**CAPITAL AREA FIRE DISTRICTS ASSOCIATION (CAFDA)**



**Bulletin**

**your fire district news source**

**October 14th, 2023**

***Editor – Tom Rinaldi***

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***Something for everyone in the Fire Service!!***

**Capital shorts:**

* For the third year, Lowe’s will support first responders nationwide through exclusive deals, local store events, and more to recognize those who serve our towns, both big and small, every day.
* All of the PESH vs. NFPA is in the process of being posted to the CAFDA.net web site.
* **Fire District Election Schedule and Budget Schedule on Last Page of Bulletin and is posted to our current website at afdca.org!**
* **BUSINESS PARTNER OPPORTUNITY, vendor space at the November 4th Workshop see page 20**

**Capital area member activities:** [**www.CAFDA.NET**](http://www.CAFDA.NET)

***All correspondence & Capital Area Fire Districts Association Mailing Address* should be directed to:**

**AFDCA PO Box 242 East Schodack, NY 12063 or EMAIL: SECRETARY@CAFDA.NET**

Saturday, November 4th, *Annual CAFDA Workshop, Verdoy Fire Station 8AM*

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

**December**, ***No Meeting enjoy the holidays!***

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

***Printable Calendar with much more – See End of Bulletin***

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

**CAFDA news:** [**www.cafda.net**](http://www.cafda.net)

##### Nominations for 2024 Officers & Directors

The following nominations were made at our October General Membership meeting:

* President Tom Rinaldi
* 1st Vice President John Meehan
* 2nd Vice President Art Hunsinger
* Directors: **Les Bonesteel** Commissioner Burnt Hills/Saratoga, **Fred Richards** Commissioner Harmony Corners/Saratoga, **Joyce Petkus** Treasurer Greenfield/Saratoga, **Ed Woehrle** Commissioner Niskayuna #1/Schenectady and **Mike Podolec** Commissioner West Glenville/Schenectady. [Note that Fred Richards was nominated by current Director Tom Wood]

##### \*\*Introducing our New Secretary

CAFDA is happy to announce that we have a new Secretary, Lisa Diemer who is currently the Deputy Treasurer of the Northumberland Fire District-Saratoga County. Lisa attended our October General Membership Meeting and we are glad that after the meeting she didn’t run away saying “hell no”! Lisa’s email will be [secretary@cafda.net](mailto:secretary@cafda.net). Lisa will be working with Tony Hill to get up to speed on her new position.

Tony Hill can be reached at [treasurer@cafda.net](mailto:treasurer@cafda.net). Our mailing address remains **CAFDA PO Box 242, East Schodack, NY 12063**

##### The New CAFDA Website Is Live, Same Happy People, New Name!!

Go to [www.CFDA.net](http://www.CFDA.net) and request a member log on. You are going to see a better layout, easier navigation and we will be posting additional resource documents as we continue to grow the site. You will need a member logon to access the Bulletin archives and other features reserved for members.

##### Effective September 23, 2023, the Secretary and Treasurer email addresses have changed to:

[secretary@cafda.net](mailto:secretary@cafda.net)

[treasurer@cafda.net](mailto:treasurer@cafda.net)

 CAFDA FALL WORKSHOP

**RESERVATIONS NOW BEING TAKEN AT:: treasurer@CAFDA.NET**

**JUST THREE WEEKS REMAINING UNTIL…**

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

**SESSIONS BEING OFFERED:**

* **Sexual Harassment Challenges in the fire service**
* **Discipline as a result of Harassment Charges, Removal of Fire Company Members**
* **How to SHOP for insurance, What Coverage Should We Have?**
* **ASK THE EXPERTS PANEL: Certified Public Accountant, VFBL Coverage, Legal Issues, Insurance, Candle Stick Maker**

**SEE FLYER ON LAST PAGE OF BULLETIN….**

**CAFDA MEMBERS WISH TO THANK FIRE DISTRICTS MUTUAL INSURANCE (FDM) AND VFIS FOR**

**fire district officials…training for you!**

##### FUTURE CAFDA LOCAL TRAINING OPPORTUNITY – FEBRUARY 2024

##### Join Us for “Its Not Your Money” Fire District Financial Management Pile of American dollar banknotes

Mark your 2024 Calendar for a two-day seminar**, February 29th & March 1st** to be presented by **The Office of the State Comptroller** and held at the Waterford-Halfmoon Fire Station at 315 Middletown Road. An in-depth look at fire district finances with direction from OSC. This will be a great opportunity to learn about fire district finances for Treasurers and Commissioners.



Stay tuned to future presentations.

##### DHSES-Fire and Emergency Services Leadership and Management Conference

**WHEN:** Friday November 3 through Sunday November 5th

**WHERE**: NYS FIRE ACADEMY OF FIRE SCIENCES, MONTOUR FALLS, NY

**WHAT**:

• Scope: Leadership and management. Focused on ‘upper level’ content such as HR, grant writing, administration, ethics, leadership, program management, health and wellness, etc. *Will not contain strategy and tactics related content.*

• Target Audience: Chief level officers, administrators, staff officers, commissioners, lieutenants, captains etc.

• Format: Multitude of 2 – 4 hour breakout sessions where attendees can go to whatever they like. No need to sign up for any specific breakout session ahead of time, just register for the conference itself.

FOR MORE INFORMATION, EMAIL FIREOFFICER@DHSES.NY.GOV

***If nothing else read the articles PRECEDED by* \*\***

**state association news:** [**www.afdnys.org**](http://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.

##### From the September Board Meeting

* A proposed by-law amendment passed by the State Board of Directors and will be on the ballot at the annual meeting in October
  + It was proposed to separate the positions of Secretary and Treasurer
  + And to convert the Treasurer seat into an appointed and paid position (non-voting).
* A second by-law amendment as it related to the dates of the annual meeting and the quarterly Board meetings was introduced by the Board. With the change of the annual meeting to October, there is a need to have some calendar flexibility when scheduling board meetings so they don't coincide with the annual meeting.
* **A survey was created and sent out to Fire Districts** to collect information on whether or not they are taking advantage of the ambulance billing, please answer the survey!!
  + The bill has a 4-year sunset clause so it could face cancellation if not justified.
* Molly Jenkins is the new Region 1 Director (Capital Area), as well as new directors in Region 4 (Southern Tier) (Ryan Alo) and Region 11 (Northern NY) (Woody Kissel).

**local cafda training appropriate for your entire board/secretary/treasurer**

##### The First CAFDA Local Conference - Spring 2024

**Coming April 25, 26 & 27th 2024 the CAFDA Spring Conference, a three-day conference to be held in Lake George and will be 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.**

**THE LATEST FROM ALBANY**

##### CAFDA Board Votes to Back a Bill Creating the Crime of Stolen Valor

**DRAFT BILL TO BE INTRODUCED IN THE SENATE AND THE ASSEMBLY IN THE 2024 SESSION**

Section 1. Section 10.00 of the penal law is amended by adding two new subdivisions 22 and 23 to read as follows:

*22. "Member of the military or reserves" means (a) a member of the United States army, navy, air force, marines, coast guard, army national guard, air national guard and/or reserves thereof or (b) a member of the New York guard or the New York naval militia.*

*23. "Veteran" means a person who was a member of the military or reserves as defined in subdivision twenty-two of this section, but who has since been discharged from such services.*

*24. “First Responder” means a firefighter, law enforcement officer, paramedic, emergency medical technician, emergency services dispatcher, or other individual, including an employee of a legally organized and recognized volunteer organization, whether compensated or not, who, in the course of his or her professional duties, responds to fire, medical, hazardous material, or other similar emergencies.*

*25. “First Responder Agency” means a state or local district, municipality, or other political subdivision that employs a first responder, to provide fire protection, paramedic, law enforcement, emergency services, or rescue or recovery services, or a recognized volunteer organization that provides fire protection, paramedic, law enforcement, emergency services, or rescue or recovery services.*

*A person is guilty of stolen valor when he or she pretends to be a member of the military or reserves as defined by subdivision twenty-two of section 10.00 of this chapter, or pretends to be a veteran as defined by subdivision twenty-three of section 10.00 of this chapter****, or pretends to be a first responder*** *as defined by subdivision twenty-four of section 10.00 of this chapter,* ***or wears or displays without authority, any uniform, badge or other insignia or facsimile thereo****f, by which such member of the military or veteran or first responder is lawfully distinguished or expresses by his or her words or actions that he or she is acting with the approval or authority of any department of defense branch or the United States Coast Guard, or first responder agency, for the purpose of fraudulently obtaining money or other benefits.*

*Stolen valor is a class A misdemeanor.*

*(vi) a person convicted of any offense pursuant to section 190.28 of this chapter shall, in addition to a mandatory surcharge and crime victim assistance fee, pay any other fee required by this article, and pay a stolen valor fee in the amount of two hundred fifty dollars.*

##### New Legislation Introduced During the Recess!

* **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.

