



CAPITAL AREA FIRE DISTRICTS ASSOCIATION BULLETIN

YOUR FIRE DISTRICT NEWS SOURCE
SEPTEMBER 9TH, 2023

EDITOR - TOM RINALDI
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Something for everyone in the Fire Service!!



CAPITAL AREA MEMBER ACTIVITIES:

WWW.AFDCA.ORG

**All correspondence & Capital Area Fire Districts Association Mailing Address should be directed to: AFDCA PO Box 242 East Schodack, NY 12063
EMAIL: CAAOFD@GMAIL.COM**

August, No Meeting

Thursday September 14th, General Membership Meeting 7PM, All are invited or to zoom in

Thursday October 12th **General Membership**/Nominations for Officers & Directors

Thursday November 9th, 7:00pm **General Membership**, dinner served at 6PM/Elections

December, **No Meeting**

Saturday, January 6th **General Membership Breakfast Meeting** 9am, 2024 Organizational Meeting

Printable Calendar with much more – See End of Bulletin

CAFDA NEWS:

WWW.AFDCA.ORG

[CAFDA is searching for a new Secretary](#)

CAFDA is searching for a Secretary for the Association. Contact any of the Officers or Directors to obtain details. In the meantime, Tony Hill will perform Secretarial duties. Contact Tony Hill or any of the Officers or Directors if you are interested.

Tony Hill is currently acting Secretary/Treasurer and can be reached at :

cafdatreasurer@gmail.com or caaofd@gmail.com , our mailing address is CAFDA PO Box 242, East Schodack, NY 12063

[CAFDA FALL WORKSHOP: Put it on your calendar](#)

Saturday, **November 4th**, 2023 8:00 AM Fall Workshop Verdoy Fire Department

SUBJECTS TO BE COVERED:

Harassment Challenges – Discipline as a result of Harassment Charges

How to SHOP for insurance, What Coverage Should We Have?

Removal of Fire Company Members

Ask the experts: CPA, VFBL, Attorney, Insurance, Candle Stick Maker

[Training for Fire District Officials Being Held Locally. Both Members and Non-Members are Welcome.- Mark Your Calendars-Watch for Details to Follow](#)

****PESH vs. NFPA Seminar, Law vs. Standard** We currently have 97 signed up for this presentation, Register and we can squeeze you in. See the flyer on the last pages. Tuesday September 12th at 6:30PM.

****Fire District Secretary Training See Flyer Last Page**

Join Joyce Petkus as she navigates the duties and responsibilities of a Fire District Secretary...Commissioners invited who wish to better understand what duties and responsibilities Commissioners are ultimately responsible for. What you and your fire district Secretary needs to know to do their job correctly. Join us at the DeCrescente Distributing Conference Center at 200 N. Main Street, Mechanicville (opposite the Price Chopper Plaza).

- **Tuesday September 19th from 6PM to 9PM Limited to 100 attendees we currently have approximately 30 signed up.**
- **COST: members \$10, non-members \$20 checks can be mailed to Tony Hill at Box 242, East Schodack, NY 12063, or pay at the door. Reserve a seat at caaofd@gmail.com**

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

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

*IF NOTHING ELSE READ THE ARTICLES PRECEDED BY***

CAPITAL SHORTS:

- The addition of 43 fire and EMS members who died of illnesses related to Sept. 11 attacks nears the number killed in the collapses.
- 26th Annual Fallen Firefighters Memorial Ceremony Tuesday, October 10th, Empire State Plaza in Albany.
- **Fire District Election Schedule and Budget Schedule on Last Page of Bulletin and is posted to our current website at afdca.org!**

STATE ASSOCIATION NEWS:

WWW.AFDNYS.ORG

State Fire Districts Announces a move back to a Fall Annual Meeting

The State Association has announced that a Fall Conference for 2024 will be held at Turning Stone with a Sunday - Wednesday time frame October 20 – 23 in 2024.

- The September Board of Director's meeting is being held at the Desmond-Crown Plaza on September 14th – 16th.

LOCAL CAFDA TRAINING APPROPRIATE FOR YOUR ENTIRE BOARD/SECRETARY/TREASURER

****PESH vs. NFPA Seminar, Law vs. Standard 97 people have signed up for this presentation!!**

Presenter: Jennifer Puerner – NYS Department of Labor PESH Compliance Assistance Specialist
What you need to know. Join us at the DeCrescente Distributing Conference Center at 211 N. Main Street, Mechanicville (opposite the Price Chopper Plaza). FREE to all fire district officials and fire service officers.

The remittance PO Box was transposed on the original flyer, the correct remittance PO Box is 242. We apologize for any confusion, payments can be made at the door.

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[CAFDA Annual Fall Fire District Officers/Chiefs Workshop](#)

Mark your calendar for Saturday, **November 4th 2023 for the [Capital Area Fall Leadership Workshop](#)**, being held at the Verdooy Fire Station on Troy-Schenectady Road. Subjects to be covered are:

- Harassment in the Fire Service and Applying Discipline Correctly
- How to SHOP insurance for your fire district, Do We Have Correct Coverage?
- Expert's Panel, Attorneys, CPA, General Insurance, VFBL – What is your burning question?

[The First CAFDA Conference Spring 2024](#)

Coming in April 2024 the CAFDA Conference, a local three-day conference chocked full of information for Fire District Commissioners, Secretary's, Treasurers and Chiefs. An affordable conference at a local destination in the Capital Area. Watch for more Information as planning progresses.



[Upcoming Coffee with Commissioners](#)

[Saturday, September 23rd @9:00am Current Trends and Concerns](#)

Click on Each Announced Date to Register

THE LATEST FROM ALBANY

[New Legislation Introduced Over The Summer](#)

- **REQUIRES SOLAR FARMS TO CONSPICUOUSLY POST SAFETY DATA SHEETS IN AREAS THAT MAY BE ACCESSED BY EMERGENCY RESPONDERS IN THE CASE OF A FIRE OR OTHER EMERGENCY.**
- **ESTABLISHES THE FIRE STATION CONSTRUCTION GRANT PROGRAM AND THE FIRE STATION CONSTRUCTION FUND; MAKES AN APPROPRIATION THEREFOR. \$10 MILLION UPON ENACTMENT; SUBJECT TO PPROPRIATIONS WITHIN THE BUDGET PROCESS IN SUBSEQUENT YEARS.**
- **REQUIRES THE USE OF A FIREPROOF BLANKET, BAG OR CONTAINER WHEN CHARGING A BICYCLE WITH ELECTRIC ASSIST OR AN ELECTRIC SCOOTER; REQUIRES SELLERS OF SUCH VEHICLES TO INCLUDE A FIREPROOF BLANKET, BAG, OR CONTAINER WITH THE SALE OF EACH E-BIKE OR E-SCOOTER; ESTABLISHES FINES. [QUESTION IS WHO IS GOING TO ENFORCE OR IS IT POST INCIDENT ENFORCEMENT]**

Remember that bills introduced for the 2023 session will carry over to the 2024 session when it begins in January.

Consult the Score Card for the status of other fire service-related legislation.

[Our Volunteer Firefighters and EMS, Neighbors Helping Neighbors](#)

By Senator Jim Tedisco

In emergencies, seconds count, and when they occur, our law enforcement, paid full-time firefighters, ambulance workers, emergency medical services (EMS) and our volunteer departments are always there for us.

Along with our police and full-time firefighters, our volunteer departments are the lifeblood of what's job number one in public service -- public safety.

Currently, we have a dearth of those who are joining the volunteer ranks. We must incentivize a new group of people who can join those ranks to help keep all the communities in the 44th Senate District assured of their security.

Have you or a loved one ever had an emergency and had to dial 911 for help? Chances are if you live in the communities of the 44th Senate District, a volunteer firefighter or ambulance worker was part of the team to respond to your call.

When danger calls, our volunteer firefighters and first responders are often the first to answer the call to service.

We depend on our volunteer firefighters in our communities to respond to emergencies and help save lives. These men and women are truly our local community heroes who put their own lives on the line each and every day to protect others.

We see their service and sacrifice all the time in the 44th Senate District.

I recently honored the 100th anniversaries of the Galway Volunteer Fire Department and the John McClane Hose Company Rexford Fire Department with New York State Senate Resolutions that I authored and passed. These volunteer fire departments, like so many others across the 44th Senate District and the entire state, are cornerstones of our communities.

We need to ensure that Galway, Rexford and all the other volunteer departments continue to thrive and are able to provide vital emergency response services to residents for many years to come.

Unfortunately, it's getting harder for our volunteer fire departments to attract new volunteers.

Ensuring public safety is my top priority and should be job number one for any elected representative.

Our volunteer fire departments and EMS must have strong support from the federal, state and local levels to be able to continue to do their job which is to save lives.

That's why I am sponsoring and supporting several pieces of legislation to help our volunteer fire departments recruit and retain members.

Here are just some of the bills I am advocating for to support our volunteer firefighters and EMS:

[S324](#) to provide a state income tax exemption for volunteer firefighters and ambulance workers, the exemption is the entire gross income!

[S789](#) to extend tuition free course benefits to volunteer firefighters and ambulance workers.

[S655](#) to offer free use of state parks and campsites for volunteer firefighters and ambulance workers.

[S2042](#) to waive all fees for volunteer firefighter license plates.

[S3441](#) to enhance recruitment by providing a personal income tax credit of \$500 for volunteer firefighter training instructors.

[S3199](#) to study and evaluate possible changes to streamline qualifications for becoming a volunteer firefighter to boost enrollment.

[S5436](#) to increase disability benefits for volunteer firefighters and ambulance workers.

[S4020](#) to make EMS an essential service.

[S6759](#) to provide a sales tax exemption on home life safety products such as fire extinguishers, fire alarms and carbon monoxide detectors.

[S7079](#) for the creation of a first responder peer support program to help address the emotional toll on these individuals.

This legislation offers a holistic approach to help recruit and retain volunteer firefighters and first responders and shows New York State's appreciation for all they do, not only to fight fires and respond to emergencies, but also to forge strong ties to neighborhoods and communities.

