



THE CAPITAL BULLETIN

FIRE DISTRICT NEWS

NOVEMBER 12TH, 2022

EDITOR - TOM RINALDI

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*If nothing else read the articles preceded by ***

CAPITAL CALENDAR:

WWW.AFDCA.ORG

2023 CAPITAL AREA MEETING & TRAINING SCHEDULE

Saturday January 7th 9:00am general membership breakfast serviced at 8AM

Thursday February 9th 7:00pm general membership dinner served at 6PM

Thursday March 9th 7:00pm general membership dinner served at 6PM

Saturday, March 11, 2023 6:00 PM Officer Installation Location in Saratoga Springs TBD

Thursday April 6th Board of Director's Meeting 7PM

May Meeting of the General Membership To Be Determined

Thursday June 8th Board of Director's Meeting 7PM

Thursday July 13th Board of Director's Meeting 7PM

August, No Meeting

September/October Meeting, General Membership To Be Determined/Nominations

Thursday November 9th, 7:00pm general membership dinner served at 6PM/Elections

December, No Meeting

Printable Calendar – See Last Page

[Mandated Commissioner Training Sanctioned by the State Comptroller's Office, \\$85.00 per person](#)

Saturday, February 11, 2023 8:00 AM 6 hour Commissioner Training Averill Park, Rensselaer Co. w/Greg Serio

Saturday, March 4, 2023 8:00 AM 6 hour Commissioner Training Clifton Park Saratoga Co. w/Greg Serio

Saturday, March 25, 2023 8:00 AM 6 hour Commissioner Training Berkshire Fire District Fulton, Co. w/Greg Serio

2023 Membership Activity Options Being Explored

Saturday, November 11, 2023 8:00 AM Fall Workshop Location and Date to be determined

We want to thank the Clifton Park – Halfmoon Fire District for allowing us to use their facility for the Capital Area meetings.

CAPITAL AREA ASSOCIATION NEWS:

WWW.AFDCA.ORG

[Capital Area Fall Workshop](#)

Our fall workshop was conducted at the Westmere Fire District today to a full house 60+ participants. The presentations were well received by the attendees. An excellent presentation on Human Resources for the volunteer fire services, an excellent presentation by OGS on procurement for the fire service and out panel of experts was a big hit. We had experts representing VFVL, Insurance, two attorneys and a certified public accountant.

I want to personally thank the officers and board of Directors for their planning, support and their commitment to insuring a successful workshop. Our Secretary/Treasurer Tony Hill works tirelessly to make sure that all the T's are crossed, and I's dotted plus rolls up his sleeves to help wherever help is needed.

Our thanks to the Westmere Fire District for the use of their facilities and thank the Ladies Auxiliary for the excellent meals and service to all our attendees. The home-made soups, cinnamon rolls and pies were first class.

The Capital Area thanks our sponsors for your food donation this year; GBL Certified Public Accountants, New York State Public Entities Safety Group, Fire Districts Mutual and H2M Architects & Engineers.

To avoid Veteran's Day next year, our workshop will be held on Saturday November 4th at a location to be announced, Westmere may not be large enough.

You Are Invited to Join Us!!

The Capital Area Association has voted to amend its By-laws to allow both individual and regional or county Fire District Associations to join. The updated By-laws are posted to the [AFDCA.org](https://afdca.org) website.

Individual membership fee will be \$50 annually, fire district association fees will be \$300 annually.

Download THE APPLICATION HERE: <https://afdca.org/wp-content/uploads/2022/08/2022-Application.doc>

AS WE WORK OUT ALL THE GLITCHES AND PURCHASE THE RIGHT EQUIPMENT THE CAPITAL AREA WISHES TO INFORM ALL OUR MEMBERS THAT WE ANTICIPATE THAT ZOOM WILL COMMENCE AT THE JANUARY 2023 MEETING. THANK YOU FOR YOUR PATIENCE.

The Capital Area has logo ware for sale, long and short sleeve polo shirts. Contact Secretary/Treasurer Tony Hill to purchase shirts.

Please advise your secretaries that all correspondence go to the Capital Area Association Mailing Address at:

AFDCA PO Box 242 East Schodack, NY 12063

EMAIL: CAAOFD@GMAIL.COM

[518-407-5020](tel:518-407-5020)

If you see ** it indicates a must-read article with educational value or leadership qualities.

CAPITAL SHORTS:

- Congratulations to Waterford Fire Department on the grab they made at a fire on Sunday morning November 6th.
- Officers and Directors for 2023 remain the same as 2022, the Secretary/Treasurer and Chaplain will be appointed at the January 2023 meeting.
- John Meehan has announced that he will not be a candidate as the Region 1 Director for the State Association. **If anyone is interested** in being endorsed as the Regional Director please send a letter of intent to the Capital Area Association at caaofd@gmail.com. **A new Director needs to be named by the Capital Area by the end of November.** You must be an active fire district official; commissioner, treasurer or purchasing agent.
- Mohammed Islam admitted to intentionally setting the fire that led to William "Billy" Steinberg's fatal heart attack during the January 15, 2022 fire in the Village of Monticello. Islam had previously been arrested and charged with arson and burglary for two separate fires, prior to the fatal blaze he set on Jan. 15. His sentencing date is Dec. 19 and he is being held in jail.
- **December 19th At Quick Response:** RSVP to Fabian Johnston at fjohnston@qrestore.com You will need this flyer to gain entry!!



December 19th at Quick Response.pdf

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- How do you classify this on your NFIRs report? Meteor may have caused fire that destroyed a Northern California home.
- Our deepest sympathies to the friends and family of William E. Streicher, father of Wyoming Co Fire/EMS Coordinator Bill Streicher, who recently passed away.
- ***If you no longer wish to receive the Capital Bulletin you have the option to “unsubscribe” at the bottom of the introductory email.***

TRAINING APPROPRIATE FOR YOUR ENTIRE BOARD/SECRETARY/TREASURER



COFFEE WITH COMMISSIONERS 2022

[2022 Schedule click to register](#)

Saturday, Dec 3 Topics for Annual Organizational Meeting

[Click Here for Previously Recorded Webinars](#)

Duties & Deadlines Secretary Webinar

Duties & Deadlines Secretary Webinar Schedules

Start time 6:00pm

November 22, 2022 - What will we need for the Org. Meeting

December 20, 2022 - Organizing for the New Year

***If you have already registered you DO NOT have to register again, you will automatically received all zoom links.**

REGISTER AT THIS LINK: https://mms.afdsny.org/members/evr/reg_event.php?orgcode=FDNY&evid=32091843

THE LATEST FROM THE NYS LEGISLATURE

From Commissioner Ron Berti, COUNTIES ARE ABLE TO OFFER TAX BREAKS

As you all know I have working for the last 8 months to get the NYS Legislature to pass legislation ***allowing counties*** to give tax breaks to First Responders.

After the June recess I thought the issue was dead until January when the new session would convene.

However, I made all the material (Draft of proposed legislation, Drafts of County implementation of the proposed legislation and news articles describing the need for assistance by fire companies for aid in recruitment and retention.) to the lobbyists for several of the New York State Fire Service organizations.

Well, it appears the fire service lobbyists continued the fight and the result is the bill now before the Governor for signature ***granting all 62 NYS Counties the power to enact legislation*** to grant First Responders tax breaks.

As more details become available after Governor Hochul signs the Bill, I will keep you informed.

Copy of the Bill is attached.

My thanks to Commissioner Robert Blauw for bringing the passage of this legislation to my attention. My special thanks to Rensselaer County Executive Steve McLaughlin, Past Rensselaer County Executive Kathy Jimino and retired State Senator Kathy Marchione for their very active support in all phases of this endeavor.

Now we need to encourage the Governor to sign this bill.

LINK TO BILL:

<https://afdca.org/wp-content/uploads/2022/10/BILL-NUMBER-9131-10-2022-3.docx>

The 2022 Legislative Session and Fire Service Bill Status

Bills that didn't gain any traction and were stuck in committee were amendments to the heart and lung bill making them permanent, rather than renewing them every five years or so. Hopefully this effort will be renewed next year.