**THE LATEST FROM WASHINGTON D.C.**

##### [National Fire Service Organizations Urge Congress to Protect America's Fire and Emergency Services](https://www.dailydispatch.com/DDR/index.aspx?st=NY&ddv=1&ddid=180252&typ=1&it=978281)

National organizations representing America's fire and emergency services are ***calling on Congress to ensure that vital fire service grant programs are reauthorized before they face a permanent sunset.*** The Assistance to Firefighters Grant (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) programs are the primary mechanism for the federal government to support local fire departments. ***These critical programs will sunset on September 30, 2024***, if they are not reauthorized. This would have a detrimental impact on the ability of the nation's fire and emergency services to protect communities. To raise awareness, the event scheduled on Thursday, October 12 in Washington, D.C., is hosted by the Congressional Fire Services Institute, International Association of Fire Chiefs, International Association of Fire Fighters, National Fallen Firefighters Foundation, National Fire Protection Association, and National Volunteer Fire Council.

##### \*\*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>

##### Alaska Officials Consider Changes In Drug Testing Policy For City Employees, Including Firefighters

Emily Goodykoontz

The Anchorage Assembly on Tuesday will consider a proposal that would reform the municipality's drug testing policy and change marijuana testing for most city employees.

The measure aims to shift the city's management of drug and alcohol issues in its workforce from a punitive policy to a progressive discipline approach that prioritizes education and treatment, said Assembly Chair Christopher Constant, who proposed the ordinance. For marijuana, the reform would increase the focus on workplace impairment over private use, he said.

The measure's intent is to align the municipality's rules with the state's 2014 legalization of marijuana, and the longstanding right to privacy under the Alaska Constitution, Constant said. If the ordinance is approved, the city would treat marijuana consumption in a manner similar to alcohol — most employees could use marijuana off the clock.

Constant said right now, the city is dictating policies for how its workers live their private lives.

"This is, in one way, just another step in that conversation to get the government out of the lives of people, as far as we can recede," Constant said.

Also, reorienting city code and policies around drug testing to a more supportive approach "in the climate when it's hard to recruit and retain employees makes perfect sense," Constant said. The city is struggling to fill vacancies in many departments, competing with economic pressures and better pay in private sectors.

For staff members under federal or state regulations, marijuana use would largely still be banned. Those include police officers, who are under Alaska Police Standards Council rules, and workers in public transportation or with commercial driver's licenses who are regulated by the U.S. Department of Transportation, Constant said. The measure also doesn't change pre-employment drug screening if required under state or federal rules.

Except for firefighters, most other employees aren't required to take a pre-employment drug screening under current city code. The measure would revoke that testing for new hires in the Anchorage Fire Department.

But the municipality does require all city workers to undergo drug testing in a few scenarios: when an employee is involved in a serious vehicle accident or injury, and when a supervisor has "reasonable suspicion" of drug or alcohol misuse.

If the employee tests positive for drugs or marijuana, the city's strict policy essentially requires the administration to automatically fire the person — even if that employee wasn't intoxicated on the job, Constant said.

The measure would instead set specific test levels to determine whether a staff member is under the influence of marijuana. As written now, the proposal would set a threshold of 25 nanograms per milliliter or more for a saliva test, 15 or more for blood and 200 or more for urine. Anyone who tests below those thresholds would not be considered to have a positive result.

During a meeting on the proposal in recent days, Constant told Assembly members that he will propose a new version on Tuesday that likely allows only saliva testing for marijuana, with that same 25-nanograms-per-milliliter threshold for determining intoxication.

That's because a urinalysis only tests for metabolites — what's left over in the body after using marijuana — and does not indicate actual intoxication. Blood tests are also not a good way to tell if a person is actively high, and a blood test is "too extreme" to force on an employee, he said. Urine tests would still be used to screen for other substances.

The new version will also likely include an eight-hour "bottle to throttle" limit for employees using marijuana — the minimum amount of time that should elapse between a person's last use of marijuana and the start of their shift. That would "create a really bright line standard for our workforce" and eliminate ambiguity, he said.

The proposal would revoke automatic firing when an employee tests positive for drugs, leaving the decision up to the administration. The staff member would be removed from duty immediately, and be required to go through a "progressive disciplinary process." This could include a substance use disorder educational or treatment program, termination, or "any other action required by state or federal regulation, depending on the severity of the incident," according to the proposal.

Anyone fired or disqualified from hiring due to a positive test could reapply after six months rather than follow the one-year limit under current code.

City rules for alcohol don't require automatic firing. If an employee tests at .04% or above, they must have an evaluation by a substance abuse professional.

Mayor Dave Bronson's administration is open to changing how marijuana testing works, Human Resources Director Tyler Andrews told Assembly members during the meeting.

"While we'd prefer no change, obviously we all have to acknowledge the law in our state change some time ago, and so some response to that is required," Andrews said.

Andrews pushed back on the removal of the automatic firing of employees who fail a screening for other drugs. The city doesn't currently take a role in drug and alcohol treatment, he said. And, it would need time to implement any substance misuse education program and also need funding for it, he said.

"Speaking for the administration, our preferred alternative would be to simply address the testing level for non-covered folks using marijuana. I think that would be a very elegant solution. We could leave much of the program undisturbed," Andrews said.

Last year, out of 298 workers who underwent post-accident testing, six people tested positive, he said. In two of those cases, employees tested positive for both marijuana and cocaine, another had used amphetamines, one used only cocaine and two tested positive for only marijuana, according to figures provided by Andrews.

"If we are going to be more involved in treatment, which we really aren't, I think we should have a good discussion about that. Those things take staff time and attention and sometimes they take budget," he said.

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**STEP into tHE CHIEF’S Office:**

##### Using Project Management To Transform Your Department

Brian Marcos

When you think about projects in public safety, what comes to mind?

* Just another pet project
* A way to earn promotion

For many, project management is seen as a technical role within a corporate organization. But a shift in our thinking about how projects relate to our work as fire service professionals can transform how we work together to reach our goals and better serve our communities.

**PRIORITIZING AND PLANNING PROJECTS**

According to Antonio Nieto-Rodriguez, author of the Harvard Business Review [*Project Management Handbook*](https://amzn.to/3QKqQuj), approximately $48 trillion is invested in projects each year, yet only 35% are considered successful. While that figure includes both public and private organizations, we can review the same reasons for why Neito-Rodriguez believes many projects struggle to avoid these pitfalls in our industry:

* Methods for the project management role need to be refreshed.
* The organization’s culture, structure, and processes need to be updated.
* Senior leaders need to invest in the importance of project managers and learn how to select the best projects for their goals while prioritizing quality over quantity.

What would it mean to our departments and taxpayers if we work to increase the success rate of our projects, even by 10%?

As more operational tasks become automated and people move to project-based roles, Nieto-Rodriguez strives to make project management skills more accessible to at every level of an organization. His model shows how we can identify projects that help us not just run the organization but also change the organization. And that change starts with senior leadership.

What do senior leaders who are successful with their projects do differently? According to Neito-Rodriquez, they dedicate time! Everyone loves to start new things. ***But how do we involve stakeholders and keep momentum going to achieve our goals?***

Project management does not have to be technical. The Project Canvas offers a framework that is simply for any industry to implement.

***Foundation Domain***

* Purpose: Why are we doing the project?
* Investment: How much will the project cost?
* Benefits: What benefits will the project generate, and how will we know it is successful?

***People Domain***

* Sponsorship: Who will be accountable for the project?
* Stakeholders: Who will benefit from, and be affected by the project?
* Resources: Who will manage the project and which skills are needed to deliver it?

***Creation Domain***

* Deliverables: What will the project produce, build, or deliver?
* Plan: How and when will the work be carried out?
* Change: How are we going to engage stakeholders and manage the risks?

As fire service leaders, we should focus our efforts on the People Domain. Traditionally, we put our best people on the hardest tasks. We need to rethink how to get people excited about the work we are asking them to do. Think about the purpose of your project, and put people at the center. Align their skills and potential to that purpose, and show how they are an important part of the project’s success. One benefit to this focus is a greater emphasis on recruitment and retention as people find a deeper connection to their work and the community.

How you organize your projects also plays a large role in their success. At the Smyrna (Georgia) Fire Department, we divide our projects into four categories:

1. Sustaining: Core services
2. Strategic: Transformative ideas
3. Efficiency: Improve and innovate existing processes
4. Event: Specific planning

**We use a software tool called Planner to help us keep all our projects on track. Whether we are working on accreditation, ISO or a station-specific project, we know who owns the project and the timetable, and have a place to keep all communications and documents that pertain to that project**. A tagging feature allows us to communicate in real time rather than searching through email responses.

**LOOKING AHEAD**

Wherever approach or tools you use to implement projects in your department, there are three ideas that will go a long way to ensure their success:

1. Focus on project management training and competencies at all levels.
2. Keep stakeholders and taxpayers in mind.
3. Be out in front of your initiatives! Your leadership and enthusiasm will inspire others to take ownership of their role in the project.

Projects are more than a way to earn promotions. They are the future of how we will accomplish our mission! Let’s embrace them with vision and confidence as we lead others in our departments to do the same.

