateral transfers allow for tenured employees to continually seek better opportunities.
- People choosing this as a career/volunteerism
- Younger population. Mostly retired folks in this area.
- Lack of free time
- Finding time for all the classes. Be active on the department and also time with all the family events. Special if you have young kids
- People wanting to volunteer
- Community demographics
- finding people available during the day, etc.
- Lack of volunteers and funding
- Pay and benefits
- Certain ages are not willing to work
- we have been adequate thus far
- Commitment
- Work ethic
- Lack of volunteerism
- Hard to offer something for their efforts .then equipment
- Outside family events
- Reaching the people to get them to come through the doors.
- time commitment for everything including training
- Low wages relative to other career departments. Our city is in a rural area.
- People travel for work and employers don't allow people to leave
- Pay other communities can pay more then we can due to levy limits
- Population of bedroom community.
- Wages
- Time it takes for training and classes
- Not many want to volunteer anymore.

- The department requires too much schooling and time away from family, then the state has sps 330 saying you need this that and what ever else all to make money for the colleges!!
- Not sure. We send out a yearly newsletter, post flyers at town hall so all can see especially on election day, yet no one new gives us a call.
- Age Demographics
- Finding the volunteers that want to do the job for very little pay.
- Training with Technical College class availability
- Apath
- The fact that the vo tech requires requires additional hours of on line and home work above the max of 60 hours the state law says is the max for entry level. Folks are telling me they are spending up to 150 hours with the additional outside home work required.
- Lack of personnel available
- Time
- Lack off you people want to volunteer their time to the community
- Trying to find people available that can commit the amount of time for training and education needed to provide high level service to our residents.
- Recruitment: Having money in the budget to create a recruitment program.
Retention: The economic status of our community causes people to move to other distant communities for better paying jobs, which means we loose our Volunteers.
- Difficulty finding qualified candidates
- No one wants to volunteer anymore
- Getting the firefighter to commit to trainings, meetings and going on calls. Some are facing burnout, prospective members don't have time to do all of the training.
- Pay
- work
- Age of residents
- Lack of interest in volunteering
- Population
- Pay and availability of paramedics
- Number available people
- THE NUMBER OF CLASSES OFFERD IN OUR AREA
- Population
- People regularly telling us they do not have the time to volunteer.
- Finances and aging population
- Time away from other interests
- Rural area. Everybody needs a full time job outside of this to live.
- Lack of interested staff for little to no pay for the risk.
- Time commitment, people having to work more hours at their full-time jobs
- Support from the council
- Time commitment for new volunteers. Aging population in district with a lack of new residents.
- Nobody wants to volunteer these days.

- Amount of hours required to get certified
- we have been good
- getting people to join
- Too many job openings in the region, but not enough recruits to fill them.
- Willingness to volunteer
- Community involvement and time to volunteer are at a minimum
- salaries
- Area departments all pulling from the same pool of residents
- I think the greatest barriers are the fact that we are a paid per call department and the pay is low - it is impossible for this to be a full time job for people on our department.
- Democrats, lack of forcing people to stop with the benefits and get to work.
- Certain people left because of certain people
- Time commitment
- Lack of interested young people.
- time/ ourselves
- Finding people that have the time to spend to become an effective public servant. There is so much saturation with other things that people seem to enjoy or seek doing other than performing public service. It is very difficult to find dedicated people that aren't already volunteering their time in other capacities. Mismanagement from other areas of the emergency management system that we don't have control over also greatly contribute to current members becoming dissatisfied with the service
- Funding
- Everyone plays the card of they are too busy in their lives to volunteer with no compensation. People don't look at the volunteer fire service in the same way they did 20-30 years ago as serving the community you live in, providing assistance to those in need at no cost for the betterment of your community.
- Over worked and understaffed