Several other bills that affect fire service business operations are the following, many have not been signed by the Governor yet, she is probably too busy running for re-election:

- (S7623A) EXTENDS PROVISIONS OF LAW AUTHORIZING POLITICAL SUBDIVISIONS TO PERMIT ANY PUBLIC BODY TO HOLD MEETINGS REMOTELY AND WITHOUT IN-PERSON ACCESS DURING THE COVID-19 STATE DISASTER EMERGENCY, UNTIL THE EMERGENCY IS DECLARED TO BE OVER. **SIGNED BY THE GOVERNOR 1/14/22**
- (S7718) AN ACT TO AMEND A CHAPTER OF THE LAWS OF 2021 ESTABLISHING THE NEW YORK STATE RURAL AMBULANCE SERVICES TASK FORCE IN RELATION TO MODIFYING THE MEMBERSHIP OF THE TASK FORCE. **SIGNED BY THE GOVERNOR 2/24/22**
- (S7144) PROVIDES CRISIS INTERVENTION TEAM TRAINING, MENTAL HEALTH FIRST AID, IMPLICIT BIAS TRAINING AND NALOXONE TRAINING TO FIREFIGHTERS AND EMERGENCY MEDICAL SERVICES PERSONNEL BY THE COMMISSIONER OF MENTAL HEALTH. **SIGNED BY THE GOVERNOR 5/6/22**
- (S9405) THE NYS ENERGY CODE PRODUCT AND APPLIANCE STANDARDS WILL DELIVER A PROJECTED \$15 BILLION OF TOTAL UTILITY BILL SAVINGS (SUPPOSEDLY) BY 2035 FOR NEW YORK CONSUMERS, INCLUDING AN ESTIMATED \$6 BILLION IN TOTAL UTILITY BILL SAVINGS FOR LOW-TO MODERATE-INCOME HOUSEHOLDS. THIS LEGISLATION ALSO PROVIDES DOS WITH ENFORCEMENT AUTHORITY OVER ANY STATE STANDARDS. **SIGNED BY THE GOVERNOR**
- (S3532) AUTHORIZES STATE AND MUNICIPALLY OWNED VEHICLES TO AFFIX GREEN OR ALTERNATING GREEN AND AMBER LIGHTS TO MOTOR VEHICLES ENGAGED IN SNOW AND ICE REMOVAL FOR THE PURPOSE OF INCREASING VISIBILITY DURING WINTER WEATHER EVENTS. **SIGNED BY THE GOVERNOR**
- (S7399A) AN AMENDMENT TO THE GENERAL MUNICIPAL LAW, IN RELATION TO AUTHORIZING A MUNICIPALITY TO INCREASE THE NUMBER OF YEARS OF SERVICE THAT **A VOLUNTEER AMBULANCE SERVICE** PARTICIPANT IN A DEFINED CONTRIBUTION PLAN SERVICE AWARD PROGRAM OR A DEFINED BENEFIT PLAN SERVICE AWARD PROGRAM MAY RECEIVE A CONTRIBUTION. **NOT YET SIGNED [PERTAINS TO AMBULANCE VOLUNTEERS ENROLLED IN A LOSAP PROGRAM NOT FIREFIGHTERS]**
- (S926B) REQUIRES ELECTRIC CORPORATIONS TO PRIORITIZE RESTORING SERVICES TO POLICE DEPARTMENTS, FIRE DEPARTMENTS, AND AMBULANCE SERVICES, WHEN SUCH SERVICES ARE INTERRUPTED. **NOT YET SIGNED**
- (S9131) A BILL TO ALLOW ANY COUNTY TO ADOPT A LOCAL LAW THAT WILL PROVIDE AN EXEMPTION ON REAL PROPERTY OWNED BY AN ENROLLED MEMBER OF AN INCORPORATED VOLUNTEER FIRE COMPANY, DEPARTMENT, OR VOLUNTARY AMBULANCE SERVICE. THE BILL WOULD EXEMPT UP TO 10% OF THE ASSESSED VALUE FOR MEMBERS WHO SERVED A MINIMUM OF TWO YEARS. THE BILL WOULD REQUIRE LOCALITIES THAT CURRENTLY PROVIDE THE EXEMPTION ADOPT A LOCAL LAW TO CONFORM TO THIS PROVISION. **NOT YET SIGNED**
- (S6093A) THIS BILL IS INTENDED TO CLARIFY THE INTENT OF THE LEGISLATURE REGARDING EXISTING STATUTORY PRESUMPTIONS PERTAINING TO HEART-RELATED DISABILITIES SUFFERED BY MEMBERS OF THE NEW YORK STATE LOCAL POLICE, FIRE RETIREMENT SYSTEM AND THE NEW YORK STATE AND LOCAL EMPLOYEES' RETIREMENT SYSTEM. CLARIFICATION IS NECESSARY BECAUSE A SERIES OF NARROW JUDICIAL INTERPRETATIONS HAS PREVENTED THE STATUTORY PRESUMPTIONS FROM ACHIEVING THEIR INTENDED PURPOSES. **NOT YET SIGNED**
- (S953A) REQUIRES BUSINESSES THAT MAKE PAYMENTS IN LIEU OF TAXES TO PROVIDE LOCAL GOVERNMENTS AND SCHOOL DISTRICTS WITH NOTICE OF THEIR INTENTION TO CHANGE ASSESSMENT. **NOT YET SIGNED**
- (S8524B) ALLOWS FOR THE USE OF GREEN LIGHTS ON THE VEHICLES OF MOBILE MENTAL HEALTH CRISIS RESPONDERS. **NOT YET SIGNED**
- (S7863A) THE GENERAL BUSINESS LAW IS AMENDED TO PROVIDE THAT NO ELECTRIC SPACE HEATERS MAY BE SOLD IN NEW YORK STATE BY A PERSON, FIRM, PARTNERSHIP ASSOCIATION OR CORPORATION REGULARLY ENGAGED IN THE BUSINESS OF ASSEMBLING, MANUFACTURING, DISTRIBUTING, OR RETAIL SALE OF SPACE HEATERS UNLESS THEY: CONTAIN A THERMOSTAT; HAVE AN AUTOMATIC SHUTOFF; AND HAVE BEEN CERTIFIED BY AN APPROVED BODY. **NOT YET SIGNED** *My Question is, who is going to enforce this. Suspect only action will be on complaints or as a result of lawsuits.*
- (S7582A) TO REQUIRE THAT THE BUILDING CODE COUNCIL COMPOSITION INCLUDE PERSONS WITH KNOWLEDGE OF FLOODING HAZARDS AND THAT THE BUILDING CODE BE REVISED TO INCORPORATE MEASURES FOR FLOOD MITIGATION AND FLOOD SAFETY. **NOT YET SIGNED**

It's recommended that the fire service start to think about legislation it would like to present for 2023, bills will begin to be introduced on the first week of the legislative session starting January 2nd. If you have legislation you would like to suggest, contact your local representatives or a member of the legislative committee of one of the fire service organizations in the State.

NEWS FROM THE NYS VOL. FF R&R TASK FORCE

Updated Link for the Recruitment and Retention Task Force:

<https://www.dhSES.ny.gov/volunteer-firefighter-recruitment-and-retention-task-force>

The task force in their most recent meeting has broken into sub committees.

Open Meetings and Webcasts are located at: <https://www.dhSES.ny.gov/open-meetings-and-webcasts>

LET YOUR MEMBERS KNOW ABOUT THIS OPPORTUNITY!

VFIS University Provides a Wealth of Training Opportunities

Posted to our web site at this LINK: <https://afdca.org/vfis-training-opportunities-a-wealth-of-information/>

You will find:

[2022 VFISU-Flyer](#)

[2022 VFISU Course Catalog](#)

[2022 ETC-Resource-Catalog-VFIS](#)

[2022 VFIS-Responder Help Flyer](#)

[NY - Flyer EVDT-EMSVO-I Depew Nov 5-6, 2022](#)

[NY - Flyer UTV ATV-I TRL-I Neversink FD Nov 19-20 2022](#)

NYSAFC 2022 Seminar Series, “The Five Points of Command”

Presented by Chief/Commissioner

MICHAEL LOMBARDO

Buffalo Fire Department

Registration (per person):

\$35 – NYSAFC Individual and Department Members

\$50 – non-members

[Pre-registration](#) is encouraged. On-site registration will be accepted if space permits. Convenient online registration is available for individual registrants.

Fall 2022 Schedule (Lecture begins at 7:00 p.m.):

- **Schenectady County – November 15 Last Chance to attend a good program.**

REGISTER HERE: <https://www.nysfirechiefs.com/2022seminarseries>

New Course! Leadership for the Fire & Emergency Services

The NVFC has released a new course in the Virtual Classroom on “Leadership in the Fire & Emergency Services.” This on-demand course provides an overview of leadership roles, how anyone can be a leader regardless of rank, and tips to help in succeeding as an emergency service leader. Virtual Classroom courses are always free to **NVFC members**, but this course is free for a limited time to all members of the fire and emergency services. **Register now:** <https://virtualclassroom.nvfc.org/products/leadership-for-the-fire-emergency-services>

Innovative Recruitment Ideas for Volunteer Fire, EMS, and Rescue Departments

Recruitment is a challenge for many volunteer and combination emergency service departments. The NVFC has released a new one-pager featuring 10 ideas to help jump-start your recruitment initiatives. Download it [here](#). You can find more tools and resources to help with recruitment – including customizable outreach materials and PSAs – from the NVFC’s [Make Me A Firefighter campaign](#).

