

## Message from the President

I hope that you can incorporate some of the ideas presented in this recruitment and retention manual into your agency to assist you in what many rural EMS agencies in our state struggle with everyday. In our contiguous counties there are Chiefs for every job and staff people, it seems, around every corner. In the rural EMS community, most of us wear several hats and never have enough staff to even keep up with day to day operations. Recruitment has become catch-as-catch-can in many rural areas of Florida, and it seems that it is harder and harder to compete with the larger urban agencies every day. The EMS work place has in fact changed, and we are learning to cope with the Generation Xs, Ys, and Zs. Young people today want different things from work than us baby boomers wanted when we started. Learning to obtain and keep EMTs and Paramedics in our work force means we need to learn to think differently. Old paradigms and attitudes have to at least be reevaluated and new ideas presented. This manual is a collection of some of those ideas but remember that this is our first effort. We continue to collect ideas and best practices so feel free to send us recruitment and retention practices that have worked for your agency so that we may have the opportunity to share them with our rural partners. Thank you for everything that you do for rural EMS.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael L. Patterson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Michael L. Patterson  
FAREMS President  
Chief, Putnam County Emergency Rescue Service