The measures also will lead to more government efficiency for our tax dollars and help support the brave men and women who volunteer as firefighters and emergency first responders.

These are neighbors helping neighbors who put their lives on the line every time they respond to a 911 call to protect our communities and the lives of our families and neighbors.

Our volunteer firefighters have our backs. Our state government needs to have their backs.

THE LATEST FROM WASHINGTON D.C.

****Ask Congress to Adequately Fund and Reauthorize AFG and SAFER**

The Assistance to Firefighters Grant (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs provide direct assistance to local fire and EMS agencies to help them purchase equipment, training, and apparatus, as well as recruit and retain career and volunteer personnel. AFG and SAFER were funded at \$360 million in FY 2023. The House FY 2024 Homeland Security appropriations bill would fund these programs at \$360 million and the Senate bill would fund these programs at \$338 million. This decrease in funding is unacceptable.

Additionally, the AFG and SAFER programs' authorizations expire at the end of FY 2023 and these programs are scheduled to sunset at the end of FY2024. In April, the Senate passed S. 870 to reauthorize these programs and the U.S. Fire

Administration through 2030 by a vote of 95 to 2. Please use this action alert to tell your Senators and Representatives to fund AFG and SAFER at a minimum of the \$360 million contained within the House's FY 2024 Homeland Security appropriations bill and reauthorize these programs as soon as possible.

CONTACT YOUR SENATORS AND REPRESENTATIVE: <https://www.votervoice.net/NVFC/Campaigns/98446/Respond>
JUST FILL IN YOUR NAME AND ADDRESS AND HIT SEND MESSAGE AT THE BOTTOM, EASY!!

THE ATTORNEY'S OFFICE

LGS-1 Records Common in Fire Districts (updated 2022)

<https://www.archives.nysed.gov/sites/archives/files/lgs-1-2022-firedistricts.pdf>

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STEP INTO THE CHIEF'S OFFICE:

The Real Value of Fire Service Mentoring

Leigh H. Shapiro

What creates the synergy among an effective and efficient crew of firefighters on any given apparatus, in a firehouse, or on a particular shift? You know it when you *don't* see it, right?

We've all grumbled beneath our frustrated breath at some point over a "not very effective" crew. What exactly is it—the right combination of people, the right time, or the right motivation? Could it be sheer luck, or is it by design or engineering? Why are some crews great at what they do, and others simply show up for work or are merely thought of as "the help"? Are we each viewed as individuals or are we cohorts with an enduring bond or creed, or maybe professional colleagues striving for the best that we can deliver? What causes firefighters working closely together to go above and beyond what is expected, while others put just as much effort into being disengaged and uninformed as possible, with expected minimal results? What is the mortar between these bricks made of, so to speak?

MENTORING WORKS

The answer is in how mentoring influences and guides firefighters and officers alike. This positive input, usually combined with institutional knowledge, experience, and enthusiastic magnetism, ultimately empowers ambition, energizes morale, and provides the direction and guidance needed to fill the gaps in training and experience. This almost always produces an enhanced quality result: a better firefighter.

Need proof? How many times have we seen dysfunctional crews, firehouses, or shifts turned around by effective leadership? Providing strong guidance with clear expectations, setting the tone, administering inclusive authority while simultaneously maintaining responsibility for the outcome, "actually knowing" your job instead of repeatedly professing that you know your job, unwavering and steadfast humility, and just plain respecting everyone for who they are is what I found most effective during my tenure and beyond. And yes, sometimes the "squeaky wheel" crew member doesn't always get the oil; he gets replaced!

But to merely attribute this solely to leadership then raises the question, what drives that leadership? What is it that makes an effective leader? If I buy a hammer at a hardware store, am I now a carpenter or, worse, a professional? No; thankfully there's more to it.

Mentoring is a peer-to-peer, two-way street and moves in any direction, even to somebody outside your department. It can flow upward to higher ranks and flow downward to the probies and the new members. It can be delivered individually or in group settings. However, merely citing and applying the term "leadership" is too broad and really doesn't define the core transaction of learning. Coaching and guidance from a mentor are not simply receiving information and direction when needed, which can be situational and fleeting. Mentoring can often *show you*, beyond *telling you*, how to carry yourself and conduct your business, both professionally and personally, especially when interacting with fellow firefighters; the administration; and your core customer base, the public. Sometimes, mentoring can even be more

effective at mitigating screw-ups and bad actors than progressive discipline can. Basically, it can serve as the needed direction in someone's career and even in his life, whether in the immediate or long term, to inspire someone to emulate characteristics and define himself.

It can also sustain hope when you may need it most. Years ago, when I tested and ranked too low on the deputy chief's list to be promoted, several mentors recognized my self-inflicted anguish and carefully proceeded to reaffirm my value, restate my purpose, and build me back up mentally to where I needed to be and to where they expected me to remain. They propelled me on the course of resolve and preparation for the next scheduled exam (three years later), for which I ultimately scored number one on the list and got promoted to deputy chief. Their guidance instilled in me the confidence, fortitude, and perseverance I needed to take full advantage of the next few years and build my level of training, education, and experience, which was vital to achieve my goal.

There are many who profess knowledge, skills and abilities (KSAs), but to be effective for you personally, you need to find that which you are comfortable with and what works for you. Many people will "provide" you mentoring, but you need to decide if you want to engage that style and message. You need to figure out what works best for you and not merely follow someone blindly because they have a title or KSAs. Several individuals I considered mentors throughout my career have shown me how to do *it*, and how not to do *it*—both the good examples *and* the bad examples! I learned early on not to judge by appearances—everyone you interact with has some takeaway knowledge for you. You just need to recognize and identify it, then decide what to do with it.

THE "RED CAR"

Although many names come to mind, I distinctly remember what each mentor taught me, both the big concepts and the quiet little details. When I was a captain, I was assigned my first shift as acting deputy chief in the district SUV, known to Hartford Fire as the "Red Car." I was working directly with a chief's aide (affectionately called the Red Car drivers) and would respond to calls with a given assignment and act as the chief officer running the operation. Although I was prepared to rise to the challenge with my skill sets, it was the Red Car drivers who taught me and everyone who served in that position the job of deputy chief. On my first day, I walked into the district chief's office, fully expecting to be shown around, to receive guidance and direction, and to ease into my new duties and responsibilities. Instead, the chief officer I was relieving simply said, "Sit here!" and pointed to the desk chair and then said, "When the bell hits, get in the car!" and walked out of the office. That's it—that's all I got from him!

I stood in the office for a brief minute when, suddenly, the firehouse alert system sprang to life reporting a neighborhood church on fire down the street, of all things with which to start my new responsibilities! After the dispatcher finished giving out the assignment, the office phone rang where I was standing. Dumbfounded and trying to keep my emotions in check, I answered it quickly. It was the chief officer I had just relieved, who had gone to the kitchen to get some coffee and was calling me from just across the apparatus bay floor. When he spoke, I could hear him both over the phone *and* from the kitchen, because he was laughing loudly when he said, "Funny thing about those church fires—you can never really put them out!" then slammed the phone down! Just then, the Red Car driver stepped into the office to make sure I knew we had a call, and that's when I realized I would be all right.

For the next 10 years, I was fortunate to have sought out and gravitated to excellent leaders and mentors to learn my craft as a chief officer, so when I was eventually promoted into that position, I was prepared but, more importantly, ready to effectively fulfil my duties and responsibilities. That church fire call turned out to be a boiler malfunction—no biggie!

When I was a newly minted lieutenant assigned to a busy engine company, I had acquired the KSAs to perform my new duties, but it was the very seasoned apparatus operator with which I was assigned who really spent the time showing me the ways of the job. He was an indispensable, an invaluable, and a trusted mentor during my time with him. The knowledge I learned from him helped guide me for the remainder of my career.

OUR CHANGING FIRE SERVICE -CHALLENGES & OPPORTUNITIES!

OPPORTUNITIES:

[Norfolk Southern Pays \\$2.1M for East Palestine \(OH\) Fire Department's New Ladder Truck](#)

Pierce Manufacturing had a truck available on a quicker timeline, so the department took it. Norfolk Southern paid \$2.1 million for the truck.

[First Responders In One Wisconsin County Use 3 Words To Locate People In Emergencies](#)

Fond du Lac County is making use of new, clever technology to get first responders to the right location. The technology, called "what3words," converts numeric GPS coordinates into words. The words are then decoded by first responders using the what3words app in the field. Fond du Lac County Communications Director Amy Haase says this eliminates the risk of typing in a wrong number for GPS coordinates in degrees, minutes and seconds or decimal degrees. When a person calls 911, their GPS location is automatically received. But instead of numbers, dispatchers and first responders with what3words can share a location as "crown.friend.super," for example. The what3words app acts as a compass or sends the coordinates to a navigation app like Google Maps, Waze, or Bing Maps.

[Duties & Deadlines Season 2 A Monthly Webinar and Guide for Fire District Secretaries](#)

Tuesday, September 12th - 6:00 to 7:00pm

We invite you to join us as we begin season 2 of Duties & Deadlines. A monthly webinar designed to assist and guide Fire District Secretaries through the day to day tasks of this challenging position. Season 2 - We will start with what duties and deadlines does the Secretary have in the Budget process.

This series is hosted by our Secretary Training Team who will walk you through the Duties & Deadlines that secretaries will face each month, along with tips and strategies from other Fire District Secretaries.

Register below to join us next Tuesday (9/12) at 6:00pm for the first session of Duties & Deadlines - Season 2.

https://us02web.zoom.us/webinar/register/WN_XTYUpOU4QmK_FMA2XrT8wA

[CHALLENGES:](#)

[The Multi-Tool Firefighter: Asked To Do More With Less](#)

Jason Caughey

When does the expanded scope of work reach a tipping point, requiring a new staffing model?

Over the last 50 years, the American fire service has been challenged to adapt to the increased needs of our communities without changing our service delivery model. ***The impact of the increased services and technical skills needed to address the increased variety of service that we provide to our communities has reached a critical point.***

FireRescue1's recent What Firefighters Want survey highlights the changing nature of the profession, with 87% of respondents indicating that the scope of the job has expanded since they joined the service. Only 8% indicated their job had not expanded, and another 4% had not been in the fire service long enough to answer (fewer than 5 years on the job).