**our changing fire service –challenges & opportunities!**

##### OPPORTUNITIES:

##### COLLEGE TUITION ASSISTANCE AVAILABLE FOR NEW YORK’S VOLUNTEER FIREFIGHTERS

In most areas of New York State, it is citizen volunteers who respond to emergency situations. Due to a variety of factors, New York’s volunteer fire departments are currently experiencing a critical need to recruit and retain members.

As an incentive for individuals to serve in New York’s volunteer fire service, the Firefighters Association of the State of New York (FASNY) has developed the Higher Education Learning Plan (FASNY HELP). This program will provide tuition reimbursement to student-volunteers attending a New York State chartered college or taking online courses through Empire State College, as long as they are providing active service to a New York State volunteer department. Individuals who already have a college degree are also eligible to participate in the FASNY HELP program.

FASNY HELP “Student-Volunteers” are eligible to have up to 100% of their tuition reimbursed (**with any single semester award not to exceed $1,500**) in exchange for maintaining defined grades and fulfilling established service requirements in one of New York’s volunteer fire companies. There is no restriction on the type of academic course(s) the FASNY HELP student-volunteer can pursue. **To participate in FASNY HELP you must be an active volunteer firefighter in good standing. Student-volunteers must re-apply each semester they with to participate in FASNY HELP.**

Tuition help is still available, apply now! Fill out the information on the following wb page: <https://fasny.com/resources/fasny-help-tuition-reimbursement-program/>

##### Lancaster County (PA) Considers Tax Rebate for Volunteer Firefighters, EMS

Tom Lisi

Lancaster County commissioners set the stage Wednesday to provide a $150 property tax rebate to volunteer firefighters and emergency services personnel next year.

County officials have written the incentive into a draft ordinance that must first be advertised to the public before passing into law. Commissioners said Wednesday they hope to approve the ordinance before the end of the year.

Leaders of the Lancaster County Fire Chiefs Association said at a commissioners meeting Wednesday that they expect the credit to apply to 1,000 of the county’s 3,000 volunteer emergency responders.

Only firefighters and ambulance personnel who own homes can take advantage of the county’s planned rebate, but commissioners said they hoped the move would encourage municipalities to establish their own rebates. Unlike county governments, municipalities in Pennsylvania are permitted to levy income taxes on residents, and could make rebates available to emergency responders who do not own property.

Many suburban and rural communities in Lancaster County rely on volunteer companies for fire service, a model that has suffered financial setbacks in recent years. Many volunteer companies cannot keep up with growing costs and struggle to find new recruits. Difficulty finding new volunteers in the county is less of a problem compared to other parts of the state, officials said Wednesday. The county’s 3,000 emergency volunteers represent 10% of the entire volunteer force in Pennsylvania, according to Duane Ober, Warwick Emergency Services Commission fire commissioner.

##### CHALLENGES:

##### \*\*Debunking Fire Sprinkler Myths Helps Spotlight The Power Of This Protection

Chief Marc Bashoor

The fire service must walk the walk in our support of residential sprinklers.

Picture yourself in each of the following three scenarios, all the while considering what matters most to you in life.

* **Scenario 1:** The unthinkable happens. A pot of food left of the stove has boiled down to a greasy smoky fire. The smoke alarm wakes you up (and also notifies the fire department), and before you can figure out what’s going on, a single residential sprinkler head activates, holding the fire at bay. You get your family and pets out and call 911. The fire department arrives, mops up the fire, turns off the sprinkler system and restores the sprinkler head, helps you start the de-watering process, and you call your insurance company. ***You’re out of your house for about 3 weeks while the insurance company cleans up the fire and water damage and gets you back in your home***.
* **Scenario 2:** Now picture the same fire with without the sprinklers. A smoke alarm alerts you, your family and your pets of the fire, and you have *just enough* time to get out before the fire consumes the kitchen. You call 911 and the fire department is able to save part of the house. ***You’re out of your house for about 4 months while the insurance company rebuilds.***
* **Scenario 3:** Lastly, picture it all again, this time without the comprehensive protection. The unattended food on the stove ignites a fire that first burns the cabinets, then the kitchen and ultimately the entire house. You didn’t receive any notice, you didn’t receive any help – you never knew any of this, though. ***You couldn’t because you’re dead. You, your family, your pets – all dead. You didn’t have a chance.***

None of these scenarios are hyperbole or sensationalism in any way. I’ve seen each play out in my own community and across the country for as long as I’ve been a member of the fire service.

While none of the scenarios is desirable, it’s clear which one allows for the best chance of survival and property protection. What are you doing to protect yourself, your family and pets, and your belongings? Could you do more?

**TRAGEDY AND TESTAMENT**

One particular 2012 fire in Glenarden, Maryland, will stay with me forever, not only because I wish we could have done more but also because of the needless loss of a father and three of his daughters. The Price family will forever live in my mind – and I hope yours.

***Prince George’s County was the first county in the United States to require the trifecta of smoke alarms, carbon monoxide detectors and residential sprinklers in all residential construction built after 1992*** (1987 for smoke alarms). None of this applied to the Price family, as their home was older. The home did have smoke alarms, but the family had reportedly taken the batteries out because of the “constant chirping.”

The fire resulted in both tragedy and a testament that fire prevention messages do work. Eight-year-old Tamia Price and her mother survived this fire; Tamia’s dad and three siblings perished.  Tamia shared that she remembered what firefighters – our firefighters – told her when they came to her school: She made sure she had a second way out and to close the door to her room. She explained how when she realized that there was a fire, she grabbed her mom, closed the door to the room they were in, and went to the window where neighbors helped pull her and her mom out of the burning home. Her father got out as well but went back inside to rescue his other three kids and, ultimately, none of them survived.

We were talking the talk, and Tamia listened, walking the walk and saving two lives.

***It was a very difficult and political fight to get the sprinkler legislation, and one of the compromises at the time was to exempt these older homes. I wish we could have found a way to overcome that.***

**FIRE SPRINKLER ILLUSIONS**

We could spend an entire series on the importance of residential sprinklers, but here, I want to focus first on the illusion of fire sprinklers crafted by the anti-sprinkler lobby. ***The anti-sprinkler folks are mostly connected to the building industry, although there are also some within our own ranks who don’t do us any favors when it comes to advocating for improved safety within our communities.***

Here’s a few of the illusions I’ve personally dealt with:

* **“If one head activates, they all activate – you will ruin the entire home.”**In a deluge system designed that way, sure), but this does not occur in residential NFPA 13D systems. Only enough heads necessary to reduce the heat, actually flow water – usually one or two heads.
* **“The cost is prohibitive! Most homeowners can’t afford this.”** The true installation cost in new construction is less that the amount that most people will pay for their granite or quartz countertops. New construction costs will average between $1.50 and $2.00 per square foot, so a 2,000 square-foot home will cost about $4,000. Retrofit costs run around $4.50 per square foot.
* **“Most fire deaths are happening in older homes, so sprinkler requirements for new homes don’t help there. This is where smoke alarms save lives.”** They’re right, the absence of sprinklers doesn’t help – that’s why we need to advocate for retrofitting where it makes sense. The data is irrefutable. ***Your chances of survival increase by nearly 90% where sprinklers are installed. Bottom line: Smoke alarms give you advance warning, sprinklers give you enough time to get out.***
* **“You don’t want those ugly things hanging down from your ceiling.”** Residential sprinkler heads today are recessed with a cover that looks like any other light or electric cover already on your ceiling or walls.
* **“The construction trade-offs have created stronger, more structurally stable buildings that don’t require sprinklers.”** First, the notion that sprinklers aren’t needed is absurd**. The whole concept of sprinkler protection is to both provide extra time for occupants to get out and to limit fire damage**. Second, under “normal” conditions, the construction trade-offs have provided stronger, less expensive and more stable construction possible. **However, *on fire* is NOT a normal condition**, and the trade-offs are not granted under the presumption the building is on fire. *Under fire, these construction trade-offs create firefighter traps that are significantly less stable, especially in the early stages of firefighting operations.*

Now, let’s use data to drive home our case.

**THE POWER OF RESIDENTIAL SPRINKLERS**

I mentioned the Prince George’s County experience and can personally attest to the first 20 years of that mandate. ***In those 20 years, there were over 600 investigated fires in sprinkler-protected homes. In EVERY case where there was a properly installed, functioning and maintained sprinkler system, there we ZERO deaths reported***. (There were three deaths at sprinkler-protected properties: One was a shooting-homicide covered up by a fire that the sprinkler extinguished; one was in a garage where sprinklers were not required; and one was in an apartment where the system was frozen – not properly maintained). *During the same 20 years, there were over 3,000 other fires investigated in residential structures that were NOT protected by sprinklers – incidents that resulted in 69 fire fatalities*.

The [National Fire Sprinkler Association (NFSA)](https://nfsa.org/) is our primary industry advocate when it comes to working with the [National Association of Home Builders (NAHB)](https://www.nahb.org/) and related organizations to advance residential sprinkler coverage. The [National Fire Protection Association (NFPA)](https://www.nfpa.org/) is our primary industry partner for developing and implementing codes nationally.