OUR CHANGING FIRE SERVICE –CHALLENGES & OPPORTUNITIES!

OPPORTUNITIES:

[Applications Open! Gary Sinise Foundation First Responder Grant Program](#)

Equipment and training grants for Law Enforcement, Fire, Paramedic or EMS departments
Through the Gary Sinise Foundation's First Responders Outreach, the Gary Sinise grants provide help to critical funding for emergency relief, training, and essential equipment to ensure first responders can perform to the best of their abilities.
Grants are reserved for Law Enforcement Departments, Fire Departments, and Paramedic or EMS departments.
Grant request are limited to Equipment and Training only.
TIP: This program prioritizes volunteer, low, and underfunded departments.
Foundation Website: <https://www.garysinisefoundation.org/first-responders-outreach>

CHALLENGES:

Press Release from FDNY

"11/5/22 at 10:24 a.m. we got calls for fire at 429 East 52nd Street on the 20th floor. Fire, EMS and dispatch did an extraordinary job rescuing a number of civilians, including an incredible roof rope rescue on the 20th floor. **The total patient count as of right now is 38, two critical, five serious and the rest minor. The cause of the fire is a lithium-ion battery connected to a micro mobility device.** I cannot emphasize enough the extraordinary work of our members this morning in unbelievably dangerous conditions," said FDNY Commissioner Laura Kavanagh from the scene of this morning's 3-alarm fire at 429 East 52nd Street in Manhattan.

FDNY Deputy Assistant Chief Frank Leeb said, "Our units were on scene in just over three minutes and were confronted with a heavy fire condition on the 20th floor. Our members did an amazing job, we saw the lifesaving rope rescue, that is a last resort in the FDNY, we were able to rescue two civilians from the fire apartment. What we saw today was our training, our teamwork and our absolute dedication from the units that operated up there with the lifesaving rope and then passing them off to our exceptionally trained EMS members to get these patients off the scene and to local hospitals in a matter of minutes."

Miami Dade, Florida Master Stream Near Miss

Bill Gustin

It has happened again: a deck gun was "launched" several feet in the air from the top of a fire apparatus when its pawls or teeth did not properly engage the groove in the pipe connected to the pump discharge. Fortunately, no one was struck by the falling device.

Miami-Dade (FL) Fire Rescue's master stream devices have the capability to convert an apparatus deck gun to a ground monitor by disconnecting them from the pump discharge piping at the top of an apparatus and connecting it to a portable base. For most of the appliances, disconnecting the device requires three simultaneous actions: pulling a pin, twisting the grip handle, and lifting the device. It is **CRITICAL** to ensure that the pawls or teeth are fully engaged in the groove of the ground monitor base or pump discharge piping. Although purely supposition, it is believed that in this latest event that the pin may have been stuck in the "pulled" position. A secure connection can be ensured by vigorously pulling up on the device's grip handle when connecting to pump discharge piping or ground monitor base. When on the ground, firefighters should stand clear of the device when it is charged. Additionally, pump operators, when possible, should keep a close eye when "sending the water" to the device. Water leaking at its connection with pump piping or its ground base is a strong indication that the device is not securely connected. There are four hazards associated with master streams:

1. Firefighters struck by a master stream can be severely injured, especially if they are knocked off of a ladder or roof.
2. A master stream can strike objects, such as roof tiles, sending them airborne. At a fire started by roofers, a stream from a ladder pipe struck large rolls of roof membrane, sending them flying off of the roof; barely missing firefighters operating on the ground. Similarly, a rotary saw used to cut holes in a rain roof was struck, sending it to the ground.
3. Firefighters may lose control of a ground monitor when they direct a stream below the recommended elevation, approximately 32-35 degrees, depending on the particular device. As the angle of a stream is lowered, the nozzle reaction that forces the device to the ground changes to a horizontal force, causing firefighters to lose control. Some devices have a safety stop to keep the angle of the stream from being directed below a safe angle. When the device is connected to pump discharge pumping on top of an apparatus, nozzle reaction is not a factor. Hence, the angle of the

stream can be lowered by pulling a pin. It can be tempting for firefighters operating a device on the ground to pull the pin to lower the angle of the stream or worse, placing a roll of 1¼-inch hose under the back legs of the ground monitor base.

Portable monitors are defined as devices that can be moved when connected to a hoseline(s) **when they are not flowing water**. Portable monitors are required to be equipped with an anchor strap to keep them from sliding. If there is no substantial object within reach of the strap, loop a hoseline supplying the device around and in front and fasten the strap, using the weight of the of the charged hose as an anchor.

Additionally, be sure to take out any slack in the strap between a ground monitor and hoseline. Two additional practices to avoid uncontrolled movement of ground monitors are: Pump operators must charge hoselines supplying a device slowly; similarly, firefighters operating the device should do the same when they begin flowing water. Additionally, keep 10-feet of the hoselines supplying a ground monitor straight back behind the device.

4. A 500 gpm master stream directed into a building amounts for over two tons a minute. This increase in live load is especially dangerous when contents absorb water in sufficient quantity to collapse floors, mezzanines, and rack storage.

HEALTH – SAFETY & LODDS – TAKING CARE OF YOUR MEMBERS

IN 2022 WE HAVE SADLY EXPERIENCED 88 FIRE FIGHTER LODD'S

According to FirefighterCloseCalls.com

In 2021 we experienced 136 LODDs reported nationally.!

Those who died in the line of duty in NYS were, Peyton Morse, Jared Lloyd, Judy Spencer and Vincent Malveaux.

Equipment Notice from MSA – Hold over from last week!

New Markings on Aluminum Cylinders for Supplied Air Respirators

We wanted to make you aware of a recent change that our supplier of aluminum cylinders has made to the branding of their cylinder.

The part numbers/NIOSH model numbers for the affected cylinder & valve assemblies are: **5-978-1, 10008298, 10061364, 818159, 10008299, 10061365, 802191.**

This change to branding does not affect the performance or specification of the cylinders in any way and all fielded units with both prior and new branding are acceptable for use.

Our current supplier, Metal Impact will now do business under the name Thunderbird Metals. As part of this rebrand by our supplier, they will change the name of the aluminum cylinder that is supplied to MSA to Thunderbird Cylinders (TBC) from Metal Impact East (MIE). The only change you may notice is a slight change to the brand on the cylinder.

Please see the images on the [full notification here](#).

YOU JUST NEVER KNOW!!

- Calvert Arkansas Chief dies of an apparent heart attack at station. Chief Watson was picking up supplies for a training drill when he suffered a medical emergency.
- In Orange County, a Cronomer Valley firefighter was struck by a vehicle while getting a supply line established at a brush fire.
- More Close Calls at: <https://www.firefighterclosecalls.com/>

Reference Material for Use in a Line of Duty Death

- [VFBL Firefighters Guide to Benefits](http://www.vfbl.org/content/main/vf-vaw/injured-in-lin-of-duty.pdf), wcb.ny.gov/content/main/vf-vaw/injured-in-lin-of-duty.pdf
- [Survivors Benefit Guide](http://www.firehero.org), www.firehero.org
- [National Fallen Firefighters Foundation](http://www.firehero.org) https://www.firehero.org

BUILDING & FIRE CODE ISSUES – WHY ARE THEY IMPORTANT TO YOU?

Home builders and realtors already “drive” legislation with a history of disregard for life safety and a disgusting misinformation campaign about the cost of residential fire sprinklers, deaths are an awfully expensive price to pay to save money. Stop the carnage, install residential sprinklers.

WEEKLY FIRE FATALITY DATA AS REPORTED BY THE MEDIA

Fire Deaths in 1&2 Family Dwellings in NYS	65+4=69
Latest fire death, NYC, Male 22,12,10 & Female 1	
Fire Deaths in any type of Dwelling in NYS	117+1=118
Fire Deaths in 1&2 Family Dwellings Nationally	1107 + 21=1128
Top Three State with the most 1&2 Family Deaths	1 PA -- 95
	2 OH -- 78
	3 TX & NY 69
There has been a total of 1854 civilian home fire fatalities in 2022	
There were a total of 2248 residential fire fatalities reported in 2021 in the US media.	
Both the states of Maryland and California require sprinklers in residential dwellings	

In 2021 in New York State **68** residents perished in fires in 1 & 2 family occupancies.

FIRE DISTRICT FINANCES

2022 Governmental Accounting Class Schedule

Register for Accounting Schools Now Here!