Additional responses underscore how the continued expectation of meeting our communities' continued growth and variety of incidents is negatively impacting our current firefighters' wellbeing and hampering efforts to attract new firefighters. But before we address those stats, let's consider how times have changed.

THEN AND NOW: SCOPE OF WORK

Let's go back 50 years. What level of service did your local fire department provide to the community? Most likely, your local fire department was predominantly asked to respond to fires and maybe a few motor vehicle crashes or cat-in-tree calls.

Emergency medical calls were handled by local hospitals or other organizations, hazmat wasn't a thought for most organizations, and we didn't even have car seats so there were definitely no car seat inspections to factor into the day.

Fast forward to today. What incidents do your members run?

- Fires
- Vehicle extrication
- Technical rescue (water/ice, rope, collapse, trench, etc.)
- Hazmat
- Public education

- **Medical calls (ALS, BLS or both)**
- **Wildland firefighting**
- **Peer support teams**
- **MCI**
- **Local disaster response**
- ... and many other situations that the fire service is asked to mitigate.

Considering this list, it's only natural to ask, how do we stay proficient at the skills necessary to meet our community's needs? ***Are we burning out our members, both paid and volunteer, because of the increase in skills and training necessary to meet our communities' needs?*** Have we reached the point where the skills of a firefighter have become both too in-depth and too broad that we are now seeing less and less interest in the fire service?

The survey responses affirm these questions, with 62% agreeing that the expanded scope of work feels unsustainable from a training standpoint, 67% indicating that the increased work makes it difficult to complete required training, and 60% stating they are required to do too much. There is an old saying that you can be the jack of all trades but the master of none. **This is potentially occurring in your organization today, asking our firefighters to be the multi-tool but not having the capacity to master the trade.** Perhaps what's most concerning, though, is this stat: 48% of survey respondents report that the expanded scope of work has negatively impacted their health and wellbeing.

As the scope of work continues to expand, our members' workload stretches their capacity and impacts their safety and wellbeing due to a lack of mission-critical-focused training that would allow members to be confident in their skills. When the alarm sounds, there is no time for self-doubt in your ability to perform.

THE MULTI-TOOL FIREFIGHTER

A standard tool for most firefighters to have on their belt is a multi-tool that consists of a variety of tools to help tighten a screw or nut, cut a rope or file a sharp end. Multi-tools are great tools for that "quick fix." However, when it comes to a high-performance auto mechanic, they need a precise tool that fits the specific car; a multi-tool won't cut it for precision work.

The fire service is a high-performance team of individuals with finely tuned mental and physical skills trained to respond to fires. Now compare a multi-tool to an old-school Swiss army knife, the ones with everything from a corkscrew to a magnifying glass. The multi-tool is more efficient and effective than the Swiss army knife because the knife became too large and too diverse to be usable in the real world.

As a fire service, we need to be honest with ourselves and set aside our ego to recognize that our collective "multi-tool" may have gotten too big – and it may actually have a negative impact on our members and community. It is also important, organizationally speaking, to identify and grow specialists in those key areas.

The ability to identify when an organization has reached Swiss-army status becomes increasingly important for firefighter satisfaction and continued retention of our members. **Regardless of the size of your organization, there is a point where we ask our members to do too much.** Recognizing a system change is needed by creating specialists to relieve our members may be necessary – this will help us provide better service to our community and improve the abilities of our firefighters.

EXPANDED OPPORTUNITIES

While the expanded scope of work has clearly strained resources at many organizations, it's also important to note that positive outcomes have resulted from this growth as well.

Approximately 54% of survey respondents indicated that the expanded scope of work has motivated them to pursue new areas of focus; 33% report the increased work has opened new doors for promotion; and 70% say the expanded scope of work gives them the opportunity to wear many hats to support the community. The expanded scope has its positives for our members in that they have flexibility in choosing a service avenue they enjoy. For example, firefighters today can specialize in a variety of new areas that provide a refreshing break from the traditional calls for service.

THE LEADER'S ADJUSTMENT

Our firefighters are asked to be more diverse in their skills and respond to the increasingly different needs of our communities, and I know our firefighters are up to the challenge of the future – and clearly many feel positive about the expanded roles. However, as leaders, we must strive to make adjustments to better meet both our firefighters' needs and the needs of our communities by recognizing where we may need to change our response systems through the

creation of new specialist positions that reduce the number of ways our firefighters serve as a personal and professional multi-tool.

What would you like to do less of?

Top trends among survey participants

EMS calls

- "Running basic, non-life threatening EMS calls."
- "Ambulance calls! Our system makes it almost impossible to work on our firefighting skills or to complete mandatory training! Our ambulance crews will run 15-20 calls a day, and are then expected to work on everything else the next shift on zero sleep!"

Training

- "I understand the legal requirements for it, but the mundane and repetitive annual HR/ISO required training occupies hours of time that could be better spent in other ways."
- "Online training does not replace hands on training."
- "Less learning new IT software for documentation and reporting and more physical hands-on training. I know tech changes rapidly, but they still haven't made a PC, laptop or iPad that can drag a fire hose into a burning building. They have not developed tech to extinguish fire or save a life with a keystroke from the comfort of your home office. You cannot, from the peak of a pitched three-story roof under fire conditions, Google 'trench cutting' or 'how to start your chainsaw.'"

Administrative paperwork, meetings and "busy work"

- "Redundant paperwork. Medical reports have become so detailed and specific it takes me 45-60 minutes to properly document a call. A lot of the information is asked for more once."
- "Streamline ways to complete paperwork to provide the data the fire service needs but decrease the duplication where possible."
- "Meetings that don't seem to serve a purpose."
- "If we are not responding to incidents, we need to be recharging our mental and physical health, not doing busy work just to justify public safety positions."
- "Busy work that doesn't pertain to the core mission."

Fundraising

- "Time dedicated should be productive (e.g., training, attending calls), not fundraising."
- "Fundraising and other activities not related to emergency response. Takes a lot of spaghetti dinners to buy a million dollar fire truck. Volunteers should be adequately funded."
- Community presence
- "Birthday parties, drive-bys, community functions when we could be getting downtime between runs."
- "Superficial work designed for a photo op instead of the community."

[Fire Destroys Ambulance at Prince George's County \(MD\) Fire Station](#)

An ambulance caught fire early Sunday morning inside a Prince George's County fire station destroying the ambulance. Rescue Squad 20 was also scorched by the flames, but not destroyed in the fire at the Marlboro Volunteer Fire Department at 14915 Pratt Street station in Upper Marlboro. **Smoke alarms alerted bunk-in firefighters to the fire at 5:12 a.m.** Firefighters believe the fire started in the engine compartment of the ambulance

TRAINING FOR YOUR MEMBERS AND OFFICERS: PASS IT FORWARD!!

Fire Apparatus & Emergency Equipment

[Building Apparatus To Do Work, WEBCAST](#)

September 12, 2023 | 1 PM EDT

A certificate of attendance will be offered.

Free to Attend – Save My Seat!

This Webcast will look at the process, challenges, and options related to the purchase of fire apparatus. Buying fire apparatus is a large investment of money and trust by your community or city. The process must be led by the purchasing committee to ensure that the rig designed will meet your budget and operational needs and also make the mechanics happy who have to fix it. The Webcast will look at the specification process, purchasing requirements, engineering conference, and final delivery—all very important steps to ensure the department gets what it paid for from the chosen manufacturer. Learn options for your apparatus that can make it work better on your fireground and so it is easier to repair and operate.

REGISTER HERE AT THIS LINK: https://www.cfmediaview.com/lp1.aspx?v=31_204112306_13978_5

[Webinar - Understanding Railroad Operations & Safety Wednesday, Sept. 20, 7PM](#)

This FASNY webinar will give first responders the ability to work safely within the railroad right of way, get an awareness of railroad terminology, recognize safety features of rail cars, and learn how to contact the railroad.

REGISTER HERE: <https://firefightersassociationofthestateofnewyork.cmail20.com/t/y-l-pkdjdl-ikjuyhlij-n/>

NYS AFC 2023 Seminar Series, “Truck Skills Beyond the Textbooks”

Early in our firefighting orientation, we’re taught basic skills and tactics from textbooks. In addition, we’ll drill and be tested on many of these skills at fire academy buildings to attain our firefighting certifications. It’s a good process, but our learning shouldn’t stop there because we haven’t been exposed to many of the situations we’ll encounter at fires and emergencies. Plus, the buildings in the academy aren’t conducive to allowing us to operate with tools to open the walls and ceilings, pull suspended ceilings, remove baseboard and window trim, or even cut open tongue and groove sheathed roofs. This [interactive lecture](#) strives to go beyond textbook learning and bring alive street skills, tips, and tactics of truck work in: portable ladders, overhaul, forcible entry, roof ventilation, tool use, and more.

Registration (per person):

\$35 – NYS AFC members

\$50 – non-members

Pre-registration encouraged.

- **Albany Co. October/23/23**
- **Saratoga Co. October/24/23**

REGISTER AT THIS LINK: <https://www.nysfirechiefs.com/2023seminarseries>

Bring NYS AFC Training to Your Area

Fire departments and county agencies or associations that are interested in hosting classroom-based programs or Regional Hands-On Training are invited to submit host request forms. The forms outline the specific host responsibilities and logistical considerations for each NYS AFC program. Sites are now being considered for programs in 2024.

VFIS[®] University Provides a Wealth of Training Opportunities UPDATED FOR 2023

VFIS TRAINING AND RESOURCE CATALOG 2023

<https://afdca.org/wp-content/uploads/2023/02/2023-ETC-Resource-Catalog-VFIS.pdf>

VFIS UNIVERSITY – USERS GUIDE

<https://afdca.org/wp-content/uploads/2023/02/VFIS-University-User-Guide-3.pdf>

VFIS TRAINING OFFICER USERS GUIDE

<https://afdca.org/wp-content/uploads/2023/02/VFISU-Training-Officer-User-Guide.pdf>

VFIS RESPONDER HELP FLYER

<https://afdca.org/wp-content/uploads/2023/02/2023-VFIS-Responder-Help-Flyer.pdf>



3 Cancer prevention resources for firefighters

Cancer is gaining nationwide recognition as one of the most dangerous health and safety threats to firefighters—and for good reason. Your fire department’s leadership team and members each play an important role in helping reduce the chance of cancer—and everyone can make a meaningful difference by continually evaluating best practices and instituting needed changes.