In October 2021, the [NFPA released a report](https://www.nfpa.org/-/media/Files/News-and-Research/Fire-statistics-and-reports/Suppression/ossprinklers.pdf) on the fire sprinkler experience in the United States. The report provides not only key talking points but also the hard data that fully supports the installation of residential sprinklers. Here are some highlights:

* Sprinklers reduce the impact of fires. Compared to reported fires in properties with no automatic extinguishing systems (AES), when sprinklers were present, the civilian fire death and injury rates per fire were 89% and 27% lower, respectively. The rate of firefighter injuries per fire was 60% lower.
* Most structure fires and fire deaths occurred in homes, but sprinklers were found in only 7% of all home fires.
* From 2015 to 2019, sprinklers operated in 92% of fires large enough to activate sprinklers and were effective at controlling the fire in 96% of the incidents in which they operated.
* The most common reason that sprinklers failed to operate was the system being shut off at some point before the fire.

I lived the sprinkler experience and dealt with many of the purported illusions believed (or at least advanced) by some in the building industry. I’ve learned that a properly installed NFPA 13D system is not only relatively inexpensive, but it is indeed lifesaving and loss-reducing.

**RETROFIT OPTIONS: WALKING THE WALK**

We have a lot of work to do for residential sprinklers to become more mainstream. ***Only Maryland and California have statewide mandatory residential sprinkler requirements for new construction***. The District of Columbia and about 400 other municipalities and local ordinances around other states also require residential sprinklers to various degrees. It has been my experience, however, that the anti-sprinkler lobby is continuously fighting to overturn those ordinances and has historically adamantly opposed new fire sprinkler proposals. The NFSA is working with the NAHB to save lives and reduce property damage through sprinklers, but this is a heavy lift.

In construction of my own home in Florida, where there is no statewide nor local ordinance requiring residential sprinklers in single-family homes (only multi-family over four floors), ***my builder did not offer sprinklers and refused to allow me to install sprinklers or even to lay static piping in the attic before we owned the home***. I spoke with company management and asked several times, even offering to showcase how easy it could be, but they had no interest. I was even threatened with trespass if I tried to install pipes in advance.

Working with the NFSA, I got in touch with Wayne Automatic Fire Sprinklers Inc. (Wayne), which sent a team to evaluate the house. Wayne too had no luck trying to convince the builder to allow them to start work.

We had 2 years of construction (delayed due to COVID), so once we took occupancy, Wayne’s crew was ready with all the permits and necessary municipal flow information to design and install our NFPA 13D system. While we were concerned about the dust and debris of a retrofit installation, it was our only option since the builder had been so anti-sprinkler early in the process. To our delight, when the crew left each day, we barely knew they had been there. While it was not “dust-free” (no construction project will be), their diligence meant there was much less of a debris problem that we anticipated. Fortunately, our municipal system had a static pressure of 50 psi and already has backflow preventers installed on each property.

I won’t characterize the permitting or installation process as painless or flawless, but the professional sprinkler installation company was able to overcome all obstacles and provide a system that meets all the requirements of NFPA 13D.

**FIRE PREVENTION WEEK: A CATALYST FOR ACTION**

I don’t think it’s a stretch to say that we become desensitized to the constant drumbeat of safety messages. I get it, we’re inundated with rule this and rule that. But isn’t it OUR responsibility to preach those safety messages? Isn’t it OUR job to work toward safer communities for firefighters and the communities we serve? Of course it is. And there are several groups that give us the tools we need to succeed in these efforts.

The NFPA, for one, provides a plethora of materials for the national [Fire Prevention Week](https://www.nfpa.org/fpw), this year focusing on the message, “Cooking Safety Starts with YOU. Pay Attention to Fire Prevention.” The campaign highlights cooking fires – the top cause of residential fires in the United States. I strongly encourage each of you to do your part to spread the message. It is important that we both talk the talk and walk the walk – just like we did for Tamia, and Tamia was able to do for her and her mom.

*Use this opportunity to not only refresh your message about the leading cause of home fires but also to refresh your message about the advantages of residential fire sprinklers. “Pay Attention to Fire Prevention****.” OUR lives depend on it, too!***

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



##### NVFC Webinar on Junior Firefighter Programs

**Wednesday, November, 15TH AT 4:00pm**

Presenter, Ellen Yarborough

**REGISTER AT THIS LINK:**

https://us06web.zoom.us/webinar/register/WN\_gI282apYTCaRU5ndyF6kqg#/registration

##### NYSAFC 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*](https://r20.rs6.net/tn.jsp?f=001EsY9Y0Mlhb8U3sTOoJ2X2ZwXQs20TsIJ78T_NrcsBBup0-vPRncGIR9Ic4wvqOdm-LxIDvGHKchVF-GNAdfhAmSF-1_Qe38hgNwl6Ct-kHd34FkxZ0nVwrYErVPJ4TNvLDkAtBkimVbSrRlti-9IKKA7FARWsZ_cZ7f0GO7RlQtegXpCr_njdA==&c=cS-DhHo8pIAiMvUn6WtmJ9oa_j9PHq9pJ-huQyj09NI1y3sQodzVhg==&ch=RwihzGwwa2p6HQeuU98tWrSHvDFWNIPmU5Tg4o0knuTpDR6M6Qd1qQ==)*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** – NYSAFC 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 NYSAFC Training to Your Area](https://selligenttier.naylorcampaigns.com/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTYzMjE1MSZtZXNzYWdlaWQ9NjMyMTUxJmRhdGFiYXNlaWQ9NjMyMTUxJnNlcmlhbD0xNjg1MzEwMCZlbWFpbGlkPXRvbUByaW5hbGRpMS5jb20mdXNlcmlkPTE4ODA1MjUmdGFyZ2V0aWQ9Jm1uPSZmbD0mbXZpZD0mZXh0cmE9JiYm&&&2053&&&https://www.nysfirechiefs.com/documents)

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 NYSAFC program. Sites are now being considered for programs in 2024.

##### 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>



##### Workplace & Sexual Harassment Prevention ESIP WEBINAR SERIES

In this presentation, we discuss harassment and the ways it adversely affects our organizations. We will talk about the types of harassment, prevention strategies, the importance of observer intervention, and how leaders need to work to prevent and respond to sexual and workplace harassment.

**WEDNESDAY OCTOBER 18TH AT 7PM**

**FIREFIGHTER ANNUAL REFRESHER TRAINING GUIDANCE**

**FOR COMPLIANCE WITH PERTINENT OSHA STANDARDS AS REQUIRED IN THE NYS PUBLIC EMPLOYEE SAFETY AND HEALTH ACT**

**ANNUAL FIREFIGHTER TRAINING**

**INTENT:**

The intent of this document is to define the pertinent OSHA/PESH requirements which require annual refresher training designed to maintain proficient firefighter knowledge, skills and abilities in accordance with 29 CFR 1910.156(c)(2) and increase overall firefighter safety in accordance with other applicable OSHA/PESH standards.

This document pertains only to the annual refresher training. Fire Departments should refer to the OFPC Best Practices for Fire Department Training Document for suggested courses to meet the requirements of initial training and/or for the appropriate training for additional roles in the FD.

**OSHA/PESH REQUIRED ANNUAL TRAINING:**

Below is a chart outlining OSHA/PESH topics required for all Fire Departments to conduct annually for all members so that those members demonstrate knowledge and proficiency in the topics listed.

**TOPIC STANDARD**

Hazardous Materials/Emergency Response 1910.120(q)(8)

Respiratory Protection 1910.134(k)(5)

Blood Borne Pathogen 1910.1030(g)(2)(ii)(B)

Right to Know Article 28 Section 878

Workplace Violence NYCRR Part 800.6

Fire Extinguishers (if required to use) 1910.157(g)(2)

OSHA/PESH Standard 29 CFR 1910.156(c)(2)

In addition to the above required training, OSHA/PESH Standard 29 CFR 1910.156(c)(2) requires that Fire Department Training Programs be designed to address annually the proficiency of each member’s knowledge and abilities as it relates to that member’s expected assignment.

Such assignments may include Exterior Firefighter, Interior Firefighter, Apparatus Operator, Fire Officer/Incident Commander and Fire Training Officer.

The annual refresher training should be comprised of current content and of sufficient duration so that each member can demonstrate knowledge and abilities in their assigned duties. It is important to maintain documentation of all training conducted to comply with these requirements While no specific time is allotted to the annual training or specific topics (e.g. 8 hours), this clarification is not intended to shorten the previously established timeframe, but to provide you with the flexibility to adjust the length of time spent on specific topics that your department feels are more or less necessary.

The **OFPC Best Practices for Fire Department Training Programs** document outlines subject matter that can be considered for annual refresher training for each member’s expected assignment. Fire Departments must document each member’s annual proficiency training to maintain knowledge, skills and ability proficiencies as related to that member’s expected assignment.

This annual refresher requirement does not take into account special operations or activities that would exceed the requirements for this refresher training and should be considered separately based on the needs of the firefighters assigned to those activities.

**SUGGESTIONS:**

In addition to subject area topics discussed in a firefighter’s initial training, additional topics for

annual refresher training may include those listed below. It is also important to maintain an awareness

of current fire service trends and advancements as they relate to your Fire Department and response

area.