<https://www.osc.state.ny.us/local-government/academy/osc-government-accounting-schools>

Accounting Principles and Procedures (Advanced Accounting School) - --his multi-day school is designed to familiarize participants with accounting and financial reporting requirements for local governments in New York. The course provides guidance on certain operational issues, such as cash management, purchasing, processing claims for payment, accounting for capital projects and utilizing reserve funds. This school is a good follow-up to our Introduction course, although attending the Introduction is not a prerequisite. It will benefit Chief Executive Officers, Chief Fiscal Officers, Comptrollers, Treasurers, Clerks, Accounting Personnel, Board Members and Department Heads.

Available Dates:

November 15-16, 2022 Online

RETAINING AND RECRUITING

**Cliques Don't End In High School: When 'Outsider' Firefighters Are Shunned

Jon Dorman

The volunteer fire service is in the midst of an ever-worsening membership crisis. While there is a shortage of personnel, there is no shortage of blogs, videos and programs to help chiefs and administrators implement plans to help recruit prospective members and retain solidly performing personnel.

Some departments have extensive recruiting methods, and others rely on new members to find the fire department. No matter the recruiting method, inclusivity and openness should be the name of the game. Don't get me wrong, I'm not saying every Pat, Jordan and Kelly who wants to join the department should be offered membership; quite the opposite. Departments that work to recruit for quality versus quantity generally have better retention rates. But too often, members are still being excluded – and not due to lack of quality experience.

With recruitment and retention efforts in overdrive, let's focus on one factor impacting membership – cliques within the organization. Fostering a family environment is a great way to keep members engaged, but what happens when that “family” becomes a little too exclusive? This scenario can turn into a staffing nightmare.

“OUTSIDER” FIREFIGHTERS HAVE MUCH TO OFFER

On the career side, it’s common for members to retire at a relatively young age. Also common is these young retirees moving to or spending more time in less populated, more rural locations – locations generally served by volunteer fire departments.

We have also seen the general workforce become much more fluid. As people have found themselves able to work from anywhere with an internet connection, they’ve become much less tied to a geographic area. Likewise, we have seen significant corporate relocations and major employers opening facilities in new locations. Some of these “digital nomads” and transplanted workers are volunteer firefighters who are already trained and might be interested in continuing their service in a new community.

Both groups represent a great resource for volunteer departments. We’re talking about people who are already trained, understand the fire service, and probably just want to help their new community and meet some new people. Unfortunately, this is where exclusivity and cliques can rear their ugly heads.

Consider this example: A well-respected, highly experienced and decorated career chief officer retires at a young age and moves to a new area. Not really ready to leave the fire service behind, the retired chief contacts the local fire department via social media to ask about joining.

A department representative immediately replies to the prospective recruit. Questions about the prospect’s address, interest level and experience are sent back and forth. After the department rep presses for experience specifics, the chief lists their training and certifications. The rep indicates the department will get back in touch very soon.

A month passes and the chief has heard nothing from the department. After contacting the rep a second time, a plan is set to meet up at the firehouse. The chief gets to the firehouse a bit early, wanting to make a good impression. There are no other cars in the parking lot, but it is early. After waiting 45 minutes and checking the doors of the station to make sure nobody was around, the chief – who once had so much to offer the local fire department and just wanted to remain a part of the brotherhood/sisterhood of the fire service – leaves dejected with no additional contact from the department.

This same example could easily play out with an experienced volunteer who relocates and wants to serve their new community. Further, it’s not uncommon for potential members with no experience to be treated the same way. If any of these people are able to get in the door of the department, current members sometimes ostracize and disrespect them until interest in the department is lost.

What’s the solution? For one, start by monitoring the social media pages that you use for recruiting. Are you actually meeting people that have expressed interest on the department’s social media pages? If not, you may have a problem with the person moderating the page being a little too concerned with not letting “outsiders” come into the organization.

CLIQUE CONCERNS

Cliques can pose another issue for potential members. One clue that there’s a clique problem at your department: You have new members excitedly join only to quit a few months later.

Let’s consider a more complex situation in which a new member creates some discord among members: Tracy has been with the department for a few years and is hoping to move into a line officer’s role. Tracy’s friends on the department support this move. But then Alex comes along and joins. Alex has a lot more experience than Tracy and will have been in the department just long enough to run against Tracy in the next election. If Alex can’t break into Tracy’s clique, the likely outcome is Alex will be ostracized or ignored to the point of leaving the department before the election even happens. The end result will be the department losing someone who could have brought some new ideas and a wealth of knowledge and experience to the organization.

On the other hand, an election win for Alex could mean losing more than one member. After all, Tracy is the established candidate with a known track record. A lot of people may see that it’s Tracy’s turn for the officer position. While an objective look at the situation might lead to the feeling that Alex would be a better choice to take on a leadership role in the department based on fire service experience, that would mean the dues Tracy paid the past few years will be overlooked. If Alex wins the election, the department risks losing Tracy and Tracy’s supporters. So, which is best for the department? That’s for the voting members to decide.

Following the established election policies and procedures is critical in these situations. Department leadership needs to ensure that the election process is impartial to both candidates. While some people may make rash decisions, like

quitting the department following an election loss, most will usually recognize the “will of the people” and accept the outcome.

“NEW BLOOD” JOINS THE RANKS

Why is there so much discord when new members join, especially in smaller organizations? Unfortunately, it can come down to the more family-aligned aspects of the fire service. Many departments are multi-generational, with the same family names seen throughout the ranks. This can lead to a very close-knit department, which isn’t a bad thing. In fact, following in the footsteps of family members is how many of us got started in the fire service in the first place. But when that family relationship causes the organization to ignore or avoid “new blood,” we have a problem.

There can be a natural inclination to distrust outsiders. But it’s important to note that these people are not outsiders to the fire service, just to the department. They are probably not looking to take over and force changes, but they might just bring some new ideas that might make your operations more efficient, more effective, and even safer.

MANAGING CLIQUES AND CULTURE

Department leaders can do a few things to help eliminate a clique culture. The first thing is to recognize the difference between groups of friends in the department and cliques. Groups of friends support one another and accept each other. Cliques have a negative overtone to them. Members of a clique are likely to be the ones who are constantly spreading gossip and making fun of people not in their sphere of influence.

Once a clique culture has been identified, it’s time to work to reduce it. Mixing things up a bit can go a long way. Some tips:

- Instead of keeping the status quo on the department committees, change the makeup of them on an annual basis.
- During training sessions, assign personnel to work with department members with whom they don’t usually interact.

Cliques tend to thrive when things are stagnant. Subtle changes can help break up the clique culture or prevent one from forming in the first place.

Bottom line: It is crucial that department leadership consider how potential members are treated when trying to join the department and how new members are regarded after they join. Don’t let experienced people get away just because someone is concerned that they might bring in some new ideas.

****Reinventing Recruitment: How 1 N.Y. Department Stepped Up Its Game**

Trish Hudson & Zach Plvino

The Snyder Fire Department’s new four-phase recruitment strategy is already showing results.

Recruitment in the volunteer fire service is at the top of the list of topics at conferences, on association webinars, and during conversations among members inside volunteer firehouses across the country.

The crux of the issue, per the National Volunteer Fire Council (NVFC): Departments are struggling to attract younger members for a variety of reasons, including increased demands on people’s time, longer commuting distances to and from work, the prevalence of two-income households, and increased training requirements.

Volunteer organizations must seek creative solutions to attract new members. Fortunately, there are many resources available to departments – and our department capitalized on these resources as part of a plan to reinvent our recruitment strategy. And it’s working.

ABOUT THE SNYDER FIRE DEPARTMENT

Located in a first ring suburb of the city of Buffalo, N.Y., the Snyder Fire Department serves a district approximately 9 square miles in size and responds to approximately 1,100 calls per year for both fire and medical calls, including mutual aid to approximately 27 square miles in the towns of Amherst and Cheektowaga.

We currently have 70 members, with an average member age of 52 – not unlike the national average for an aging membership.

MEMBERS TAKE ACTION

In 2020, a small group of Snyder Fire Department members formed a recruitment and retention committee to address our staffing challenges. The committee was comprised of our second assistant chief (who is now the first assistant chief), a past chief who now serves as a safety officer, a lieutenant, and ourselves – a captain and the corporate secretary – all volunteer firefighters and EMTs within the company, and all with a common concern, a shared sense of problem-solving, and a continuous improvement mindset.

What started as simply trying to understand the issues developed into a multi-year, multi-faceted approach to both recruitment and retention challenges. The result: Since January 2022, we have successfully onboarded 16 new members. This is extraordinary because we had previously onboarded, on average, two members per year.

