



## PENNSYLVANIA FIRE CHIEF SURVEY

Please answer all of the survey questions as completely as possible. Your individual responses will be kept completely confidential. Please return the survey in the enclosed postage-paid envelope by Friday, November 8, 2019.

If you have any questions, contact Jonathan Johnson at (717) 787-9555 or [johnsonj@rural.palegislature.us](mailto:johnsonj@rural.palegislature.us). Thank you for participating in this survey!

**Please return your survey in the postage-paid envelope no later than Friday, November 8, 2019**

### Part 1: Questions About Your Company

- In which county is your company located?  
\_\_\_\_\_  
(Name of County)
- How many municipalities make up your first-due area?  
\_\_\_\_\_
- How would you describe your fire company?  
 All volunteer  
 All paid  
 A combination of volunteer and paid
- What is your operating budget for this year?  
 Under \$100,000  
 \$100,000 to \$499,999  
 \$500,000 to \$999,999  
 \$1.0 Million to \$1.49 Million  
 \$1.50 Million or more
- Over the last 12 months, how many fundraising events did your company sponsor? (Please exclude any events sponsored by the auxiliary/social club if applicable.) *(If none, write zero and go to question 7.)*  
\_\_\_\_\_
- Are firefighters required to participate in fundraising events?  
 No                       Yes
- In the past 2 years, has your company discussed or considered regionalization or consolidation with a neighboring fire company?  
 No  
 Yes, Consolidation (merger)  
 Yes, Regionalization

## Part 2: Questions About Your Members

8. Currently, what is the total number of members in your company?  
\_\_\_\_\_
9. Of the total number of current members, how many do you consider to be "active"?  
\_\_\_\_\_
10. Of your currently active members, about how many regularly respond to runs/calls (emergency response)?  
\_\_\_\_\_
11. Of the current members who regularly respond to runs/calls, how many are:  
Interior Qualified? \_\_\_\_\_  
Exterior Qualified/Drivers? \_\_\_\_\_  
Fire Police? \_\_\_\_\_
12. Are any members of your company elected or appointed local government officials?  
 No  
 Yes  
 Unsure
13. Approximately what percentage of your company's active members work within your first-due area?  
(check only one)  
 None  
 1 to 25 percent  
 26 to 50 percent  
 51 to 75 percent  
 76 to 100 percent
14. Please list the number of current active members in each age group.  
Under 18 years old \_\_\_\_\_  
18 to 29 years old \_\_\_\_\_  
30 to 39 years old \_\_\_\_\_  
40 to 49 years old \_\_\_\_\_  
50 to 59 years old \_\_\_\_\_  
60 years old and older \_\_\_\_\_
15. How many of your current active members are female?  
\_\_\_\_\_
16. Does your company pay for or provide periodic training?  
 No  Yes

## Part 3: Questions About Fire/Rescue Runs/Calls

17. Over the past 2 years, what was the total number of calls your company responded to?  
\_\_\_\_\_
18. Would you say the number of runs/calls your company has responded to over the past 2 years has:  
 Increased  
 Decreased  
 Remained about the same  
 Unsure
19. Over the past 2 years, has your company been **unable** to respond to any runs/calls?  
 No (go to question 22.)  Yes
20. Approximately how many runs/calls was your company **unable** to respond to?  
 Fewer than 10  
 10 to 20  
 More than 20

21. What were the reason(s) your company was **unable** to respond? (check all that apply)

- No driver(s)
- Insufficient crew
- Apparatus/equipment out-of-service
- Other \_\_\_\_\_

22. Do you have any members who regularly leave work to respond to runs/calls?

- No
- Yes
- Unsure

## Part 4: Questions About Recruitment and Retention

23. Over the past 2 years, how many new members have joined your company? (If zero, skip to question 26.)

\_\_\_\_\_

27. Over the past 2 years, approximately how many members have left your company or become inactive? (If none, write zero, and go to question 29.)

\_\_\_\_\_

24. Please indicate the number of new members in each age group who joined your company in the past 2 years?

- Under 18 years old \_\_\_\_\_
- 18 to 29 years old \_\_\_\_\_
- 30 to 39 years old \_\_\_\_\_
- 40 years old and older \_\_\_\_\_

25. Please indicate how your company has recruited your new members over the past 2 years. (check all that apply)

- Presentations at local schools and businesses
- Social club or auxiliary
- Paid advertisements
- Newsletters/flyers
- Open house/community day
- Word-of-mouth, walk-ins
- Fire police
- Family/friends
- Other

26. Currently, does your company have any programs or incentives to retain members? (check all that apply)

- No
- Yes. What type of programs or incentives do you offer? (check all that apply)
  - Length of service awards
  - T-shirts/sweatshirts, hats, etc.
  - Cash or gift cards
  - Other \_\_\_\_\_

28. Please indicate the reasons why you think members have left your company or become inactive in the past 2 years. (check all that apply)

- School or college
- Personality conflicts
- Disagreement with leadership
- Lack of interest
- Expulsion
- Job/employment commitments
- Family commitments
- Moved away from area
- Dislike activities/training
- Reluctance of current members to accept new members
- Illness or disability
- Retirement/old age
- Other \_\_\_\_\_

29. In your opinion, what are some of the barriers to recruiting new members? (check all that apply)

- Population decline of the area
- Aging population of the area
- No formal program for recruitment
- Awareness
- Time commitment
- Other \_\_\_\_\_

## Part 5: Questions About Your Company's Future

30. Does your company have a strategic plan?

- No (go to question 33.)       Yes

31. What year was the strategic plan written or last revised/updated?

\_\_\_\_\_ Year

32. Which of the following topics does the strategic plan include (check all that apply)

- Apparatus replacement/upgrade
- Equipment replacement/upgrade
- Recruitment and retention of members
- Financial sustainability (fundraising, expenditures, etc.)
- Relationship with area municipalities
- Hiring staff/drivers

33. Below are a series of statements. On a scale of 1 to 5, please indicate your agreement or disagreement with each statement. 1 is strongly disagree and 5 is strongly agree. Please circle the number that best represents your level of agreement.

	Strongly Disagree				Strongly Agree
Our company has a good working relationship with the municipalities in our service area.	1	2	3	4	5
Our company has very little strife or very few disagreements among members.	1	2	3	4	5
In the next 5 years, our company is likely to be less independent and will increase participation in some type of regional response system.	1	2	3	4	5
I am more concerned with company finances than recruiting new members.	1	2	3	4	5

**Please fold and return your survey in the postage-paid envelope no later than Friday, November 8, 2019.**

Thank you for participating in this survey. Below please provide any additional comments.

The Center for Rural Pennsylvania  
625 Forster Street, Room 902  
Harrisburg, PA 17120

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