**SOME SUGGESTED TOPICS MAY INCLUDE:**

Hazard Recognition,

Fire Station Safety,

Response Safety,

Fire Scene Safety,

Protective Clothing,

SCBA Use,

Tools and Equipment.

**SUMMARY:**

The overriding consideration when determining the appropriateness of fire service training

intended to address annual firefighter refresher training is:

* Does the training relate to the expected duties and assignments of the firefighter;
* Does it provide a means to refresh or evaluate competencies the firefighter is expected to
* perform; and
* Does the training increase the level of safety for the firefighter.

**the safety officer – taking care of our members!**

IN 2023 WE HAVE SADLY EXPERIENCED61FIRE FIGHTER LODD’S

***According to FirefighterCloseCalls.com\****

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

##### You Just Never Know!

* Richmond VA. Battalion Chief Earl Dyer died after suffering a medical emergency while at work, Chief Dyer started his career with the Richmond Fire Department in 1983 and had recently celebrated his 40th year.
* 32 year old FDNY candidate dies during training run at the academy, due to a unspecified medical emergency.
* Revere Massachusetts Fire Capt. Steven Ferrante  died suddenly on Oct. 4 at the age of 35.
* Glynn County police are investigating the death of a county firefighter after he was found Tuesday evening suffering from a gunshot wound. Todd R. Thompson Jr., 19, was found in the driver's seat of a vehicle at 6029 Habersham St. after officers and county Fire and Rescue personnel responded to a call that someone was suffering from a gunshot wound. He succumbed to his injuries at the scene, a release from the county police said.
* A firefighter received a burn injury while battling a wind driven house fire just east of Haysville, Kansas this week.

##### \*\*Never too Late to Start Thinking About the NYS Volunteer FF Cancer Benefit Program

There are two (2) components of coverage required by General Municipal Law (GML) 205-CC

1) Lump Sum Cancer Benefit and Death Benefit

2) Long-Term Disability (Income Replacement)

**Advantages of NYS Volunteer Firefighter Cancer Benefit Program offered by Hartford Insurance:**

* The Hartford does not require the firefighter to be alive for the **lump sum critical illness** benefit to trigger. This is important because if someone has a fast-acting cancer and does not have time to submit a claim, their survivors can submit on the firefighter’s behalf. In the event of a firefighter’s death, the Lump Sum Cancer Benefit is paid to his/her estate.
* For the **disability benefit**, what matters is not your date of diagnosis; instead what matters is your date of disability or the date when you can no longer perform the duties of a volunteer firefighter due to cancer.  If your cancer was diagnosed prior to 1/1/19, you may still be eligible for the disability benefit if you are disabled on or after 1/1/19 as a result of that cancer, and provided you were covered under the Program as an active firefighter on 1/1/19, and that your cancer is covered under the contract.
* For the **death benefit**, what matters is not your date of diagnosis; instead what matters is that your death is a result of complications from cancer and that your death happens on or after the effective date of your coverage provided you were covered under the Program as an active firefighter on 1/1/19, and that your cancer is covered under the contract.
* The Program offers two different cancer coverage plans. The Basic Plan covers the specific severe and less severe cancers listed in the law; GML 205-CC.  The Enhanced Plan covers more types of severe and less severe forms of cancer **including lung cancer**.  You can compare the plans and rates for the two definitions during the quoting process.

There may be other plans in the marketplace that do not meet the criteria outlined above. Please be sure that any plan your AHJ chooses to purchase is compliant with all aspects of GML 205 - CC.

**The Chaplain’s Corner-Fred Richards Cafda Chaplain**

On Tuesday, October 10th firefighters, fire commissioners, fire chaplains and dignitaries, from across New York State, gathered to attend the 26th Annual Fallen Firefighters Memorial Ceremony in Albany. This year’s solemn event was held at the Empire State Plaza Convention Center for the families of 29 fire service personnel who were identified as losing their lives in the line of duty. The Memorial Wall now has a total of 2,660 first responders who have made the ultimate sacrifice.

**T**hose from our area of the state so honored for their ultimate sacrifice for others were: ***2nd Assistant Chief James P. Brooks, Whitehall Volunteer Fire Company, Washington County; Deputy Chief Phillip G. Morrissey, Cohoes Fire Department, Albany County; and Bureau Chief Thomas J. Wutz, Office of Fire Prevention & Control, Albany County.***

Elected Dignitaries and clergy gathered to respectfully address the families present and the service included the Ceremonial Pipe & Drum corps and representatives from Capital Area fire departments and fire service organizations.

On behalf of the Capital Area Fire District Association officers and members we also extend our earnest condolences to the families of these 29 LODD for the losses they have suffered.

For those of us who support fire service organizations as Chaplains, we believe it is important to pause with each passing to eternally thank that given individual’s creator for the life-giving contributions they have provided to others. To, with thoughts and prayers, comfort those they have been left behind and are greatly troubled by their loss. For those families and organizations suffering loss we humbly ask our gracious Heavenly Father, His precious Son and the ever-present Holy Spirit to abide with each mourning individual and bring them growing peace.

On sad note we have been informed of the passing of *Commissioner James J. Havernick Sr*. of the Bellevue Volunteer District in Cheektowaga, NY. Jim, who passed away on September 29th, was a friend to many of the officers and members of this Capital Area Fire District Association as a regional director for the State Association.

Jim was also a Army Veteran and served in the Bellevue VFC for more than 50 years, where he served as Fire Chief and Fire Company President, as well as past president of the Erie County Fire District Officer’s Association and the Town of Cheektowaga Fire District Officers. At the time of his death Jim was Director of Region 6 with the State Association of Fire Districts.

Our condolences are expressed to Cindy, his wife of fifty years, his family and members of the Bellevue Volunteer Fire Company. Condolences may be sent online at [www.SmolarekCares.com](http://www.SmolarekCares.com) . A Memorial Service for *James Havernick Sr*. will be held on Oct. 21st at 11:00 AM (est) at the Bellevue Vol. Fire Company, 511 Como Blvd., Cheektowaga, NY 14227.

**District finances**

#### *Get ready for local day and a half fire district financial management training, February 29th, March 1st, 2024 at the Waterford-Halfmoon Fire Station, including input from OSC-NYS and other Fire District Financial management resources. Sponsored by CAFDA.*

**recruitment and retention**

##### Three Departments Under One Chief? Not So Fast! Connecticut Town Tables Consolidation Plans

Elizabeth Regan

EAST LYME — A preliminary move to establish a municipal fire department run by a paid chief is facing criticism from volunteers who have long formed the backbone of the town’s fire services.

First Selectman Kevin Seery this week submitted a proposed ordinance designed to address the convoluted chain of command in a system that blends volunteer firefighters with paid counterparts.

But the proposal to put two independent volunteer fire companies, the independent ambulance service and 10 full-time firefighters under the supervision of one chief was abruptly pulled by Seery after he heard concerns from volunteers who complained they weren’t included in the process.

Seery on Thursday said the idea of creating the East Lyme Fire Department has been in discussion for almost a year. That’s how long he said he’s been meeting with the volunteer chiefs, ambulance officials and some paid firefighters to come up with a plan.

The volunteer Flanders Fire Department and Niantic Fire Department, as well as East Lyme Ambulance, operate separately from each other and the town. The chiefs of the two fire companies don’t report to the town, though full-time firefighters hired with taxpayer dollars report directly to the first selectman on a day-to-day basis.

The volunteer chiefs retain operational control of full-time, part-time and volunteer firefighters at the scene of an emergency.

Seery told selectmen he felt it was necessary to get more input before making an official proposal. Since he’s not running for reelection this year, that means it will be up to the new administration elected in November to take up the issue.

The draft ordinance would allow the chief to enter into contracts with “third parties,” such as the volunteer fire companies and the ambulance service, to augment the services of the paid staff.

Former Niantic Fire Department Chief John McDonald, who resigned two weeks ago, said over the phone Thursday that the proposal fails to acknowledge the central importance of organizations who have served the town since the first half of the 20th century. He noted Niantic Fire Department this year is celebrating its centennial. “Calling us ‘third parties’ is a slap in the face,” he said.

***[100 years of tradition unimpeded by progress!]***

McDonald cited a “lack of support” from the town as the reason for his resignation but declined to elaborate. He was replaced as chief by Erik Quinn, who also serves as a deputy fire marshal for the town. Flanders Fire Department Chief Chris Taylor did not respond to a request for comment.

Seery on Thursday said specifying that the new department could enter into contracts with the fire and ambulance companies was meant to formalize the process and ensure it’s clear they will be part of the new fire department’s response. “Words like ‘third party,’ they aren’t meant to offend anybody,” he said.

While the draft ordinance specifies that the new fire chief would be empowered to designate officers or assistant chiefs to help manage staff and volunteers, it does not say what would happen to the position of volunteer chief. It also does not specify if volunteers would be eligible for the designated positions.

Seery said the specific structure of the department will be worked out once the framework is set up around one paid chief.

“You can’t establish rules and regulations for an organization that doesn’t exist yet,” he said.