A SIMPLE START: REGULAR MEETINGS

The department's recruitment plan had multiple levels, but it all started with a simple step –weekly meetings. While there is a great deal that can be accomplished during in-person meetings, use of video conferencing proved to be an effective tool, providing the committee much-needed flexibility. The cost of entry to these systems has decreased dramatically, and many are even free, especially for nonprofit organizations.

Once regular meetings were established, the committee was able to begin developing and implementing a four-part recruitment plan.

PHASE 1: MEMBERSHIP SURVEY

While the committee consists of cross-functional members and officers, we wanted to hear from everyone, so we conducted 3 member surveys to better understand the membership perspective. The surveys were confidential, and themes focused on communication, leadership, and willingness to try new things (***essentially moving away from "this is the way we've always done it" mindset***).

The surveys ultimately provided valuable insight into the concerns of our membership. Key takeaways from the surveys included a need for increased communication, increased flexibility in our membership model (for retention) and more cross-functional leadership.

PHASE 2: COMMUNICATION

Survey results were shared with the department leadership, both firemanic officers and executive officers, including the Board of Directors and the Board of Fire Commissioners. Survey results were then shared with all members via email and at our company monthly meetings. It was important for the committee to let the members know that their voice was heard and that plans were being established and prioritized to address their concerns.

Internal communications: Although not directly related to the recruitment committee, the fire company went through a process in 2019 of a full review and re-write of the company bylaws. One of the gaps discovered during the re-write was the lack of a fully accessible email system. In 2020, spearheaded by the recruitment committee, we applied for the Google for Nonprofits suite of products and established a company-wide email system for communication. All company-related information is now shared utilizing the Google suite, including email and Google Drive. Email was a much-needed addition to our text message and push notification paging system.

In addition to utilizing these communication tools, we also focused our efforts on increasing the amount and type of communications to members. It became apparent that during the height of the pandemic that members wanted and needed information, whether written SOGs or verbal communications from leadership.

External communications: We have a small team of members who are responsible for all company online activity – Facebook, Twitter, Instagram, YouTube and website updates. A Google form was created and added to the website to solicit contact information for interested potential members.

A detailed social media policy was then developed, following specific criteria for posts. Using social media has provided a standard platform for sharing fire safety and prevention messages as well. These messages engage the community and have given the fire department a deeper connection to the community.

Our social media team takes great care to craft thoughtful messaging for every post. This messaging is designed to be professional, with the end-user (community members) in mind. The team focuses on storytelling and uses pictures and graphics to increase exposure and views. Posts are focused on fire safety/fire prevention, current events, notable or major incidents, regular training, member accomplishments and new members. ***All posts also have a common thread – spreading a positive, professional message that always incorporates recruitment, with simple call-to-action messages.***

Having graphically consistent messages and page identity is equally important, as it continues to underscore fire department professionalism. These posts put a face to the department, humanizing it, to build a connection among the community ... and potential members.

PHASE 3: EVENT OPPORTUNITIES

Unfortunately, a significant number of people in the community we service did not know we are volunteers. That was a call to action – to spread the message that we are volunteers, and we are actively recruiting. We modified our community engagement message to always include an educational component of some sort, plus information regarding volunteering and training.

In 2020, due to COVID restrictions, we had to cancel our annual fire prevention open house as well as other community activities, creating a gap in opportunities to engage with the community. So, in October 2020, we decided to host a virtual open house via YouTube live stream. The virtual open house was a good learning experience! During the event, we hosted a food drive for a local food pantry, collecting nearly 3,500 pounds of food during a drive-through drop-off event. We also handed out goodie bags for kids along with volunteer information to every car that drove through the event that day.

The Snyder Fire Department has engaged in many other events. Since mid-year 2020, the department has:

- Created recruitment yard signs that members post at their homes;
- Created recruitment cards with contact information;
- Hosted a recruitment open house tied into the Recruit NY weekend in April 2021 and again in April 2022;
- Held a drive-through chicken BBQ fundraiser in May 2021 where we handed out recruitment material;
- Hosted annual “Coffee with a Firefighter” events at the firehouse, where the community could come by, have a cup of coffee, take a station tour, and talk to firefighters about volunteering;
- Partnered with the Town of Amherst and participated in their Food Truck Rodeo at town parks to increase our presence in the community and spread the message of volunteering;
- Hosted our annual Fire Prevention Open House during Fire Prevention Week in October;
- Produced a fire prevention video for school-aged children that was posted to our department’s YouTube page and sent to schools;
- Hosted a “Truck or Treat” event for Halloween at the firehouse, where we had an overwhelming number of community members and their children attend for tours, crafts and candy; and
- Escorted Santa throughout our entire fire district on our annual Santa Ride on Christmas Eve.

We displayed signage and handed out information regarding volunteering at every event.

PHASE 4: RECRUITMENT, RECRUITMENT, RECRUITMENT

All of the activities described above were great for increasing our interaction with the community in a non-emergency way, but we still had to further drive the issue of active member recruitment. As such, the committee got to work on this and spent nearly 18 months conducting research (including interviews with other fire companies) to develop a comprehensive plan that included multiple approaches.

Expanded residency boundaries: The first proposal presented to the Board of Fire Commissioners was an expansion of our residency boundaries for members by approximately 1 mile in each direction. This turned out to be not only a recruitment tool but also a retention and engagement tool.

Like so many areas across the country, our geographic response and residency area is experiencing a housing boom. Snyder is a desirable community in western New York, and there is a significant demand for houses. Homes typically sell within days (sometimes hours) of being listed, and almost always for significantly higher than their asking price. We found that several younger members who were first-time homebuyers were having significant difficulty finding affordable houses to purchase when they were ready to move from renting to home ownership. ***Expanding our residency requirements allowing members to stay with the department when buying a home beyond the original response boundaries. We were even able to recruit a few new members because of this change.***

Duty shift program: Through extensive research and collaboration with other fire companies, the committee developed a duty shift program. Of greatest interest was hearing from other companies that have established similar programs – what worked for them and, perhaps more importantly, what did *not* work for them.

The program was presented to the Fire District Commissioners in mid-2021. In collaboration with our Fire District Commissioners, the program was approved and started on Jan. 1, 2022, when our first on-duty crew rang in the new

year by working their first shift together. Our social media team posted a picture and write-up about the duty crew, which generated a considerable amount of interest within our community, in the fire service community in western New York, within New York State and even in other states.

The flexible program allows members to create their own shifts. They work shifts that support their families and jobs, thus creating the work-life balance so many of our members seek.

Some program specifics:

- Members must work a minimum of 288 hours/year to achieve good-standing status.
- The duty shift requirements, other than hours, has been kept the same as the on-call program; all drill requirements, work detail requirements, etc., are the same for each program.
- We have several crew members who work only evenings, over-night shifts or only day shifts, thus helping the department during often-challenging response times.

Quarterly surveys to all duty crew members are completed, as well as open meetings for any members who wanted more information about the duty shift program. The survey results confirmed what we suspected: Members in the program felt the program allowed them to achieve an improved work-life balance so they could continue their membership with the Snyder Fire Department, as many members had been struggling to maintain their requirements as on-call members while balancing their home and work lives.

Since Jan. 1, 2022, we have been successful in onboarding 16 new members and have transitioned 11 existing on-call members to duty shift members.

ORIENTATION, ONBOARDING AND MENTORSHIP

Throughout the process of creating our duty shift program and increasing our recruitment activity, we also worked to improve our onboarding process and to create a mentorship program.

The Snyder Fire Department had a thorough onboarding program for new members. The orientation typically lasted for about 3 hours during which time new members received their turnout gear and other equipment, got a tour of the firehouse, and were educated on the bylaws, policies and procedures of the department and the district. We found that this was a tremendous amount of information to absorb in only a few hours, and it was overwhelming for many new members. The recruitment committee took this opportunity to reevaluate the onboarding experience and make some needed updates.

Orientation program: The recruitment committee re-worked the orientation program and created a new onboarding program, providing a more organized and methodical approach to onboarding. A series of training modules for new members were developed to provide an opportunity for new members to quickly become both proficient and efficient. The training modules are adjustable depending upon a member's previous experience.

Mentorship program: The newly created mentorship program pairs a new member with an experienced member. The mentor does not have to be an officer, although many of our past officers are providing tremendous mentorship. Being a volunteer organization, we are fortunate to have members with diverse and varied backgrounds who can provide exceptional guidance. For example, one of our mentors is a former captain within the department and a retired teacher. Using his teaching background, he provides education using one-on-one teaching methods.