The latest + trending cancer prevention resources

on RESPONDER+HELP

- **How clean is clean?** Two major research efforts are addressing just that, including PPE cleaning procedures and the possible effects of cross-contamination. [Learn more>>>](#)
- **All U.S. firefighters are encouraged to join the National Firefighter Registry for Cancer**, including those with and without cancer and those who are active or retired, so that researchers can continue to learn about cancer and how to help prevent it. [Learn more>>>](#)

- **This sample SOG** can help your fire department implement cancer prevention best practices, including on-scene decontamination, respiratory protection, healthy habits and more. [Learn more>>>](#)

DOWNLOAD SAMPLE SOG AT THIS LINK: <https://www.responderhelp.com/media/2330/sog-sample-carcinogen-preventive-practices.docx>

THE SAFETY OFFICER – TAKING CARE OF OUR MEMBERS!

*IN 2023 WE HAVE SADLY EXPERIENCED **59** FIRE FIGHTER LODD'S*

*According to FirefighterCloseCalls.com**

*In 2022 we experienced **101** LODDs reported nationally.!*

You Just Never Know!

- A Louisa County (VA) firefighter injured in a crash while responding to a fire seven weeks ago has died. Mia Ethridge was receiving treatment at UVA Medical Center after she was injured when the fire apparatus she was in ran off the road in a rain storm and hit a tree around 2:50 p.m. on July 9.
 - A South Dakota firefighter with the Cavour Volunteer Fire Department died after having a heart attack while fighting a mutual aid commercial structure fire in high temperatures.
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Volunteer Firefighter Enhanced Cancer Disability Benefits; Protect Your Volunteer Firefighters And The Financial Position Of The Fire District Or Fire Department/Company By Securing The Insurance Coverage

AFDSNY Fire District Affairs

General Municipal Law § 205-cc was enacted in 2017 and made effective in January of 2019 to provide protection and benefits to volunteer firefighters exposed to an enhanced risk of certain types of cancer by virtue of having provided service as interior structural firefighters. The argument was made that exposure to certain carcinogens during interior firefighting justified the protection afforded by these benefits. Those in favor of the legislation convinced the Legislature to make the provisions of these benefits mandatory.

4. An eligible volunteer firefighter shall remain eligible for benefits pursuant to paragraphs a, b and d of subdivision two of this section for sixty months after the formal cessation of the volunteer firefighter's status as an active volunteer firefighter. The fire district, department or company in which such firefighter served shall be responsible for payment of all premiums or other costs associated with benefits provided under paragraphs a, b and d of subdivision two of this section throughout the duration of the eligible volunteer firefighter's coverage.

5. A fire district, department or company shall, no later than January first, two thousand nineteen, show proof of insurance coverage that meets the requirements of this section or shall show satisfactory proof of the ability to pay such compensation to ensure adequate coverage for all eligible volunteer firefighters. Such coverage shall remain in effect until sixty months after the fire district, department or company no longer has any volunteer firefighters who could qualify for this benefit. N.Y. General Municipal Law § 205-cc (McKinney)

This legislation made providing for insurance coverage or self-insuring the benefits mandatory

This legislation established an unfunded mandate applicable to fire districts and fire departments/companies outside of fire districts served by volunteer firefighters. The fire district or fire department/company outside of a fire district must either purchase insurance to provide these benefits to volunteer firefighters or self-insure the benefits and provide proof that they have done so each year by January 1st. Fire districts and fire departments/ companies outside of fire districts served by volunteer firefighters ignore this obligation at great financial exposure. Even a single claim can generate exposure to pay a lump sum benefit, a monthly benefit and a death benefit. In theory the total benefit for one claim could amount to a lump sum payment [\$25,000.00] + a total of the thirty-six monthly benefit payments [\$1,500.00 x 36= \$54,000.00] + a death benefit [\$50,000.00] or a total exposure to pay \$129,000.00 for one claim. It is important to purchase and maintain insurance coverage in order to be able to pay these benefits to a volunteer firefighter diagnosed with a covered cancer, but it is also important to purchase the insurance coverage to protect your taxpayers and the treasury of a fire district or a fire department/company from the burden of self-insuring one of these claims.

Town Law §176 does exempt the cost of this coverage from the fire district spending limitation:

(17) the cost of insurance secured to indemnify the fire district against liability for benefits required to be paid or furnished pursuant to the enhanced cancer disability benefit established in section two hundred five-cc of the general municipal law,

or for the payment of benefits required to be paid or furnished pursuant to such law by a fire district which is a self-insurer under such law. N.Y. Town Law § 176 (McKinney)

Thus, a Board of Fire Commissioners can increase its budget in order to fund the purchase of insurance to cover this obligation. Fire districts and fire departments/ companies outside of fire districts served by volunteer firefighters are also required to file certain annual reports on their volunteer firefighter enhanced cancer disability benefits program. When it comes to reporting on your program to New York State you should place the following deadlines on your calendar to file your required documents with the Office of Fire Prevention and Control ["OFPC"]:

January 1st: Volunteer Firefighter Enhanced Cancer Disability Insurance Program [General Municipal Law §205-cc] filing. The "Proof of Benefit" form (ESOB 210.5) as well as the first page of the policy that has the department's name, the insurance coverage provided and the dates of coverage for the current year. This form can be completed online and electronically submitted to OFPC.

December 1st: Volunteer Firefighter Enhanced Cancer Disability Insurance Program [General Municipal Law §205-cc] filing. The annual claims form (ESOB 210.8C). This form can be mailed to OFPC starting in mid-November. This form reports the types of any claims made, if they were paid or are still being reviewed, and identifies the specific types of cancers included in those claims. No personal or identifying information is required by this form, which is intended only to allow identification of the number of claims submitted under the program and the types of cancers resulting in those claims. This will provide an improved understanding and awareness of the types of cancers affecting New York State firefighters.

December 1st: Volunteer Firefighter Enhanced Cancer Disability Insurance Program [General Municipal Law §205-cc] filing. The annual firefighter roster (ESOB 210.8R). This lists all interior firefighters, including their NY Training ID number. This form can be completed online and electronically submitted to OFPC in either PDF or Excel format.

It is worthy of note that during the recent session of the State Legislature bills were submitted [A-1999/ S-5951] to provide for state reimbursement to fire districts and fire departments/ companies outside of fire districts for payment of the cost to obtain insurance to cover the General Municipal Law § 205-cc obligations, but the bills stalled in the respective Local Government Committees. This is important legislation that would help districts and departments/companies struggling to pay for this insurance, but it has not passed and fire districts and fire departments/ companies outside of fire districts obligated to cover these benefits should not wait for the legislation. They should purchase insurance to cover this financial exposure. Even though you must multiply the annual cost per volunteer firefighter times the number of volunteer firefighters that meet the minimum requirement of five years of service as an interior firefighter it does not seem prudent to refuse to pay approximately \$200 per volunteer firefighter per year for the insurance when the cost of one claim could be the amount stated above.

DISTRICT FINANCES

Lansing Fire District – Investment Program

BACKGROUND

The District is a district corporation of the State, distinct and separate from the Town of Lansing and the County of Tompkins in which it is located. The District provides fire protection services from four stations over a 75-square miles area.

The Board consists of five elected members, with one member being appointed as Chairman, and is responsible for the District's overall financial management. The Board appoints a Treasurer who acts as the District's chief fiscal officer. The Treasurer is responsible for depositing and investing District funds.

AUDIT OBJECTIVE

Determine whether Lansing Fire District (District) officials developed and managed a comprehensive investment program.

KEY FINDINGS

District officials did not develop and manage a comprehensive investment program.

- The Board of Fire Commissioners (Board) did not develop and adopt a comprehensive written investment policy as required by New York State General Municipal Law Section 39.
- The District earned interest totaling approximately \$9,000 from the District's savings account, which had an average daily balance of approximately \$3.8 million during the audit period. **However, the District could have earned approximately \$70,000, or \$61,000 more had officials used other available investment options.**
- Officials did not consider other legally permissible investment options or formally solicit interest rate quotes that may have resulted in higher interest earnings.

KEY RECOMMENDATION

- Develop, adopt and implement a comprehensive investment program and the required investment policy.

READ THE COMPLETE REPORT HERE: <https://www.osc.state.ny.us/files/local-government/audits/2023/pdf/lansing-fire-district-2023-062.pdf>

Fleming (NY) Residents to Vote on Raising Fire District's Spending Limit, Buying New Vehicles

Robert Harding-The Citizen

With the formation of a new fire district, voters in Fleming (Cayuga County) will decide whether to increase the district's spending limit, allow for the purchase of three vehicles and create capital reserve funds.

A special election will be held from 6 to 9 p.m. Tuesday, Sept. 5, at Fleming Town Hall, 2433 Dublin Road. Registered voters who live in the newly established Fleming Fire District are eligible to participate.

The votes on seven resolutions follow the decision in March to dissolve the Fleming Fire Protection District and establish a new fire district. Under the previous model, the town was served by two fire departments. With the creation of a new district, the departments would be consolidated into one.

At a public hearing in March, Fleming Supervisor Don Oltz responded to a question about the financial benefit of establishing a fire district. According to the meeting's minutes, he noted that the existing fire departments are part of the town's budget. By creating a fire district, the department would have its own budget.

The new fire district will take effect on Oct. 2.

The resolutions that voters will review include increasing the district's statutory spending limit to \$450,000 annually for a 25-year period beginning in the 2024 fiscal year.

Three resolutions deal with buying vehicles, including a \$1.1 million rescue pumper, \$800,000 tanker and \$180,000 used ladder truck. The measures would allow the fire district to issue bonds to finance the purchases.