Seery emphasized the importance of volunteers in a town that doesn’t have enough full-time firefighters to address the town’s emergency needs.

“We still rely on part timers and volunteers,” he said. “***There’s a long history of contributions by the volunteers.” But finding them is getting harder and harder***, he said. A memo he wrote to selectmen introducing the draft ordinance noted that filling part-time shifts is becoming increasingly difficult and potentially expensive.

***“There are several part-time firemen who have worked in excess of 30 hours per week for such an extended period that they qualify for benefits,”*** he said.

Democratic first selectman candidate Dan Cunningham and Republican candidate Anne Santoro, both current selectmen, said they first saw the draft ordinance in the packet of information provided to them before Wednesday’s meeting. Coming up with a workable proposal will involve bringing all parties to the table, according to Cunningham.

“It has to be resolved in a way that doesn’t alienate the whole force,” he said. “The only way you can do that is to bring everyone into the conversation and see what can get agreed upon, and what the town can afford to do.” Santoro said future discussions could build off the draft document, or it might be necessary to “begin at the beginning.”

“But this is our first go at it, and I think Kevin made a good faith effort to try to move the ball forward,” she said.

The introduction to the draft ordinance itself acknowledged the resistance that was bound to come from ***changes to a volunteer system in place for generations.***

“The purpose and intent of this ordinance is not to supersede and replace these volunteer companies, but rather to augment the service currently provided and create a formal fire department within the town government that will allow the town’s emergency services to evolve and grow to meet changing community needs and conditions over time,” the document states.

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##### Norwalk (CT) Firefighters Find EV Charging Station on Fire in Parking Garage

The Hour, Norwalk Conn.

Norwalk firefighters responded to a fire at the SONO Collection Parking Garage, 100 N. Water St., Saturday morning on a report of an electrical vehicle charging station on fire inside the garage, officials said.

Firefighters responded to the garage at 7:38 a.m., Fire Department officials said in a release.

According to the release, the shift commander arrived to find smoke coming from an upper floor on the back side of the garage, and crews arriving on scene found an electric vehicle charging station fully involved. There were no vehicles in the parking garage, the release said, and power was cut off, the release said.

Firefighters used multiple dry chemical extinguishers to put out the fire. The blaze was extinguished in 10 minutes, it said. Thirty-three fire personnel were involved in the operation, according to fire officials. The Norwalk Fire Marshal Division is investigating the cause of the fire, the release said.

##### [One California City Explores Regulating Lithium Batteries Used in EVs](https://www.dailydispatch.com/DDR/index.aspx?st=NY&ddv=1&ddid=180252&typ=1&it=978456)

Concerns about explosions, fires and toxic gas have prompted San Diego officials to ***begin crafting proposed laws to regulate the storage and disposal of lithium-ion batteries***, which power electric cars, scooters, laptops, smartphones and other devices. The legislation would ***also impose new limits on where large-scale lithium battery storage facilities can be located.*** City leaders praise the increasingly popular batteries for being energy-efficient and helping to fight climate change, but they say new regulations are essential because a rash of recent incidents has raised concerns about public safety. "We're not trying to eliminate them — we're trying to make sure they are safer for consumers and our first responders," said Councilmember Marni von Wilpert, who is spearheading efforts to craft a new city law.

**fire department management**

##### Chiefs of staff: Assisting chiefs from Tulsa to DC

Michael Baker and Amy C. Mauro, Esq

A new fire chief takes office and finds that his apparatus fleet is [surviving on 20-year-old fire engines](https://www.firerescue1.com/fire-products/fire-apparatus/articles/keeping-the-wheels-on-your-apparatus-building-a-fleet-replacement-program-k84g6KQ9aSE6eI4r/). Another [outsider chief](https://www.firerescue1.com/fire-chief/articles/the-outside-chief-5-factors-to-consider-before-taking-the-top-job-in-a-new-area-y9SelqJRM63hQrFL/) recruited to reform EMS in a high-profile jurisdiction arrives to find a city where EMS call volume has increased by nearly 40% in the last eight years, but his department’s response resources have remained stagnant during the same period, leading to a daily ambulance shortage.

These scenarios probably sound familiar to many fire and EMS leaders, but they really should not be as common as they are.

***It would be easy to chalk this up to the long-standing reality that many departments are underfunded due to a lack of political attention or understanding of their complex (and expensive) needs***. But this reality deserves attention and solutions.

**DEFINING THE CHIEF OF STAFF ROLE**

CEOs and leaders in both the private and public sector commonly employ chiefs of staff (CoS), but in the fire service, they are rare. Where they do exist, they are usually uniformed executive officers who do not have significant administrative management experience in large organizations. But this simple personnel decision – ***hiring (or appointing) a well-qualified and experienced CoS – can provide a fire chief with the focus and strategic support needed to drive change and improve performance and stability for the organization.***

In the Harvard Business Review article [“The Case for a Chief of Staff,”](https://hbr.org/2020/05/the-case-for-a-chief-of-staff) the author quotes a healthcare executive who describes the chief of staff role as:

Serving as an *air traffic controller* for the leader and the senior team; as an *integrator* connecting work streams that would otherwise remain siloed; as a *communicator* linking the leadership team and the broader organization; as an *honest broker* *and truth teller* when the leader needs a wide-ranging view without turf considerations; and as a *confidant* without an organizational agenda ... while a CEO’s other direct reports typically emphasize their own areas, a good CoS can consider the needs of the whole enterprise.”

This description is consistent with our view of the CoS position and its benefit to our respective organizations, even from our different vantage points – one the fire chief and the other a CoS. With this as our backdrop, let us each share our insights on this invaluable position.

**THE FIRE CHIEF’S PERSPECTIVE: MICHAEL BAKER**

*Tulsa: A department in transition*

I was appointed fire chief for the City of Tulsa, Oklahoma, in June 2020. Beyond the expanding COVID-19 pandemic, I was faced with a department not only in transition, but also in crisis. The Oklahoma firefighters’ pension fund experienced a historic year of profit, which resulted in the retirement of 60 firefighters in a department of 725. Further, the department was facing an ongoing crisis with its fleet. Recovering from a 10-year pause on apparatus purchases was a monumental task facing the department. In short, *my transition was overwhelmed not only with complexity but also daily tasks that were limiting the ability to implement strategy*.

As a new chief, I was fortunate to be aided in duties by an administrative chief who assisted with labor relations, discipline and the general business of the fire department. Upon assessment of the position, however, it became clear that the TFD administrative chief position lacked stability and was, quite simply, an undesirable landing spot for department members. It was unfortunate, as the position possessed a great deal of potential toward becoming a true asset for a fire chief, especially one, like me, attempting to handle crisis, transition command, and set a vision for the future.

So, I set out to learn more about the options for enhancing and maximizing the position, and ultimately found guidance from the military. It was Chris Fussell’s book “*One Mission: How Leaders Build a Team of Teams*” that provided the vision for the Tulsa Fire Department chief of staff position. Fussell, who served as chief of staff to U.S. Army General Stanley McChrystal, shared how a chief of staff can not only ensure that the principal leader’s strategy is on target, but also ensure that there is someone focused on alignment among all organizational sections.

We ultimately made “One Mission” required reading for department staff officers planning their promotional path. However, simply setting a reading mandate does not pacify the perceived threat to promoted authority that comes with the unknown appointment. Change is difficult and change can be monumental in the fire service. Moving from an Administrative Chief to a Chief of Staff was not only a change in title, but also a change in the overall senior leadership team that required clear understanding to ensure success.

For the Tulsa Fire Department, the newly selected CoS completed the McChrystal Group’s Chief of Staff Academy for the fundamental training associated with the position. Additionally, the department’s senior command staff completed required training in the form of a facilitated discussion with the McChrystal Group team that centered on the adoption of the CoS into the team and how the position will aid the fire chief in achieving a vision for the department’s future.

Immediately, the TFD’s Chief of Staff found themselves working closely with the fire chief to ensure that task assignments were on target, major projects kept moving at a manageable pace, and that the overall strategic goals were communicated and reinforced.  Labor relations is a key element of the CoS for the TFD as they are a member of the negotiations team and address grievance or other time-based actions. These tasks may appear to be common to any staff position. The difference offered by appointing a chief of staff is the practice of ensuring execution, aligning practices, and maintain the movement of information across the entirety of the department.

Let’s now consider the experience of a more established chief of staff in action.

**THE CHIEF OF STAFF PERSPECTIVE: AMY MAURO**

*DC Fire and EMS: A political balancing act in action*

Washington, D.C., is a political town, not only nationally, but locally. As is the case in the federal government, politically appointed chiefs of staffs in D.C. local government agencies are an essential part of how mayors drive their agendas through the bureaucracy.

But in the DC Fire and EMS Department in 2015, the concept of a civilian chief of staff with a level of authority equal to an assistant fire chief – essentially an administrative second in command – was not a routine concept.

For newly appointed Chief Gregory M. Dean, a chief of staff would bring two strategic advantages to the department: the ability to keep the leadership team on track with his reform-minded agenda, and skill at translating the department’s budget and political needs to the city’s elected officials and residents.