Mentors also attend the orientation session with the new member, and they assist in helping the new member work through the onboarding process. The mentor facilitates trainings, from reviewing equipment on the apparatus and practicing 2-minute and 1-minute drills, to explaining our SOGs. Mentors can provide this training or work to align schedules with an officer or subject-matter expert to provide the training.

CONSTANT IMPROVEMENT

The recruitment committee of the Snyder Fire Department will continue to look for new and innovative ways to recruit and retain members, as well as opportunities for members to grow.

Visit the [Snyder Fire Department website](#) to learn more about its recruitment efforts.

EQUIPMENT THAT YOU PURCHASE!

The New NFPA 1802 Portable Radio Standard

John Facella

Since the 1970s, the portable radio has been a vital tool on incident scenes. Unfortunately, the extreme physical environment that's encountered by firefighting, hazmat and technical rescue punishes these devices.

Furthermore, the hazard profile of residential structures dramatically increased because of furnishings that burn faster and hotter, engineered building materials that can fail and open space architecture that requires longer supports.

In June 2011, two [San Francisco Fire Department](#) firefighters tragically perished in a residential fire. The investigation revealed that both firefighters' remote speaker microphones (RSMs) failed because of high heat. Therefore, they couldn't transmit a mayday that they were trapped. Unfortunately, this wasn't an isolated incident. Communications are one of the five most frequent contributing factors in [National Institute for Occupational Safety and Health](#) (NIOSH) reports. As a result, there were calls for a new standard to define radios that are better suited for the hazard zone.

The NFPA established a committee in March of 2013 to define a more rugged portable radio. This new standard, [NFPA 1802: Standard on Two-Way, Portable RF Voice Communications Devices for Use by Emergency Services Personnel in the Hazard Zone](#) (2021 edition), defines for the first time a radio and speaker microphone that are designed for the inherently hostile environment in which firefighters, hazmat teams and other agencies operate.

Thirty-five Technical Committee members worked on this effort, along with another 21 committee alternates and several other noncommittee observers. The group classifications on this Technical Committee included users, enforcement, manufacturers, labor, testing laboratories, consumers and special experts. Fire departments represented major areas and suburban/rural departments. The committee was led by Robert Athanas, who served on the FDNY for 36 years. He was assisted by NFPA Staff Liaison David Trebisacci.

OVERVIEW

The technical committee worked on three major areas to define these new devices: ergonomics, feature set and environment. Decisions were made at the beginning:

- The standard would encompass both the radio and the RSM, because the RSM often is the most exposed item to the fire environment
- The standard only would concern two-way voice devices
- The standard would be agnostic to the specific technologies that are used, such as radio frequencies and communications technologies (analog vs. digital modulation; trunking vs. nontrunking; LTE 4G as found in broadband devices); the result is that this standard will be useful even as voice communications advance

Author's note: The standard is very wide-ranging. Therefore, the summaries that are below are highlights and not all-inclusive. For specific details refer to the standard, which can be found at [nfpa.org](#).

ERGONOMICS

Emergency incident scenes are stressful and distracting. Multiple researchers have discovered first responder "tunnel vision" when a situation deteriorates. Thus, every first responder's wireless lifeline device must be simple to use, to reduce the chances for error. Some of the key issues addressed:

- Radio control knobs and cable connectors must be able to be manipulated by responders who have large hands and/or who are wearing structural firefighting gloves
- The emergency alert (mayday) button must be easy to find
- Manipulation of the radio's controls is difficult or impossible if a member is trapped or injured or the radio is worn under the turnout coat or in the coat radio pocket; therefore, some important controls must be available from the RSM, which typically is worn on the outside of the turnout coat: the RSM is required to have an emergency alert button, and it can have at least one programmable button, which can be used for various purposes, such as reverting back to a home channel/talkgroup; the cable that's between the radio and the RSM is monitored; problems create an alert
- NFPA 1802 radios and RSMs will include voice announcements of various actions, including channel/talkgroup changes: if there is radio traffic, the voice announcement is delayed and then played when the radio traffic ceases; announcements while the radio is operated in the hazard-zone mode are louder
- The radio must provide clear voice transmission and reception; speech intelligibility is objectively measured with an internationally recognized test method that's used by cellular telephone carriers, called POLQA

FEATURE SET

At minimum, every radio must allow for analog conventional (nontrunked) transmission. This requirement provides for lowest-common-denominator communications among all emergency scene radios, even if all of the supporting radio infrastructure should fail.

Interoperability is guaranteed among all NFPA 1802-certified radios and all NFPA 1802-certified RSMs by means of the inclusion of a universal connector.

Visual and audible indicators of battery status are displayed.

Hazard-zone operation is different from the nonhazard zone, and the radio defaults to the hazard-zone mode when it is powered on initially. In the hazard zone, the radio's volume is louder. Radios can be programmed so that inadvertent powering off of the radio can be reduced when in the hazard zone.

Bluetooth technology allows the use of wireless SCBA microphones/speakers, RSMs, etc. As well, the radio periodically self-checks, and it must have a data logger that stores recent events, such as mayday activation. The purpose is to provide information for both the fire service and its vendors regarding proper performance of this equipment under stress.

ENVIRONMENTAL & TESTING

Overtemperature events are detected, recorded and alerted, and the radio and RSM must be rated nonincendive (Class I Division 2). Optionally, the radio and RSM can be certified as intrinsically safe-rated (Class I Division 1).

Radios and RSMs must undergo very extensive environmental testing. After most tests, the radio and/or RSM must undergo successful voice quality and operational checks. Here are a few highlights:

- Six complete cycles of 15 minutes of baking at 350 degrees F (177 degrees C), followed by immediate immersion in water for 15 minutes
- A three-hour vibration test
- Impact tests are performed on three devices by dropping on a concrete floor from 9.8 feet (3 meters), as if dropped from the bed of a ladder truck or engine
- Corrosion test includes high humidity and a salt spray
- A high-temperature test exposes the device to 500 degrees F (260 degrees C) for five minutes
- Heat and flame test first exposes the device for 15 minutes to a temperature of 203 degrees F (95 degrees C), after which the device is subjected to a 1,742 degrees F (950 degrees C) flame for 10 seconds
- A temperature stress test exposes the device to multiple cycles of warm-hot-warm-cold temperatures

NOW WHAT?

The committee didn't address the provision of SCBA audio devices (microphones and earpieces). This will be the responsibility of the committee for [*NFPA 1981: Standard on Open-Circuit Self-Contained Breathing Apparatus \(SCBA\) for Emergency Services*](#). When NFPA 1981 includes this, voice intelligibility will improve significantly.

Radios and RSMs that meet this standard will have new levels of ruggedness and ease of use and improved voice quality and functionality, which will result in improved safety for firefighters and others who work in the hazard zone.

Although the standard only recently was issued, several manufacturers plan to introduce NFPA 1802 radios and RSMs.

THE ATTORNEY'S OFFICE

CO Firefighter Charged with Careless Driving After Woman Died in Brush Truck Collision

Nick Sullivan

A Colorado Springs firefighter has been charged with careless driving resulting in death after reportedly running over a woman at Dorchester Park last month, police announced in a press release Friday.

The firefighter, Wesley Cosgrove, drove over victim Margaret Miller while responding to a fire.

Fire crews were dispatched on Oct. 16 to Dorchester Park, where a man was reportedly attempting to start a fire. They found a fire on a tree stump off the main road. Crews called in a brush truck for assistance, since the fire truck was too big to take off the road.

Cosgrove, the brush truck driver, was unable to enter the park from the old parking lot, which was blocked off. He instead took a dirt path.

“Where the worn dirt path and grassy area meet, there was debris consisting of blankets and other items on the ground,” the release states. “The brush truck attempted to turn west in this area. As the brush truck made the turn, it struck the victim, Margaret Miller, who was under the items on the ground.”

CSFD personnel attempted lifesaving efforts, but Miller died on scene from her injuries. Colorado Springs police also reported to the scene.

Cosgrove is charged with careless driving resulting in death, a traffic misdemeanor. The investigation is ongoing.

5 Types Of Firefighters Who Can Ruin Your Life

Chief Billy Goldfeder

As most of you likely know, Denis is retired as deputy U.S. fire administrator and superintendent of the National Fire Academy. He is also a retired chief for the Jersey City (N.J.) Fire Department.

Curt retired from the Providence (R.I.) Fire Department as deputy assistant chief and continues to serve as a volunteer chief. With 30 years as a practicing attorney, Curt runs www.FireLawBlog.com and is well known for his work on fire service legal issues.

If I bring anything to the table, it's that in my 49 years as a firefighter (39 as a chief officer), I've met some pretty spectacular people who have impacted me very positively. Curt and Denis are without question in that category and both close personal friends. Put the three of us in a room together and we will solve *all* your problems.