The remaining resolutions would create capital reserve funds for different purposes. One fund would be established for building maintenance, improvement, replacement and repairs. Another would allow the fire district to set aside money for vehicle purchases, replacements and repairs. The last fund is for equipment purchases.

When the town approved the creation of the new fire district, there appeared to be no opposition at the public hearing. There were questions about the financial ramifications of the change, including the costs of a new fire truck.

One person who spoke was Lisa Schiminske, a former town bookkeeper. Schiminske was part of the annual budget for the two fire departments and, according to the meeting minutes, she agreed with the decision to create a new fire district.

Another attendee asked the two fire chiefs, Scott Kehoe and Rick Saxton, what they thought of the fire district plan. Both said they were working together to unify the departments under the new district.

RECRUITMENT AND RETENTION

Recruitment And Retention: Pay, Benefits, Training Top Firefighter Wish Lists

Jon Dorman

Recruitment and retention issues continue to impact fire departments of all shapes and sizes. While these critical components of fire service sustainability and growth have traditionally been associated with the volunteer fire service, the 2023 What Firefighters Want survey clearly shows ***these challenges are no longer problems limited to volunteer agencies.***

More than 2,100 of our fire service brothers and sisters completed the survey, all either currently employed or actively volunteer with a fire department. The majority, nearly 62%, are members of a fully career department. Combination department members account for about 22% of respondents, and volunteer and paid on-call members represent about 17% of the survey participants. Most participants serve departments that are considered urban or suburban, hold the rank of company officer or above, and have been in the fire service at least 10 years. These numbers will be important as we take a dive into some of the recruitment and retentions issues that emerged from the survey results.

PROACTIVE, REACTIVE OR NO ACTION?

Nearly 55% of survey respondents indicated that their department is proactively working to manage or prevent staffing challenges. That's a solid start, especially considering that most respondents are decision-makers or ranking members of their department. Unfortunately, the follow-up questions show the crux of the struggle. **More than 52%**

indicate that their departments do not have a strong recruitment plan; similarly, 51% report their departments do not have a strong plan to retain membership.

We know staffing is a challenge, and we know recruitment and retention are both challenging. But how can departments be considered proactive in managing those staffing challenges while having weak recruitment and retention plans? The short answer: They can't.

Departments that are truly proactive when it comes to staffing aren't just creating incentives to work overtime and implementing fancy staffing software. They're figuring out ways to keep their personnel from getting burned out, whether by changing traditional response plans, taking their opinions into account when determining shifts or helping to improve their work/life balance in other ways.

Proactive fire service leaders understand that the staffing conundrum doesn't just appear one shift. Staffing issues usually start small and build. **Proactive departments don't wait until they have vacancies to begin their recruitment efforts.** Rather, they'll develop things like cadet programs, internships and summer camps to create recruitment pipelines to increase interest in working in the emergency services. Proactive department leadership will ensure that there is always an active list to use for hiring new personnel. Truly proactive recruitment efforts will produce fully trained personnel to fill positions before those spots are vacated through retirements and resignations.

SALARY AND BENEFITS CHALLENGES

What is having the biggest negative impact on recruitment since 2020? Salary and benefits was the top selection, with 37% of respondents highlighting this issue. While increased scope of work came in a distant second at 16%, together these factors account for more than 50% of respondents' selections.

Considering that approximately 84% of respondents represent fire departments with full-time paid staff, protecting mainly urban and suburban populations, these are concerning results. Couple those numbers with the fact that most survey participants have more than 10 years in the fire service and serve as company officers or higher in rank, we get a bigger picture. These are departments that have traditionally represented an aspiring member's "dream job." We aren't talking about people not being attracted to the fire service because they don't have the time to complete the required training to be an active volunteer. We're talking about what's always been considered a steady job with solid security and decent benefits. So, what's changed?

Some of the recruitment efforts can be attributed to the economy. Removing recent months from the equation (post-survey), the U.S. economy has been strong. Beginning in spring 2009, the S&P 500 enjoyed a bull market run that lasted nearly 11 years. There was only about a month of a bear market before it took off again. How does that impact recruitment in the fire service? *The fire department tends to attract more people during more challenging economic times.*

When the economy is doing well, jobs are plentiful. Sometimes, as we've seen post-pandemic, there are so many jobs that employers have to offer myriad incentives for prospective employees. Private companies increase pay and benefits. But the fire service is primarily a government-run operation. *The government budgeting process doesn't really allow for sweeping changes to happen mid-year. Some incentives that private employers offer simply are not available to the public sector.*

On top of that, we see multi-year contracts in many departments that lock in a pay and benefits scheme until the next round of negotiations. All these things combine to make the private sector more attractive to new recruits. For a prospective member who has always wanted to be a firefighter, these might not be detractors. But others are much less likely to apply due to the many other professional opportunities that pay more, have a less stressful workload, and don't involve missing important family events due to a duty schedule.

Another factor at play: *Many public sector retirement plans have gone from the very predictable defined benefit plan where personnel know exactly how much they will earn in retirement benefits each month to the relatively variable defined contribution option where retirement income is anybody's guess.* When the public sector followed private employers and began moving to defined contribution plans, it lost a key recruiting tool. If we're offering the same basic plan as the private sector, but aren't paying the same wages as the private sector, where is the incentive to come to the fire service?

This can also hurt when it comes to retention. With a defined benefit retirement plan, employees must stay a certain number of years to become vested to earn their pension. In most cases, it doesn't make sense for the employee to leave the employer before being vested. By the time vesting happens, the member may have been promoted and is much less

likely to leave the department for greener pastures, as most people don't want to start over from square one. However, the defined contribution retirement option is very portable and can be moved from employer to employer. If a member sees another opportunity with better pay and a more manageable call volume, the retirement plan is not going to keep them stationary.

WHAT FIREFIGHTERS WANT: STAFFING

Survey participants were asked, "What do you believe your department should do to prevent or address staffing challenges?" Close to 75% of the survey participants completed this optional free text section. Of the more than 1,500 responses, *one* company officer from a suburban department of 25-99 personnel and *one* chief officer from an urban department of 350-1,000 personnel felt overtime was a viable solution for adequate staffing. Let that sink in for a moment. Two out of 1,500.

Remember what I wrote about truly proactive departments? **Overtime is not the answer to staffing problems.** The survey feedback clearly supports that conclusion, yet it is the go-to choice for many departments.

Mandatory overtime exists across the fire service. While the extra money is nice for a period, personnel are only willing to be required to work overtime for so long before they view it as a punishment. When that happens, personnel start looking for other options, whether moving to neighboring departments or even leaving the fire service all together.

Eliminating mandatory overtime was mentioned repeatedly by survey-takers.

So, overtime is not the answer and may even exacerbate the staffing problem. What else can be done to alleviate the overtime needs and help reduce staffing problems? Some common themes emerged from respondents – better pay, improved benefits, increased hiring, better training and leadership changes.

Pay and benefits: Not surprisingly, pay was a top trend in the responses, but interestingly, nearly all the survey participants that mentioned pay also mentioned benefits. A sample of responses:

- "Pay increases across the board beginning with entry-level positions."
- "Better pay, and the state needs to fix the retirement system that is lacking compared to other states."
- "Increase pay and benefits. That's it. We have lost over 100 firefighters to other departments that pay 30% or more than we do. We just cannot compete."
- **"Pay firefighters a comparable salary to neighboring departments that are taking staff. Also, evaluate more built-in time off (mental health days)."**
- "Offer the same benefits when I was hired."
- "Bring back a defined benefit pension or increase the amount they contribute to our 401k, offer 100% paid healthcare for members who retire."

The comments about improving benefits were telling. Many participants mentioned retirement. One respondent stated that the benefits should be the same as when they were hired. Multiple comments referred to implementing a defined benefit retirement plan to both recruit and retain members to alleviate the staffing problems. Still others emphasized the need for retiree healthcare as a benefit improvement. These are all things that were commonplace in the fire service a few decades ago. They were common when many of the survey participants were first starting. For many, those benefits are what attracted them to the fire service in the first place.

Of the top trends revealed in the free text responses, improving benefits would go a long way in addressing the issues. Benefits aren't going to solve training or leadership problems, but better benefits will attract more people and help with retention. More people means a greater collective voice that can push for increased pay.

Increased hiring: Hiring was also a top theme among survey respondents. Some responses highlighted conditions at their own departments, while others were general in nature:

- "We still have hundreds testing but routinely hire classes of 8-10, when we need classes of 30!"
- "It's taking longer to hire good recruits. Start now for the future. We are always behind. We wait for people to leave or retire before filling a spot you know will be vacant."
- "Over-staff in preparation for retirements. Deal with paramedic requirement to get hired. Test more often."
- "Need some type of cadet or explorer program. Need to relax the firefighter certification requirement and train them on the job or after being hired."
- "Add more positions."

These responses clearly show that departments are not being proactive when it comes to hiring. While adding new positions can be tough in many jurisdictions, keeping the current rosters filled seems to be just as challenging.

Better training: A big challenge that is often discussed when it comes to volunteer recruitment and retention is training and the amount of it that is required. Here's what respondents had to say:

- "Hold in-house recruit classes, which provide basic training for hiring."
- "Have more hands-on training."
- "Make obtaining required training easier. Provide better and personalized gear."
- "We need to develop a better training academy so we can begin to improve on the academy itself. ... The academy does not have enough staffing to truly be able to weed out personnel, so we have kept our standards higher. If we could develop a more robust academy, then we could relax our standards and push more people through the process and give us a larger pool to select from."

Interestingly, on the career side of the fire service, it looks like the quality of training is at the forefront of the conversation, with a push for local departments to have more control over the training process.

Leadership changes: It seems leadership will always be a top response when times are challenging. Here's how it showed in the context of recruitment and retention:

- "Leadership of the officers is the key to recruiting and retention."
- ***"Top leadership needs to reduce/stop micromanaging and allow members of the department to take on meaningful assignments (not just complete tasks under close scrutiny). Allow them to take ownership in the organization."***
- "Change the leadership to one that's for the guys and is willing to go to bat for us."
- "Leadership that provides vision and recognizes the dangers we face."