Chief Dean came to the District as an outsider after retiring from 40 years of service with the Seattle Fire Department. He brought no personnel with him and spent months listening and learning the department before making any major changes.

I was familiar with the department’s history, but from an outside perspective, as I had worked on public safety policy issues in the DC Council and in the City Administrator’s office. I had helped Mayor Muriel Bowser recruit Dean to the District, and she and Dean shared the same vision for the direction of the department.

As chief of staff, I had no agenda other than Dean’s agenda. I did not have a department pension to protect and nowhere else to be promoted within the agency. And as a life-long District native with almost 20 years in District government, I knew what the mayor and District residents expected and needed from their fire and EMS department.

These characteristics allowed me to be a trusted confidante, sounding board and strategic thought partner to Chief Dean. With our shared commitment to the big picture, plus the organizational skills and attention to detail that I brought to the table, I helped conform Dean’s daily agenda, meetings and communications to his overall goals. I learned Dean’s style and approach and discussed everything with him before taking on most tasks.

During my first days on the job, Dean issued a special order informing the department that I would occupy the civilian rank equivalent to an assistant chief. He was intentional about including me in operational conversations, despite my lack of firefighting or EMS experience. Doing so allowed me to understand the full scope of the department’s operations and related needs, to provide community and civilian perspectives to the issues under discussion, and to help unify all the department’s resources behind Dean’s objectives.

This combination of factors communicated to the department and its leadership team that I spoke for Chief Dean, giving me the authority and wherewithal that a civilian woman may not otherwise have in a paramilitary, male-dominated organization.

Following Dean’s direction**, I used this authority to “listen, think, connect dots, and drive actions**.” In other words, I planned, managed and followed up on regular retreats and strategy sessions among the department’s leadership team, while also keeping communication flowing between team members and throughout the department. While Dean fulfilled his time-consuming responsibilities of being the public face and internal operational leader of the department, I followed up on the detailed expectations he had of his bureau and division chiefs, formalizing them into the department’s annual performance plan, as well as department policies, all of which came through my office before publication.

I also soon became a confidante of others throughout the organization who may not have been as candid with their uniformed chain of command. I, in turn, brought these perspectives to Dean, who was able to use them to inform his decision-making. Without having the hesitancy to challenge command that often comes with wearing a uniform, I could have the tough conversations with Dean that were necessary to change the department’s culture.

I used the same skills to support Dean’s external relationships with the community and the political establishment. Dean arrived in the District after decades of negative media stories and litigation surrounding the department’s EMS services. Political winds had not always been favorable to the department’s trajectory, and Dean would have to manage them to be a successful chief.

I helped Dean navigate the political labyrinth in the District, both at city hall and within the bureaucracy. He was a natural leader able to gain the trust of all of those whom he met. Once introductions were made, I acted as a resource and communicator with those stakeholders, being responsive and transparent so Dean could preserve the trust he built while also spending his time managing the department.

Politics thrives on relationships, ***but policy and budget results depend on strong advocacy and communication***. The fire service can be viewed as insular and too rooted in tradition by civilian government leaders. I helped the department paint a picture of how historic budget disinvestment was leading to bad outcomes for DC EMS patients. Dean was able to get the support of the mayor and the full Council for the department’s 2016 contract with American Medical Response (AMR) for BLS ambulance transports – a dramatic change in the District’s EMS system and the largest financial investment in the department in recent memory.

Dean’s ability to stay focused on the big picture while using data to win policymakers’ support led to immediate improvements in the department’s operations. These attributes also laid the groundwork for innovations that have followed. This would not have been possible without a strong, unified leadership team providing the follow through needed to achieve the results that the District has seen since then, including after Dean’s retirement in 2020.

**WHAT’S NEXT FOR EXECUTIVE LEADERSHIP?**

The fire service must ensure a strong organizational strategy to remain effective amid the complexity inherent in public safety. Leaders must have the capacity to ensure strategic alignment, communicate consistently, and create space to think about what’s next.

These examples provide a proven option and path to success by focusing on building strong leadership teams with the capacity to effectively tell the story of the work of our employees, the impact they have saving lives every day, and the resources they need to effectively do their jobs. ***A strong chief of staff can help a strong fire chief bind together all the elements needed for success for today and tomorrow.***

**BUILDING & FIRE CODE ISSUES – Why are they important to you? WEEKLY FIRE FATALITY DATA AS REPORTED BY THE MEDIA**

##### UNATTENDED COOKING LEADS TO UNINTENDED FIRES

***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** | **53+3 = 53** |
| **Last fire death 10/11 N. Amityville, Suffolk Co. Female, UNK** | |
| **Fire Deaths in any type of Dwelling in NYS** | **112+5 = 117** |
| **Fire Deaths in 1&2 Family Dwellings Nationally** | **964 + 49= 1013** |
| **Top 3 States with the greatest 1&2 Family Deaths** | **1 PA = 63** |
|  | **2 NY = 56** |
|  | **3 OH = 50** |
| **There has been a total of 1604 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.**

##### Sprinkler Activation Knocks Down Fire Inside N.Y. Dormitory

**The Citizen**

Residents at Lattimore Hall were displaced by water damage following a small fire there Saturday afternoon, the Auburn Fire Department said. Mike Grady, an assistant fire chief with the department, said a call came in at around 4:47 p.m. on a fire alarm activation at the independent student housing complex for Cayuga Community College.

A small fire was caused by food catching fire on a stovetop in one of the units on the dormitory's third floor, Grady said. **The sprinkler system doused out the fire before the department arrived**. But due to the water damage that resulted, the Auburn Code Enforcement Office condemned the unit where the fire took place, plus the first- and second-floor units directly below, as the water reached them as well.

Grady said Lattimore Hall's property manager is relocating the residents in the affected units. The fire department shut down the third floor's sprinkler system and tried to get as much water out as they could, Grady continued, in addition to venting the smoke from the third floor.

**[EDITOR’S NOTE; If it were not for the sprinkler system instead of 3 units condemned, the entire building would have been condemned. Lattimore Hall is a 4 story building with commercial occupancies on the 1st floor.]**

**PURCHASING APPARATUS? What to know**



The Fire Apparatus Manufacturers’ Association (FAMA) is a non-profit trade association.

FAMA members are committed to enhancing the emergency services community through the manufacture and sale of safe, efficient fire apparatus and equipment. This mission includes the development of essential tools and information to help promote the need for newer and safer apparatus.

The specification process for the design, acquisition and maintenance of fire apparatus can be daunting at best. FAMA has spent years developing Buyer’s Guides to walk you through many of the critical aspects of apparatus design. The FAMA Technical Committee determines which topics are of interest via consultation with industry experts. Manufacturers are then engaged in a process to develop a structured overview using subject matter experts focused on a specific aspect of apparatus design. Strict rules are employed to ensure impartiality and the promotion of specific brands or proprietary product attributes are expressly forbidden.

FAMA has partnered with Clarion (the publisher of *Fire Engineering*) to bring to you a no charge monthly feature focused on a specific Buyer’s Guide.

**LINK TO THE FAMA RESOURCE LIBRARY:**

<https://www.fama.org/fire-service-resources-list/?sort=file>

**THE LIGHTER SIDE!**

**When we were young, we used to sneak out of the house to go to parties.**

**Now that we are old, we sneak out of the parties to go home!!**

**Happen’n in the neighborhood!!**



NOTE: take out only, and the reservation email is brooksbbq32@gmail.com

**Officers of the capital area association of fire districts**

***2023 OFFICERS AND DIRECTORS***

***President: Tom Rinaldi, Commissioner Stillwater/Saratoga***

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

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***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: TREASURER@CAFDA.NET***

***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.CAFDA.net***

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

##### Membership Audit

CAFDA, currently has **80-member Fire Districts** in Albany, Schenectady, Fulton, Montgomery, Rensselaer, Warren, Washington and Saratoga Counties. We are also accepting memberships from Schoharie and Essex counties.

