



CAPITAL AREA FIRE DISTRICTS ASSOCIATION BULLETIN



YOUR FIRE DISTRICT NEWS SOURCE

APRIL 6, 2024

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[*Beginning our 10th year.*](#)

CAPITAL SHORTS:

- **OSHA IS EXTENDING THE PERIOD FOR SUBMITTING COMMENTS BY 45 DAYS (Until June 21st) TO ALLOW STAKEHOLDERS INTERESTED IN THE NPRM ON EMERGENCY RESPONSE ADDITIONAL TIME TO REVIEW THE NPRM AND COLLECT INFORMATION AND DATA NECESSARY FOR COMMENT.**
- **Come One Day, Come Two Days, or Come all Three Days but join us for the The 1st Annual CAFDA Conference Registration** – See Page 4 & 5. Looking forward to seeing you in Lake George for a great Information Event. Several Vendors have already made their reservations.
- Annual Financial Report (AFR formerly AUD) filing deadlines are 120 days after the end of the fiscal year, or **Monday April 29th 2024**. Extension requests can be submitted by the CFO in the [Annual Financial Reporting application](#) or in a letter signed by the CFO and emailed to AFRFILE@osc.ny.gov, faxed to (518) 486-3146 or mailed to Office of the State Comptroller, Data Management Unit, 110 State Street 12-8-C, Albany NY 12236. Fire Districts will also be required to report their statutory spending limit.
- **Our condolences to the Coons Family and the members of the Taborton Fire Company on the death of past Chief William Coons.**
- **CAFDA would like to thank Averill Park Fire District, Halfmoon-Waterford Fire District, Berkshire Fire District and Warrensburg Fire District for the use of their stations to provide the 2024 Commissioner's training, we appreciate your hospitality and assistance.**

WELCOME NEW MEMBERS AND RENEWALS FOR 2024

Averill Park-Sand Lake Fire District #2
Ballston Lake Fire District #1
Berkshire Fire District
Berlin Fire District #1
Boght Community Fire District
Burnt Hills Fire District
Charlton Fire District #1
Chestertown Fire District
Clifton Park-Halfmoon Fire District #1
Coeymans Fire District
Coeymans Hollow Fire District
Delmar Fire District
Dutchess County Fire District Officers Assoc.
Eagle Mills Fire District #1
East Glenville Fire District #3
East Greenbush Fire District #1
Fort Edward Joint Fire District
Fort Hunter Fire District/Alb Co
Fort Hunter Fire District/Mont Co

Glenville Fire District #5
Glenville Fire District #7
Glenville Hill Fire District #8
Glenham Fire District
Greenfield Fire District
Guilderland Fire District
Halfmoon Fire District #1
Halfmoon-Waterford Fire District #1
Harmony Corners Fire District
Hemstreet Park Fire District #4
Hoags Corners Fire District
Hoosick Falls Joint Fire District
Hoosick Fire District
Jefferson Fire District
Johnsonville Fire District
Kiskatom Fire District
Knox Fire District
Latham Fire Department
Lewis Fire District

Mayfield Fire District #2
Melrose Fire District
Milton Fire District No. 1
Niskayuna Fire District #1
Niskayuna Fire District # 2
North Greenbush Fire District # 1
Northside Fire District
Northumberland Fire District #1
Perth Volunteer Fire Company
Pleasantdale Fire District #5
Plotterkill Fire District
Providence Fire District
Quaker Springs Fire District #1
Quaker Street Fire District No. 1
Raymertown Fire District
Rexford Fire District
Rotterdam Fire District #1
Rotterdam Fire District #2
Rotterdam Fire District #3
Rotterdam Fire District #6
Rotterdam Fire District #7

Sand Lake Fire District #3
Schodack Landing Fire District No. 1
Schuyler Heights Fire District
Selkirk Fire District
Slingerlands Fire District
Stanford Heights Fire District
Stillwater Fire District
Ticonderoga Joint Town/Village Joint Fire District
Town of Mohawk Fire District
Verdoy Fire District
Vischer Ferry Fire District
Warrensburg Fire District
Wells Fire District
West Athens Limestone Fire District
West Crescent Fire District
West Glenville Fire District #6
West Sand Lake Fire District #1
Westmere Fire District
Wilton Fire District
Wright Fire District
plus 2 additional Associate Members.

Have you sent in your Dues for 2024 yet??

Those who have not renewed for 2024 yet: CT Male, Fox Pest Control, H2M, Marshall & Sterling, Mengel-Metzger-Barr, VanDerMolen Fire, Grafton Fire District, Petersburg Fire District, Ausable-Chesterfield-Keeseville, North Creek Fire District, South Schodack Fire District, Coeymans Hollow Fire District, Rotterdam/Princetown Fire District, Schodack Valley FD, and Speigletown Fire District

THE LATEST FROM FEDERAL OSHA!!!! DEMANDS IMMEDIATE ACTION!