Interestingly, 100% of the respondents who wrote about needing leadership changes to address recruitment and retention issues were from suburban departments. Many times, high-ranking personnel from urban departments are hired to lead suburban organizations. Could there be a disconnect when an outside chief from a larger department is hired?

TURNING IDEAS INTO ACTIONS

The fire service needs to do a lot to solve its recruitment and retention crisis. The results of this survey show that company and chief officers have some great ideas for addressing the staffing challenges they face every shift. Now it's up to the administrative chiefs and decision-makers to listen to them. ***Company officers can be the most influential people in the department. Their opinions and ideas need to be considered seriously if the fire service is to survive the current staffing dilemma.***

LIVING WITH NEW GREEN TECHNOLOGY - - HOT TOPIC!

****Franklin, Tennessee Firefighters Use 45,000 Gallons of Water on Leaf EV Fire at Nissan HQ: Overheated on Charger**

A Nissan Leaf caught fire Tuesday at the company's North American headquarters at 1 Nissan Way in Franklin, TN. Firefighters were dispatched at 4:42 p.m. and found the car attached to a Level 3 charger, the fastest charging device. The lithium-ion battery cell overheated, went into a thermal runaway condition, and caught fire, the Franklin Fire Department said in a statement. Firefighters applied water to cool the battery cell for several hours. No damage occurred to the charger or other vehicles.

First Responders Prepare as Lithium-Ion Battery Incidents Rise in Lancaster County (PA)

Chrintina Van Waasbergen

Garden Spot Fire Rescue thought it was heading to an ordinary structure fire in East Earl Township when it responded to a call on March 3.

"(When) crews came onto the scene, it seemed like (a) small fire — light smoke showing, minimal concern," said Nick Good, the fire department's public information officer. "And within, I'd say, 10 minutes, visibility had dropped to zero." Crews quickly realized the building was being used to store lithium-ion batteries and, ***ultimately, nine different fire departments were called in to help with the fire, along with hazmat teams from Lancaster and Lebanon counties and the Pennsylvania Department of Environmental Protection.***

The batteries were placed in dumpsters and allowed to burn out over 48 hours.

As Lancaster County first responders ramp up efforts to prepare to deal with the threat of lithium-ion-battery-related fires, the number of such fires continues to increase across the nation.

In New York City, for instance, there were 30 fires caused by lithium-ion batteries in 2019, according to the New York City Fire Department (FDNY). In 2022, that number climbed to 220. Twenty-four people have died in fires linked to lithium-ion batteries in New York City since 2021, according to data from FDNY.

In a 2021 analysis of lithium-ion battery fires at waste management and recycling facilities, the Environmental Protection Agency reported there were 245 fires in 28 states between 2013 and 2020. The report states some of the fires led facilities to stop collecting lithium-ion batteries.

Lithium-ion batteries can be found in a variety of electronics, from electric vehicles to laptops, smartphones, electronic toys and power tools. According to the business consulting firm Grand View Research, the global lithium-ion battery market was valued at \$48.19 billion in 2022 and is expected to grow to \$182.53 billion by 2030.

If lithium-ion batteries are damaged, they can cause intense fires. But data on lithium-ion-battery-related fires is limited.

Fire Prevention

Following are some tips from The Hazmat Guys on preventing lithium-ion battery fires. The Hazmat Guys was founded by two former New York City Fire Department hazmat specialists who run a podcast and train first responders on handling hazardous materials.

- Make sure lithium-ion batteries are stored at 40-70 degrees Fahrenheit or 5-20 degrees Celsius.
- Make sure a device's battery compartment is properly ventilated.
- Don't leave a device plugged in longer than needed to get a full charge.
- Don't try to charge damaged batteries.
- Replace batteries as often as advised by the manufacturer.
- Get good quality batteries and electronics that are certified by Underwriters Laboratories (UL), a globally recognized safety certification company.

Incidents on the rise

The National Fire Incident Reporting System is a standardized system used by fire departments in the United States to report data on fires and other incidents. Susan Mckelvey, communications manager for the National Fire Prevention Association, said the system currently has no mechanism for collecting data on lithium-ion batteries, making it difficult to know exactly how many lithium-ion battery fires there have been in the United States.

Lancaster County Communications Director Michael Fitzpatrick wrote in an email that Lancaster County doesn't collect data on fires involving lithium-ion batteries. However, Benjamin Herskowitz, chief of HazMat 2 Environmental Fire Rescue, said anecdotally his station has seen an uptick in the number of lithium-ion battery incidents in the past 18 months. *HazMat 2 is the hazardous material response team for Lancaster County.*

Herskowitz said these incidents have mostly been where batteries have shown signs of starting to react.

"The battery starts to swell or smoke," Herskowitz said. "In a few cases there have been fires, and in a few cases there have been explosions."

He said the incidents have involved a variety of devices, including electric bicycles, vape pens and cellphones.

Earlier this year first responders from Manheim and West Earl townships responded to a fire involving a car carrier transporting two EVs on Route 222. After the Feb. 6 fire was extinguished, the EVs were stored in containers for 30 days in case they reignited.

FDNY on the Lookout for Fake UL Stickers on E-Bike Batteries and Chargers

Tom Tracey-NY Daily News

New York City firefighters are on the lookout for fake Underwriters Laboratories stickers on e-bike and scooter chargers and batteries they fear are wrongly persuading buyers that the items are safe, the Daily News has learned.

The FDNY does not know how many fake UL stickers are in circulation, or how many batteries and chargers are being sold in the city.

But the discovery of a fake sticker in a fatal Queens fire has led the department to seek them out in e-bike shop inspections and fire investigations, department officials said. UL stickers are a widely accepted indicator that electrical products have been tested for safety.

Firefighters sifting through the rubble of an April 10 e-bike battery fire that killed a 7-year-old Queens boy and his teenage sister found a lithium-ion battery charger that had a bogus UL insignia, FDNY officials said.

“It didn’t look like the real sticker,” an FDNY official with knowledge of the case said. “We went to Underwriters Laboratories and asked them if it was theirs, and they said it wasn’t.”

The charger was for the e-bike battery that exploded inside the 46th St. home in Astoria, causing a fire that killed 7-year-old Elias Abdulsamed and his 19-year-old sister Arwa.

The two were trapped in their second-floor apartment when the e-bike battery burst into flames, blocking the only exit from their residence, according to the FDNY. Their father and four siblings managed to make it out alive.

A month before the Queens fatal fire, the ***City Council approved a bill that bans the sale of batteries not certified by Underwriters Laboratories or other testing labs.*** It was one of several bills meant to curb e-bike and scooter fires. Mayor Adams signed the legislation on March 20. [EDITOR’S NOTE: *unfortunately the enforcement action comes after the occurrence of the incident under most of the laws passed.*]

Fire Department investigators and battery experts say the exploding batteries are bought cheap online or in area scooter stores to supplement or replace batteries included with scooters or e-bikes as original equipment. Many deliveristas buy knock-off backup batteries so their rides can stay continuously charged.

One way to identify a legitimate Underwriters Laboratories sticker: It will have the letters “UL” in a circle with the ‘U’ slightly higher than the ‘L.’ Counterfeit stickers often have the ‘U’ and the ‘L’ on the same line, investigators have found.

Underwriters Laboratories posted on its website images of a fake sticker the FDNY found. In a public notice in June, UL said any lithium-ion battery or charger with a bogus sticker should be “removed from service.”

Products with unauthorized UL certification marks “have not been evaluated by UL Solutions to the appropriate safety standards and it is unknown if the battery charger complies with any safety requirements,” UL’s website notes.

UL spokesman Steven Brewster said the counterfeit stickers are a “very urgent safety issue.”

Anyone who spots a fake sticker on an e-bike battery or charger is encouraged to report the finding to UL on their website at www.ul.com.

E-bike and scooter batteries are blamed in 164 fires, 96 injuries and 14 deaths throughout the city in 2023, according to FDNY data updated on Aug. 28.

The FDNY fought 216 battery fires in 2022, roughly double the 104 it reported in 2021.

*****Washington Firefighters Challenged by Deadly Tesla Crash and Fire***

Emma Epperly-The Spokesmand-Review

It was a quiet June morning on the Mewhinney farm near Fairfield when an explosion rattled nerves and set a fire.

Mark Mewhinney was teaching at the Vacation Bible School being held at their church while his wife, Chris, was home working in the garden. “I heard kind of a boom but I didn’t think much about it,” Chris said, noting her neighbors often haul large equipment on Truax Road that runs by the farm. Not long after, she noticed black smoke billowing up from the string of willows that her great-grandfather planted to line the property. Chris sprinted down her driveway. “It was an inferno,” she said.

A car, wrapped in a ball of flames, was wedged six or seven feet up in one of her willow trees. A group of three men had just arrived and asked her to call 911 while they checked the pasture to see if the driver had been ejected. When the men didn’t find anyone, it was clear the driver had died in the vehicle. “That was actually very emotional knowing that whoever that is was dying,” Mewhinney said. “I’m a Christian, so I prayed for his family.”

Not long after, firefighters from Spokane County Fire District 2 arrived. ***They attempted to put out the blaze but it was a struggle. Soon they realized why: The car was a Tesla.*** “It was an odd fire because it went off like bottle rockets,” Chris said.

More than two months after the crash on June 26 it’s not just the memory of that horrible day that haunts the Mewhinney farm. Thousands of individual battery cells still litter the tree that was split in half the by the car’s impact. One in six new cars sold in Washington since January is electric or a plug-in hybrid. Gov. Jay Inslee is a huge proponent of the shift to electric vehicles, with a goal of no new gas-powered cars being sold in Washington state by 2035.

When it comes to car fires though, an electric vehicle with its thousands of individual battery cell modules poses unique risks to firefighters and the environment. Not only are electric-vehicle fires more difficult to put out due to the batteries that explode in the heat, but **they also emit toxic chemicals.** “The smoke that comes off of an electric battery is really, really nasty,” said Rex Strickland, deputy fire chief at the Spokane Fire Department. **“Tons of heavy metals, lithium cobalt — really a lot of things that basically never go away and are incredibly carcinogenic.”** Once the fire is out, those damaged battery parts remain dangerous and **must be treated as hazardous waste.** They’re difficult to dispose of, posing environmental risks and logistical difficulties.