We currently have **20 fire districts that are NOT currently member**s, they are: Berne, Delmar, Elsmere and McKownville in Albany County; West Charlton in Saratoga County; Glenville #2, Rotterdam #4 and Duanesburg in Schenectady County; Northville Joint in Fulton County; Bolton, Luzern-Hadley, 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’s reporting chain or organizational structure. ***We exist solely as a not for profit for the benefit of the member fire districts in and around the Capital District.***

**Capital Area BUSINESS PARTNER’S**

***PLEASE SUPPORT THOSE WHO SUPPORT US!!***

**Business Partner Applications Available At:** [**WWW.CAFDA.NET**](http://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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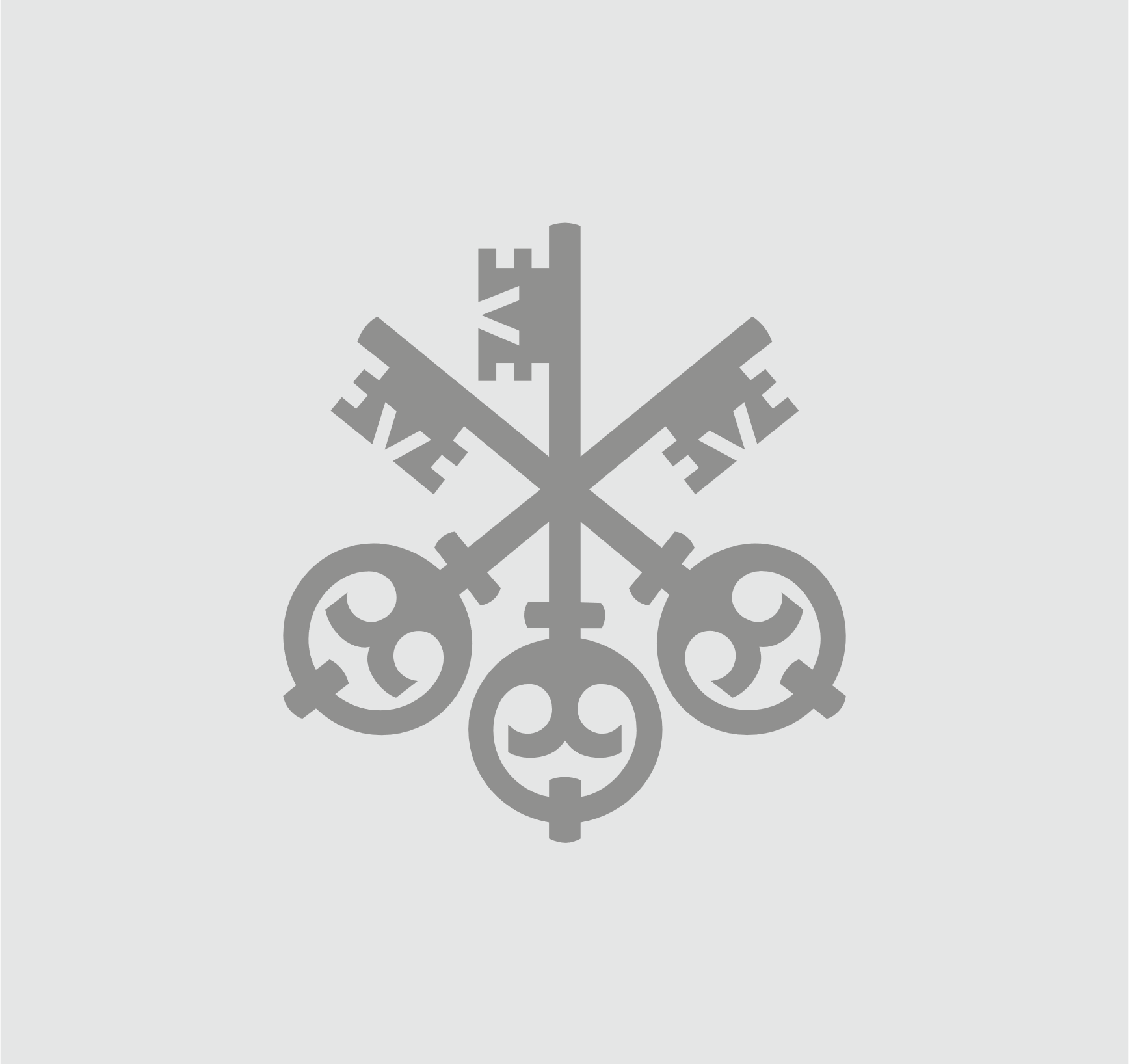
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Alan W. Clink, CPA [aclink@mmb-co.com](mailto:aclink@mmb-co.com)

Heather R. Lewis, CPA hlewis@mmb-co.com

**Business Partner Opportunity!**

**Thank you for your continued support of the Capital Ara Fire Districts Association. Included as part of your annual dues, you have the opportunity to have vendor space at our November 4th training event, at no additional cost. We have several excellent presentations lined up, which we believe will attract many of our member districts. Last year we had over 50 fire district officials in attendance! The training is at the Verdoy Fire District 988 Troy-Schenectady Road, Latham, NY from 7:00AM to 1:00PM. Lunch will be served. Attached are additional details:**

* **Each Business Partner will be given 5 minutes to present something of educational value to those in attendance..**
* **The Board is also seeking two sponsors for the event - one to sponsor breakfast and one to sponsor lunch. The cost is $500 per sponsorship. The sponsoring Business Partners will have signs displayed noting the sponsorship, and have an extended, dedicated time for their presentation.**

**Please reply by October 20, 2023 if:**

* **You would like a vendor table for the event**
* **You are interested in sponsoring the training**

**We need your reply by October 20 to plan for space.**

***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***](mailto: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 CAFDA.NET website.**

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

**Download THE APPLICATION available on the home page at CAFDA.NET**

***MEMBERSHIP IN THE CAPITAL AREA FIRE DISTRICTS ASSOCIATION (CAFDA)***

Would you like to join Capital Area Fire Districts Association along with 76 members in 10 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** or Other County or Regional Associations $300 annually.  
***Business Partners: $100.00 annual member fee***

##### If You, Your Fire District or Department is not a Member of CAFDA You Can be?

Individuals can be members of CAFDA. The annual membership fee is $50, which will provide you access to this Bulletin, attendance at meetings and social gatherings. Provides networking with other fire district officials and a source of the constant barrage of information related to today’s fire service.

**Capital Area Association of Fire Districts**



**Membership Application/Renewal**

**Fire District □ Fire Protection District □ Village Fire Department □ EX-Officio □ Associate/Individual □**

**Associate Regional Fire District Association □**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

County: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fire District: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mailing Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Zip: \_\_\_\_\_\_\_\_\_\_\_\_\_

Primary Contact Phone Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**IF FIRE DISTRICT OR ASSOCAIATION TWO POINTS OF CONTACT WILL SHARE INFORMATION**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Fire Company if Different: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**FIRE DISTRICT OFFICERS WHO WOULD LIKE TO BE ADDED TO OUR EMAIL DISTRIBUTION LIST**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Annual budgets up to and including $200,000 $50.00

Annual budgets more than $200,001 up to including $400.000 $100.00

Annual budgets more than $400,001 up to including $600.000 $200.00

Annual budgets more than $600,000 $300.00

Associate/Individual membership fee $50.00

Regional or County Fire District Association $300.00

Business Partners membership fee $100.00

Please submit payments to: Capital Area Fire Districts Association

CAFDA Treasurer

PO Box 242

East Schodack, NY 12063

**Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

IF VOUCHER IS REQUIRED, PLEASE MAIL IT AND I WILL SIGN IT AND MAIL IT BACK

***CAFDA UPCOMING TRAINING AND MEETING CALENDAR***

***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**



##### 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://cafda.net/wp-content/uploads/2023/09/Fire-District-Budget-Schedule.pdf**](https://cafda.net/wp-content/uploads/2023/09/Fire-District-Budget-Schedule.pdf)

##### CLICK ON PDF TO OPEN FIRE DISTRICT ELECTION 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://cafda.net/wp-content/uploads/2023/09/Fire-District-Elections-Schedule-2023.pdf**](https://cafda.net/wp-content/uploads/2023/09/Fire-District-Elections-Schedule-2023.pdf)

[**https://cafda.net/wp-content/uploads/2023/09/2023-Fall-Workshop-Registration.pdf**](https://cafda.net/wp-content/uploads/2023/09/2023-Fall-Workshop-Registration.pdf)A close-up of a fire department emblem

Description automatically generatedA white and blue emblem with a ladder and a fire hydrant

Description automatically generated

***capital area FIRE DISTRICTS ASSOCIATION***

Albany, ESSEX, Fulton, Montgomery, Rensselaer, Saratoga,

Schenectady, SCHOHARIE, Warren, Washington

www.cafda.net

**Welcome to the Fall 2023 Training Workshop – November 4, 2023**

**Verdoy Fire District, 988 Troy-Schenectady Road (Route 7), Latham, NY 12110**

***7:00-8:00 Registration & Continental Breakfast***

***8:00-8:10 Pledge to the Flag & Welcome: Capital Area Association Officers***

***8:10-9:15 Presentation Topic: Harassment Challenges in the Volunteer Fire Service – Dave Denniston***

***Disciplinary Measures as a Result of Harassment Complaints – Tim Hannigan***

***9:15-9:30 Networking Break***

***9:30-10:15 Presentation Topic: How To Shop for Insurance – What Coverage Should We Have***

***Presenter: Tony Blackwell, McNeil & Co.***

***10:15-10:30 Networking Break***

***10:30-12:00 Ask the Experts Panel – A panel of experts have been assembled to answer your questions about a broad range of important topics. Joining us will be Attorney Greg Serio, Attorney Tim Hannigan, Royal Denny of Fire Districts Mutual (VFBL expert), Tony Blackwell of McNeil & Co. (general insurance expert) and Bob Gramuglia, CPA of Bryans & Gramuglia CPAs (accounting & audit expert).***

***12:00-1:00 Lunch and Networking***

**Everyone is Invited to Attend**

**Not limited to Commissioners**

**Please Reserve your Seat Now – CAFDA Members $15, Non-Members, $25**

**Price includes all seminars, training materials, meals**