OUR MOST CHALLENGING MEMBERS

As we sat together at the conference, we were talking about particularly challenging firefighters, fire officers and chief officers. Some of these members present minor challenges while others cause you to spend 90% of your time focused on their specific issues. You know those kinds of folks in your fire department – whiners, complainers, yard-breathers, empty suits, hidlers, do-littlers, it's-all-about-me-ers. Yep, *them*.

As we get older, our “files” fill with experiences, mistakes, and all the stuff that helps guide and mold us. That file gets even fuller when you meet folks like Denis and Curt. The file also grows as a result of run-ins with the members who appear to be on this job for all the wrong reasons. The good news: There is much to learn from them as well.

Now before you write to FireRescue1, preemptively arguing that it's not *always* the rank-and-file firefighter's fault, let me say this: You are right. Rank doesn't matter here, nor does agency type – paid, volunteer, whatever. We're talking about the members or staffers who are constantly in conflict, late, ignoring rules, blaming, complaining – those people who have a seat in the supervisor's office with their name on it, the people who find themselves always in conflict, those who (be it their intention or not) blame "the issue of the day" on anyone but themselves. These are the members who make it so the “greatest job in the world” isn't so great when they are around.

PROBLEM PEOPLE – YOU KNOW THEM ALL!

As we sat in our hotel lobby bar, Curt spoke about a book called "5 Types of People Who Can Ruin Your Life" – a title that raised mine and Denis' eyebrows. I ordered the book, and I promise you, you *want* to get this book. It's an easy read and quite entertaining. Trust me, you'll see quickly that you *know* these people, every one of them.

You know that special someone in your firehouse whose moods swing all over the place? Do they act unreasonably suspicious or antagonistic to their so-called brothers and sisters, the chief's office or city hall, maybe even toward those who call us for help? Do they blame others for their own problems when it's blatantly obvious they own it – well, obvious to everyone but them?

When a high-conflict member exhibits one of the five common personality disorders discussed by author Bill Eddy, a lawyer and therapist with extensive mediation experience, they can lash out in risky extremes of emotion and aggression. This can happen in the firehouse, on the drill grounds, on a run – anywhere. And once they decide to target you, they're hard to shake.

Pulling from the book, here are the five high-conflict *firefighters* who can ruin your life.

1. Anti-social high-conflict firefighters: These are also known as sociopaths or psychopaths – aggressive people without a conscience. They can be extremely charming and deceptive, combined with being extremely cruel to get what they want.

At the station: This is that firefighter who can easily charm the resident who stops in with their kids, but 5 minutes after they leave says something truly cutthroat about the visitors.

2. Narcissistic high-conflict firefighters: Most people are familiar with the self-absorption of narcissistic personalities, but these members focus intensely on their targets of blame. They are constantly putting them down, often in public, in an effort to prove they are superior beings. They use a lot of insults with their partners, yet demand admiration and affection.

At the station: This is the company officer who takes credit for all the good but throws their crew under the bus when anything doesn't work out, never taking responsibility.

3. Borderline high-conflict firefighters: They are preoccupied with their close relationships and cling to them. However, sooner or later, they will treat their partners, children, parents, coworkers, bosses and others as targets of blame for any perceived abandonment. Their rage can be quite dangerous.

At the station: This is the firefighter who followed you around looking for help and mentorship all those years only to turn on you when anything doesn't go their way.

4. Paranoid high-conflict firefighters: Suspicious of everyone around them, these members believe there are conspiracies to block their careers. They can carry grudges for years and then punish their targets of blame. They easily feel treated unjustly, and in the workplace, Eddy says, "the majority of lawsuits are filed by this type of coworker."

At the station: This is the firefighter who, despite not putting in the work, claims they didn't get selected for the company officer position because so-and-so doesn't like them – and they are going to make everyone around them miserable, blathering on about the "unfair system," but it's never their fault.

5. Histrionic high-conflict firefighters: This personality is most often associated with drama and endless emotional stories. Yet histrionic high-conflict members often accuse their targets of blame of exaggerated or fabricated behavior to hurt them or to manipulate them.

At the station: This is the firefighter who's practically hysterical after a call, pointing fingers about what went wrong when, really, it was their panic and cluelessness during fireground operations that more likely hindered the mission than anyone else's actions.

It's interesting to note that none of these high-conflict personality patterns have anything to do with intelligence. They can be very smart or not so smart at all, just like the rest of us. There are personality disorders in every cohort, likely in every fire department in North America.

DEALING WITH HIGH-CONFLICT PEOPLE

What do we do about these people?! And worse yet, what if I am one of them?!

We have all encountered high-conflict firefighters, fire officers and chiefs. They work at all levels of our organizations – and they can even be us. You have to look in the mirror to see that, though. While you can't change others' personalities, we can learn how to effectively work with them, and in the case of officers and chiefs, lead them.

Eddy's book provides solutions, with examples, for how to protect yourself, your crew and your organization using empathy-driven conflict management techniques.

The book will help you:

- Spot warning signs of the five high-conflict personalities in others and in yourself.
- Manage relationships with them at the firehouse but also in your private life.
- Safely avoid or end dangerous and stressful interactions with them, especially at the firehouse and your department environment.

Here are some nuggets of wisdom to hold you until you can read the full book:

- Remember that you, as a fire officer or senior firefighter, are only an expert in what you are qualified and certified to do. In other words, when challenged with one of these types of people, reach out to HR or an appropriate resource after your initial size-up. It's tempting to immerse yourself in the situation to help them, but don't be tempted. Size it up and then apply the CORRECT resources.
- Your role is to maintain a team environment for your ENTIRE crew. Spend some time helping the problem employee, but at some point, if they are negatively impacting your entire crew, it's time to take action.
- Take care of you. When you are of positive frame of mind, morale and enthusiasm, you are absolutely more effective in your role. If the problem employee is wearing you down, it is time to fix the problem at these numerous levels (the crew, the employee, and you as the leader).

'IT'S ALWAYS A SOMETHING'

Quick parting story: I had a city manager once who actually said, "The perfect city would be one with few employees and fewer citizens." And he was serious. He was also a person with a high-conflict personality.

While I missed this when I first met him, only doing my "size-up" looking back years later, it was obvious that he and I were never going to click, and two years later, I moved on. Six months later, the local government moved him on. And a few years after that, the next local government he worked for also moved him on. So many of our best lessons are learned through real-life experience. I learned to better size-up those I work with (at all levels) and apply that to day-to-day interactions.

I encourage you to check out the book. Be sure to also watch for any programs that Denis or Curt are presenting. They are very much into the "people part" of this job and have decades of experience to share with you. Curt also takes these issues to the next level related to the legal implications of working with high-conflict members and the protections *you may have* but also the protections *they may have*.

Things are never easy. As Tito Cimarelli, a veteran firefighter whom I worked with many years ago, used to say, "It's always something."

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STEP INTO THE CHIEF'S OFFICE:

A Day In The Life Of A Volunteer Assistant Chief

Dan Rogers

As a volunteer assistant fire chief, my job description is simple: Take care of the things that the chief shouldn't be bothered with and ensure that he has the information he needs to properly manage the department.

Though my job description is simple, the job itself is not. From tracking OSHA requirements to managing constant personnel issues, the position of assistant chief covers a lot of ground – and it can be a lonely place. There are, however, several perks that come with the job, like not having to deal with the municipal administration, not having to answer directly to regulatory agencies, and, of course, getting to wear that shiny white helmet. (Given my refusal to stay away from the hot zone, it's more accurate to refer to the color of the helmet as a grayish white.)

Volunteer chief officers have perhaps some of the toughest jobs within the fire service. Why? Because our departments are still required to be NFPA-compliant, meet OSHA regulatory training standards, maintain compliant PPE and SCBA, and respond with up-to-date, well-maintained apparatus, to name a few of our many responsibilities. The key distinction between paid and volunteer is that we volunteers are forced to handle all of these responsibilities in our spare time and on a drastically undersized budget. We do not have the luxury of spending 8 a.m. to 4 p.m. at the desk each day. There are no daily briefings, lunch meetings or administrative assistants. We do the work before and after our full-time or career jobs, often in lieu of sleep, and for no extra pay. I am not tooting my own horn; I signed up for this life, and I am thrilled to be a part of this mission.

STANDARD ASSISTANT CHIEF DUTIES

Day-to-day operations for volunteers vary tremendously, and often our job requirements are in direct response to the needs of the department on that very day. As an assistant chief, I get to work below a chief who isn't afraid to make tough decisions, stand up for what is right, and conduct his business in a manner that best benefits the community. The daily, weekly, monthly tasks I complete may be a direct instruction from him, self-driven or derived by the needs of my subordinates.