‘Big eye opener’ Spokane County Fire District 2 crews arrived on scene about 20 minutes after the crash to find the vehicle engulfed in flames, said Chief Eric Olson. “The first thing that was really a big eye-opener for us is that **we really didn’t have the ability to identify it as an electrical-vehicle fire,**” Olson said. The fire was more intense than a typical vehicle fire and difficult to knock down, he said. Once it was clear the vehicle was a Tesla, crews knew they had to worry about toxins. “The smoke from electric vehicles is highly toxic,” Olson said. “There was additional concerns about runoff.”

So Olson called in the Washington State Department of Ecology [IN NYS WOULD BE OUR DEC]. While the Department of Ecology declined to speak about this specific case, employees from several different programs discussed battery issues generally.

Ty Keltner with the spills program said his group typically receives a call from a local fire department or law enforcement when there is a concerning incident. The spills program will respond and assess the need for cleanup. With electric-vehicle fires, that cleanup is often related to batteries or the cells within the larger battery. The key ingredient that needs to be contained is lithium, Keltner said.

Megan Warfield, battery policy lead at the Department of Ecology, said the disposal of lithium ion batteries of all types, not just in electric vehicles, has been a growing concern. [EDITOR’S NOTE: HAVE THEY TESTIFIED OR COMMENTED BEFORE THE LEGISLATORS WHO ARE MANDATING THE CHANGE TO ELECTRIC VEHICLES??] The Washington State Legislature passed a bill on the environmental management of batteries that went into effect last month requiring companies producing and selling batteries and battery-containing products to participate in approved stewardship plans. **The bill also mandated Ecology to give the Legislature policy recommendations for the collection and disposal of electric-vehicle batteries by April 2024.** Currently, if someone needs to dispose of an electric-vehicle battery they should call their car dealer or manufacturer and inquire about a takeback program, Warfield said. It’s important these batteries get recycled to maximize the use of the rare earth metals needed to make them, Warfield said.

However, if the battery is damaged, things become a lot more complex. Damaged batteries are picked up by the towing or salvage company that responds to a car wreck. **Damaged batteries are considered “dangerous waste” and thus have additional regulations on transportation, labeling, packaging and disposal.** “It just gets very tricky to move damaged batteries around,” she said.

Why so dangerous? Damaged lithium-ion batteries are dangerous because they can easily enter thermal runaway, which occurs when the internal cells overheat and spontaneously combust. A damaged battery being dropped, punctured, crushed, compacted in a garbage truck — as it might be in the normal waste stream — could cause it to catch fire, Warfield said. Lithium-ion batteries are in numerous products, including power tools, e-bikes, phones and scooters. **When lithium-ion batteries are disposed of in a hazardous waste incinerator or landfill, those risks are minimized, Warfield said.** But in the case of an electric-vehicle fire it may be too late: Those batteries are often damaged and have already caught fire, causing a chain reaction. There are a slew of risks with an electrical-vehicle fire including potentially toxic water runoff, smoke and other toxins, but it’s unclear exactly how serious those risks are, Warfield said. “Those are ongoing investigations right now so we can quantify or at least accurately describe what those risks are,” she said.

The same goes for fighting lithium-ion battery fires. When a fire was intentionally set in the home and garden aisle of the north Spokane Home Depot last year, the lithium-ion batteries in leaf blowers and lawn mowers were a huge problem that the fire department wasn’t quite prepared to face, said Spokane Fire Chief Brian Schaeffer. “It’s a reaction that we can’t stop with normal firefighting tactics,” Schaeffer said of thermal runaway.

The department calls in the Department of Ecology to almost all fires involving lithium-ion batteries to manage the damaged batteries, he said. The Spokane Fire Department changed its policy on equipment decontamination to ensure

firefighter safety. Spokane fire leaders also purchased \$1,500 blankets that can be used to cover an electric vehicle while it's on fire to help extinguish the blaze and reduce the emission of toxins. "It's a patch to address the problem, but it doesn't get to the solution to the fire in the first place or the complete solution to protecting our environment," Schaeffer said. It also helps protect firefighters from the toxic smoke. The Spokane Fire Department, Department of Ecology and Environmental Protection Agency and other stakeholders did testing last year in which they burned a Tesla battery to measure toxins in the smoke and water runoff. It generated discussion around the issue for involved agencies and led to working with national labs to do more scientific testing. There is just a lack of testing and understanding around the dangers of fighting electric-vehicle fires and the disposal of damaged batteries, firefighters and Ecology agree.

The Mewhinneys' cleanup, they say, is being used as a test case for Ecology to streamline procedures related to electric-vehicle crashes on private property. "States all over the place are asking the same questions, exploring the same kind of policies," Warfield said. "There's a lot of federal money going into this, there's a lot of state interest, it has just exploded on everybody's radar around policies around EV and EV batteries."

Farm scars. The Mewhinneys still have thousands of battery cells littering the dry creek bed that runs through their property. The cells look like shotgun shells, some burned around the edges, others broken in half. **They are working with Ecology, private contractors and the driver's insurance company to get the area cleaned up and tree removed before water runs through the creek bed again.** "There has been a real spirit of cooperation," Mark Mewhinney said. Luckily, testing of the ground in the area did not show any contamination, he said. **Current estimates are that it could cost between \$100 to \$150 a piece to clean up the battery cells, putting the total cost of the cleanup at more than \$1 million.**

The horror of the crash and inconvenience of the scene left one bright spot for the Mewhinneys — everyone involved learned from the experience and will be better prepared next time. "It's a good thing for them to figure it out because there's the safety of a whole lot of people involved," Mewhinney said

BUILDING & FIRE CODE ISSUES – WHY ARE THEY IMPORTANT TO YOU? WEEKLY FIRE FATALITY DATA AS REPORTED BY THE MEDIA

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. Residential sprinklers are a component of the plumbing system, with approximately 1 head per room. The purpose of residential sprinklers is to allow time for the occupants to escape. Residential sprinklers are designed for quick response and only one at the most two heads may be triggered. With residential sprinklers present, the civilian death rate is 89% LOWER. Residential sprinklers will assist responding firefighters to do their jobs and save firefighters lives also, especially since everyone is short staffed!!
CHIEFS NEED TO SPEAK UP: This fire would not have been as bad if there were residential sprinklers!!

HOME FIRE FATALITIES REPORTED BY THE MEDIA FROM THE US FIRE ADMINISTRATION	
Fire Deaths in 1&2 Family Dwellings in NYS	52+1 = 53
Last fire death 9/3 Poughkeepsie, Dutchess Co.	
Fire Deaths in any type of Dwelling in NYS	103+5 = 108
Fire Deaths in 1&2 Family Dwellings Nationally	881 + 20 = 901
Top 3 States with the greatest 1&2 Family Deaths	1 PA = 58
	2 NY = 53
	3 OH = 47
There has been a total of 1450 civilian home fire fatalities in 2023	
There were a total of 2251 residential fire fatalities reported in 2022 in the US media.	
Both the states of Maryland and California require sprinklers in residential dwellings	

In 2022 in New York State 77 residents perished in fires in 1 & 2 family occupancies.

APPARATUS PURCHASING....IN TODAY'S ENVIRONMENT

Pierce Dealer Firematic Supply Co. Acquires Churchville Fire Equipment

Pierce Manufacturing Inc announced that Firematic Supply Co. Inc., has acquired Churchville Fire Equipment, furthering its expansion in the Northeast region. This acquisition enhances Firematic's portfolio by integrating Churchville's 70-year legacy of service and equipment into its operations. With this acquisition, Firematic Supply Co.'s regions served now encompass Connecticut and the entire state of New York

"Churchville Fire Equipment has been an icon in the industry for over seven decades, with Gerald Spotts spearheading its launch, and followed by a lineage of exceptional leadership with employee-owners acquiring 100 percent ownership in 2004," said Peter Hanratty, president of Firematic Supply Co. "We highly value the solid foundation and enduring relationships built by Churchville's team over the years. We are excited to bring our teams together to expand the resources and service offerings available to our customers in the near future."

The integration of Churchville Fire Equipment into Firematic Supply Co. is expected to bolster the support provided to the communities they serve. The acquisition includes all of Churchville's facilities and service center locations across the region, and employees will be retained as operations continue from existing premises. As a result of the acquisition, Firematic Supply Co. will roll out several initiatives to broaden sales and service support across the joint territories:

- Combining Churchville Fire Equipment's expertise with Firematic's processes and resources.
- Deploying additional Pierce certified master technicians to the regions served to enhance support.
- Expanding Firematic's Parts Central program over the next 24 months.
- Recruitment initiatives to amplify workforce in the area, subsequently increasing sales and service capabilities.

"We are immensely proud of the legacy and service operation we've built over the years and see this transition as a strategic step to propel our organization forward in tandem with one of the most respected and trusted names in fire apparatus sales," said John Alfieri, Vice President of Apparatus Sales for Churchville Fire Equipment. "We are thrilled to combine our forces with Firematic's resources and service model, particularly for the fire departments which have placed their trust in us for many years. Upholding our customers' trust is paramount, and we firmly believe our collaboration with Firematic will only enhance our support for their critical missions."

THE LIGHTER SIDE!

LOL, growing your own tomatoes is the best way to devote 3 months of your life to saving \$2.17.

CLASSIFIED SECTION

FIRE DISTRICT TREASURER VACANCY

PAID POSITION

MIDWAY FIRE DISTRICT

The Fire District is soliciting letters of interest and resumes for the Treasurer position. The term of service for this appointed position is normally for an annual term commencing on January 1 but an unexpected vacancy required filling this position as soon as possible. Those interested in being considered for this position should submit their name and any resume or summary of qualifications to Michael Cerone, Board of Fire Commissioners, mcerone@aol.com
General Requirements. The treasurer must have basic bookkeeping skills and familiarity with double entry accounting. Experience and a working knowledge of Quick Books accounting software also required for this position. Attendance at all meetings of the Board of Fire Commissioners is required (currently 3rd Monday of each month at 7:00 PM) but much

of the work of this job is accomplished during regular hours or whenever the treasurer prefers. The treasurer must be familiar with computers and use email. Familiarity with Word and Excel is also required.