No two days are the same for a volunteer assignment chief, so let's focus on the tasks that need to be accomplished throughout the week, month or even year.

Develop topics and hold a monthly meeting for officers: As assistant chief, I develop topics for our chief officers' meetings that include updates from the last meeting, new business, upcoming events, upcoming trainings and personnel issues. This list is then cross-checked with the chief's list to ensure that we didn't miss anything prior to the meeting.

Serve as lead training officer: I drew the role of lead training officer within my department. I am tasked with developing a training schedule, planning training sessions using outside collegiate institutional fire service programs, and instructing in-house training sessions, including 240-hour annual recruit classes, annual required OSHA trainings, and online training sessions. Tracking training hours for each member also falls under this umbrella.

Hold post-call critiques: My department responds to an average of 15-20 structure fires each year, several of which are mutual aid. To ensure we are learning from our mistakes and sharing our successes, each critical response handled by our department gets a post-call critique (aka after-action review). I am tasked with developing the critique outline, grading our response A-F as seen through my eyes. The final critique is approved by the chief and presented at each regular monthly meeting for learning. This process is accompanied by an action item document that drives future training sessions, equipment purchases or repair, or personnel adjustments based on needs identified within the critique. I am also tasked with the action item follow-up.

Handle grant writing/reporting: Volunteer departments with small budgets depend on federal, state and local funding to operate with NFPA standards. Grant writing and reporting is one of the bigger tasks assigned to my role as assistant chief. Federal grants usually take about 8-10 hours to research and complete the narrative section and an additional 2 hours to complete the application itself. I figure another few hours with the chief to plan the overall request based on the needs of the department. State and local grants tend to take less time to assemble, but the planning period remains the same. With each award comes developing specification and bidding packages and post-award reporting requirements. All-in-all, I would say I dedicate on average about 10 hour per months on grant work, more during the AFG and SAFER application period.

Co-lead fundraising efforts: Operating with a small budget carries its share of financial shortcomings that must be offset via local fundraising. Our department hosts several fundraisers each year, with most of the members playing a large role in each. The job of planning and execution of these fundraisers falls to our chief and myself. Our department holds one large scale dinner/raffle fundraiser in late winter and partners with the local winery for a summer concert series. Our large-scale fundraiser requires substantial preplanning and setup, while the summer series requires just a few hours per month.

Collaborate with partnering organizations for the greater good: Our department has partnered with an outside organization that provides resources for those struggling with mental health issues and addiction. I am tasked with ensuring that these organizations get what they need from our department to provide their direct services locally to our community. This type of partnership requires constant communication to ensure our agency is meeting the needs of the organizations. On average, with communication and follow-up, I would estimate a few hours per month of emails and phone calls.

Drive recruitment and retention efforts: One of the most important tasks assigned to a volunteer officer is that of volunteer recruitment and retention. As assistant chief, I am tasked with the development and implementation of a recruitment plan. Likewise, developing and overseeing programs designed to retain these members falls within my duties as well. Recruitment is always an ongoing effort at our department. Either the chief or I dedicate 2-3 hours per month on recruitment efforts to keep the applications coming.

Develop SOPs and SOGs: I am responsible for the standard operating procedures and standard operating guidelines for the department. Once developed, these documents are submitted to the chief for an in-depth review and approval process. He carries the responsibility of implementation.

Respond to calls: My fireground role varies depending on the type of call, time of day and even time of year. Our department has many farmers on the roster, including my chief. When large-scale calls come in during spring planting or fall harvest, my fireground role switches from a support role to incident commander as the chief has an extended ETA to the scene. Most other calls, I happily shift where the chief/scene needs my services. For larger calls during other times of year, I usually find myself as an operations officer or safety officer.

TIPS FOR THE ASSISTANT CHIEF

The assistant chief's position is easily one of the most rewarding spots within the fire service. I get to learn the ropes of managing a department from a quality leader, be a key decision-maker within the department, take part in trainings and fires, and witness the effects we have within the community firsthand.

One thing I have learned over the years is that there is certainly no written manual for being a quality assistant chief, so here are the key points I try to follow:

- The safety of my members is paramount. I have a critical responsibility to each of them and their families to return them home safely.
- We operate on tax money earned by the very folks whom we are working to protect. We must be good stewards of that money and use it to constantly seek improvement of their behalf.
- There is never a wrong time to do the right thing, especially when it comes to safety.
- It is important to foster a strong relationship between the chief and assistant chief. When the top-seated personnel are singularly driven to better the department on behalf of the community they serve, good things are bound to happen.
- Finally, never, ever make your chief look bad.

THE LIGHTER SIDE!

Never be afraid to try something new. Remember amateurs built the Ark...professionals built the Titanic.

OFFICERS OF THE CAPITAL AREA ASSOCIATION OF FIRE DISTRICTS

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The Capital Area Association represents fire district officials from the fire districts in Albany, Schenectady, Rensselaer, Warren, Washington, Saratoga, Fulton and Montgomery Counties

Fire District Officials include Commissioners, Treasurers, Secretaries and Chief

All are invited to participate in all of the Capital Area Activities

The Capital Area Association wants to take this opportunity to thank all the Fire Districts who continue to support the local Capital Area Association as members for 2023.

FIRE DISTRICT RESOURCES --THE BACK PAGE -- FOR YOU TO FOLLOW UP!

What are the duties and responsibilities of a Commissioner?

The Answer is posted on our web site at www.AFDCA.org

Vital Statistics on the State Association Regions – the break out is on our web site.

Get a copy of the 2022 ELECTION SCHEDULE HERE: <https://afdca.org/wp-content/uploads/2022/07/2022-Election-Schedule-1.pdf>

CAPITAL AREA BUSINESS PARTNER'S

PLEASE SUPPORT THOSE WHO SUPPORT US!!

Business Partner Applications Available At: WWW.AFDCA.ORG

[Welcome Back all of our Business Partners for 2022](#)

We invite our business partners to submit educational information to be included in this Bulletin for district commissioners and chief officers

Write me at tom@rinaldi1.com

Please Support Those Who Support Us!!

If you have information on new products you wish to showcase or is educational and informative for fire districts, please submit it and we will use it in this Bulletin under the appropriate heading.

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The Capital Bulletin is reaching well over 400+ fire district members and now other members of the fire service on a regular basis. Since the Capital Area Association covers an area the size of Connecticut it is difficult to meet in person to exchange information and ideas.

This is a service of the Capital Area Association through the effort of Tom Rinaldi who can be reached at tom@rinaldi1.com for comments or content contributions are always welcome.

MEMBERSHIP IN THE ASSOCIATION OF FIRE DISTRICTS OF THE CAPITAL AREA

Would you like to join the Association of Fire Districts of the Capital Area and join 75 members in 8 counties? Both fire protection districts and Village departments are eligible for membership.

The yearly membership dues (January 1st to December 31st) shall be as follows and shall be based on the annual budget of the Fire District/Organization;

To take effect January 2023:

\$0 to \$200,000: \$50

\$200,001 to \$400,000: \$100

\$400,001 to \$600,000: \$200

\$600,001 plus: \$300

Business Partners: \$100.00 annual member fee



association of fire districts
OF THE
CAPITAL AREA, INC.

2023 Events Calendar

Date	Time	Type	Location
Saturday, January 7, 2023	9:00 AM	Organizational Meeting	Clifton Park
Thursday, February 9, 2023	7:00 PM	General Membership	Clifton Park
Saturday, February 11, 2023	8:00 AM	Commissioner Training	Averill Park
Saturday, March 4, 2023	8:00 AM	Commissioner Training	Clifton Park
Thursday, March 9, 2023	7:00 PM	General Membership	Clifton Park
Saturday, March 11, 2023	6:00 PM	Officer Installation & Reception Dinner	Embassy Suites, Saratoga
Saturday, March 25, 2023	8:00 AM	Commissioner Training	Berkshire
Thursday, April 6, 2023	7:00 PM	Board Meeting	Clifton Park
Thursday, May 11, 2023	7:00 PM	General Membership	Clifton Park
Thursday, June 8, 2023	7:00 PM	General Membership	Clifton Park
Thursday, July 13, 2023	7:00 PM	Board Meeting	Clifton Park
Thursday, September 14, 2023	7:00 PM	General Membership	Clifton Park
October 2023	NO MEETING		
Thursday, October 12, 2023	7:00 PM	General Membership	Clifton Park
Saturday, November 4, 2023	8:00 AM	Fall Workshop	TBD
Thursday, November 9, 2023	7:00 PM	General Membership	Clifton Park
December 2023	NO MEETING		
Saturday, January 6, 2024	9:00 AM	Organizational Meeting	TBD