A detailed position description for this job may be obtained upon request. mcerone@aol.com

There will be a criminal background check made upon the selected candidate prior to finalization of hire.

Remember it is preferred by state law that fire district treasurers live within the fire district they are working for!!

OFFICERS OF THE CAPITAL AREA ASSOCIATION OF FIRE DISTRICTS

2023 OFFICERS AND DIRECTORS

President: Tom Rinaldi, Commissioner Stillwater/Saratoga

1st VP: John Meehan, Commissioner West Crescent/Saratoga

2nd VP: Art Hunsinger, Commissioner Clifton Park Halfmoon/Saratoga

Board of Directors: Les Bonesteel Commissioner Burnt Hills/Saratoga, Tom Wood Commissioner Northumberland/Saratoga, Joyce Petkus Treasurer Greenfield/Saratoga, Ed Woehrle Commissioner Niskayuna #1/Schenectady and Mike Podolec Commissioner West Glensville/Schenectady

Secretary: Vacancy

Treasurer: Tony Hill

Sargent at Arms: Tom Wood

Chaplain: Fred Richards

Legal Council: Greg Serio

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, and Deputy Treasurers

Secretaries and Chiefs are also invited to participate!

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.

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 TREASURER: CFDATREASURER@GMAIL.COM](mailto:CFDATREASURER@GMAIL.COM)

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

Long Way to Travel Zoom into the General Membership Meetings!

It's our desire that every member fire district have the opportunity to attend Capital Area meetings. We know we cover a large area, in 8 counties and beyond, and wish to give all of our members a chance to participate in the general membership meetings. You have a voice, and we would like to hear it. Join us at our next meeting either in person or via Zoom. The link will be sent via constant contact prior to each general membership meeting. Thank you for being a member and we hope you will join us.

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.

Membership Audit

CAFDA, currently has **79-member Fire Districts** in Albany, Schenectady, Fulton, Montgomery, Rensselaer, Warren, Washington and Saratoga Counties.

We currently have **21 fire districts that are NOT currently members**, they are: Berne, Delmar, Elsmere and McKownville in Albany County; West Charlton in Saratoga County; Glensville #2, Rotterdam #4 and Duanesburg in Schenectady County; Northville Joint in Fulton County; Bolton, Luzern-Hadley, North Creek and Pottersville in Warren County; and Best Luther, East Schodack, Schodack Center, Schodack Landing, Eastern Pittstown, Nassau #1 and Stephentown in Rensselaer County.

Are we missing anyone? Sometimes there is confusion between the State Association and regional associations such as CAFDA. CAFDA is not a branch or subsidiary of the State Association, we are not in each other reporting chain or organizational structure.

We exist solely as a not for profit for the benefit of the member fire districts.

CAPITAL AREA BUSINESS PARTNER'S

PLEASE SUPPORT THOSE WHO SUPPORT US!!

Business Partner Applications Available At: WWW.AFDCA.ORG

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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Veteran Owned Business

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.

You Can Become a Member of the Capital Area Association!

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 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>

Benefits of membership include meeting attendance, receiving the Bulletin, access to legal advice

MEMBERSHIP IN THE CAPITAL AREA FIRE DISTRICTS ASSOCIATION (CAFDA)

Would you like to join Capital Area Fire Districts Association along with 75 members in 8 counties? Individuals, fire district associations, fire protection districts and Village departments are all eligible for membership.

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

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

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

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

\$600,001 plus: \$300

Individuals \$50.00 and Other Associations \$300 annually.

Business Partners: \$100.00 annual member fee

CAFDA UPCOMING TRAINING AND MEETING CALENDAR NEXT PAGE



The following calendar, while tentative, provides our members and participants some insight into the planned activities to be provided locally to our membership and other fire district participants for '23, '24 and '25. We hope you will join us on this journey to provide reasonably priced, quality training in a local setting for your convenience.



For General Membership meetings food is served 1 hour prior to the start time of the meeting, at 6pm, meetings begin promptly at 7PM

Capital Area Meetings/Seminars/Trainings/Conference Dates (Subject to Change & Updated 7/14/2023)				
Day/Date	Time	Type	Location	Notes
2023				
AUGUST				
NO MEETING				
Tuesday, September 12, 2023	6:00 PM	PESH vs. NFA Seminar	DeCrescente	Mechanicville
Thursday, September 14, 2023	7:00 PM	General Membership Mtg.	Clifton Park	
Tuesday, September 19, 2023	6:00 PM	Secretary Training	DeCrescente	Mechanicville
Thursday, October 12, 2023	7:00 PM	General Membership Mtg.	Clifton Park	Officers/Director Nominations
Saturday, November 4, 2023	8:00 AM	Fall Workshop	Verdoy FD	
Thursday, November 9, 2023	7:00 PM	General Membership Mtg.	Clifton Park	Officer/Director Elections
DECEMBER				
NO MEETING				
2024				
Saturday, January 6, 2024	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting
Monday, January 22, 2024	6:00 PM	Secretary Training	TBD	Snowdate - Tuesday, January 23, 2023
Saturday, February 3, 2024	8:00 AM	Commissioner Training	Averill Park	Snowdate - Sunday, February 4, 2024
Thursday, February 8, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, February 29, 2024	8:00 AM	It's Not YOUR Money! Financial Trng. w/OSC	Halfmoon Fire District	
Friday, March 1, 2024	8:00 AM			
Saturday, March 2, 2024	8:00 AM	Commissioner Training	Halfmoon FD	Snowdate - Sunday, March 3, 2024
Thursday, March 7, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Saturday, March 9, 2024	6:00 PM	Officer Installation	TBD	
Saturday, March 23, 2024	8:00 AM	Commissioner Training	Berkshire FD	Snowdate - Sunday, March 24, 2024
Saturday, April 6, 2024	8:00 AM	Commissioner Training	Warrensburg FD	Snowdate - Sunday, April 7, 2024
Thursday, April 11, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
Thur- Sat April 24,25,26/2024		CAFDA Conference	Lake George, NY	
Thursday, May 9, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, June 6, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
JULY				
NO MEETING				
AUGUST				
NO MEETING				
Friday, August 9, 2024	11:00 AM	DAY AT THE RACES	Saratoga Race Course	Officers, Directors, Vendors
SEPTEMBER				
Thursday, September 12, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, October 10, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officers/Director Nominations
Saturday, November 2, 2024	8:00 AM	Fall Workshop	TBD	
Thursday, November 7, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officer/Director Elections
DECEMBER				
NO MEETING				
2025				
Saturday, January 4, 2025	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting



[CLICK ON PDF TO OPEN FIRE DISTRICT BUDGET SCHEDULE](#)

There was previous difficulty in opening this document, it should be corrected.

Click on this link, or go to our website at afdca.org

<https://afdca.org/wp-content/uploads/2023/07/Fire-District-Budget-Schedule.pdf>

[CLICK ON PDF TO OPEN FIRE DISTRICT ELECTION SCHEDULE](#)

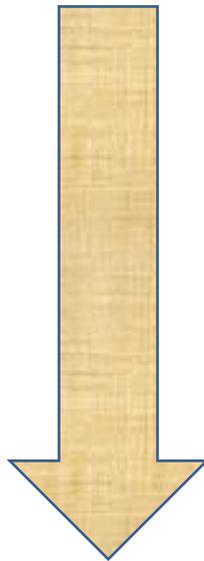
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<https://afdca.org/wp-content/uploads/2023/07/Fire-District-Elections-Schedule-2023.pdf>

Also Both are Available on the legacy CAFDA Web Site at:

<https://afdca.org/fire-district-budget-schedule-and-fire-district-election-schedule/>



Capital Area Fire Districts Association

CAFDA

Presents

PESH vs NFPA Myth vs Fact



Date: Tuesday, September 12 th

Time: 6:00 pm - 9:00 pm

Location:

**DeCrescente Distributing Co.
211 North Main Street
Mechanicville, NY
(across from Price Chopper)**

Speaker: Jennifer Puerner

NYS Public Employees
Safety and Health Bureau

There is NO CHARGE for this event!

Seating is **LIMITED**

Reserve your seat NOW
by emailing caaofd@gmail.com

How many times in the Fire Service have you heard the phrase;

“Because we’ve always done it that way”

Join us as Jennifer Puerner of the NYS Public Employee Safety and Health Bureau, will shed light on:

- What Training is required?
- What standards apply?
- What needs to be done annually, or not?
- What mandates are actually real?
- What records do we need to keep and for how long?
- How long is turn out gear good for?
- Bailout system requirements
- And everything else that sometimes become the rules



NOTE THE PO BOX SHOULD BE 242 NOT 424 PAY AT THE DOOR IF NECESSARY



CAFDA Training Seminar for **Fire District Secretaries**

Whether you are a seasoned Fire District Secretary or new to the job, there is something for everyone in this seminar. Join Joyce as she takes you through the life of the Fire District Secretary, and let's share information, ideas, tips and tricks on how to make our jobs easier.

This class is not just for Fire District Secretaries...Commissioners are also encourage to attend to get a better understanding of the duties and responsibilities of your secretaries!

Date: Tuesday, September 19th

Time: 6:00 pm - 9:00 pm

Location: DeCrescente Distributing Ctr.
211 N. Main Street
Mechanicville NY
(across from Price Chopper)

Presenter: Joyce Petkus, Director,
Capital Area Fire Districts Association,
District Administrator, Secretary, and
Treasurer Greenfield Fire District,
Saratoga County.

Fee: CAFDA Members \$10

Non Members \$20

Please make checks payable to
CAFDA
PO Box 242
East Schodack, NY 12063

Limited Seating: reserve your seat by
emailing us at CAAOFD@gmail.com
Reserve by **September 12, 2023**

**Capital Area
Fire Districts
Association**