Meeting with NYS-DOL/PESH

Dave Denniston Writes: We had a great meeting with PESH at the end of last week. They are willing to work with us, but admit that their hands are tied some. The NY PESH Officials have stated we have to get in front of OSHA and get a seat at the table. They could not stress enough that the head of OSHA needs to know our names and concerns. I have also been contacted by one of our congressional friends that said they are behind us, but we have to get in front of OSHA and a seat at the table. They fear legal options are our only other remedy. NVFC is looking at that angle now.

I have attached my comment to OSHA that will be submitted today. ***Along with this one we are going to have an online petition with a goal of 50K signatures. More details to follow. SEE DAVE'S LETTER AT THIS LINK***
:[<https://cafda.net/wp-content/uploads/2024/04/OSHA-1910.156-REQUEST-FOR-ACTION-1.docx>]

Lee and I will be doing a more detailed bulleted dive of the specifics of 29CFR 1910.156 on Thursday night at 7 PM. The good news, as of this morning Zoom has us up to 1000 log in capacity. Over half of that is registered now, but let's fill it up. Most webinars have a about 60% hit ratio. These OHSA ones have been exceeding that hit ratio which is awesome. Please share the registration link with your email lists and organizations. There is also a link for one more geared to Ohio in a couple weeks.

This is being run as a ESIP webinar on **Thursday 4/4 at 7pm**. Here is the registration link, **PLEASE SHARE:**
https://archcapgroup.zoom.us/webinar/register/WN_9GtqnblySa-WTKII-F5Sqw

Tom Miller and I are doing a similar webinar on **Wednesday Dec. 10th for the Ohio State Firefighters**. All are welcome to that one if the date is better. That one is a little more geared to a state where the volunteers are not "employees" but the main message is the same.

Register for OHIO Webinar Here: https://archcapgroup.zoom.us/webinar/register/WN_ae-TdGcUR3SDQJzuEaG_aQ

We cannot stress enough, our message is not that we oppose changes, and that in fact the fire service needs to embrace this and make serious changes in how we do business for firefighter safety. This has been our message since day 1, and some continue to ignore it. We need change and we need to do better for our people. What we do want is a seat at the table and some simple tweaks in the logistics of how this should be delivered, so it is in fact usable and will save lives and reduce injuries. WE CAN DO BETTER! There are still folks out there claiming we are trying to kill this thing. That could not be further from the truth, and we need to make sure that message is heard loud and clear.

OSHA IS EXTENDING THE PERIOD FOR SUBMITTING COMMENTS BY 45 DAYS (Until June 21st) TO ALLOW STAKEHOLDERS INTERESTED IN THE NPRM ON EMERGENCY RESPONSE ADDITIONAL TIME TO REVIEW THE NPRM AND COLLECT INFORMATION AND DATA NECESSARY FOR COMMENT.

WRITTEN COMMENTS: You may submit comments and attachments, identified by Docket No. OSHA–2007–0073, electronically at www.regulations.gov, which is the Federal e-Rulemaking Portal. Follow the online instructions for making electronic submissions. The Federal e-Rulemaking Portal at www.regulations.gov is the only way to submit comments on this NPRM. Instructions: All submissions must include the agency’s name and the docket number for this rulemaking (Docket No. OSHA–2007–0073). All comments, including any personal information you provide, are placed in the public docket without change and may be made available online at www.regulations.gov.

OSHA's Proposed Emergency Response Standard Presents Challenges to Fire Departments

The Occupational Safety and Health Administration (OSHA) is proposing an extensive new safety and health standard, titled “Emergency Response,” to replace the existing “Fire Brigades Standard.” The Notice of Proposed Rulemaking for the “Emergency Response Standard” was [published in the Federal Register](#) on February 5, with the public comment period open until May 6.

This proposed updated standard would issue hundreds of new requirements that may be very burdensome, and in many cases impossible, for volunteer fire departments to comply with. The National Volunteer Fire Council (NVFC) encourages volunteer departments and associations to [submit comments](#) on this proposed rule and request a public hearing so OSHA can have the best possible understanding of how this proposed rule would impact volunteer departments. We also encourage you to send a letter to OSHA requesting a 90-day extension to the public comment period on this proposed rule.

Additionally, please [fill out this survey](#) to assist the NVFC in collecting department data as we formulate our own comments on the proposed rule.

To assist you in developing your comments and public comment period extension letters, the NVFC has put has assembled [this comment guide](#). This guide provides guidance on:

- Where to find the text of the proposed standard
- Where and how to submit your comments on the proposed standard
- How to evaluate if your department is covered by the proposed standard
- How to develop your comments
- What part of the proposed standard will impact volunteer departments the most

The NVFC’s comment guide also links you to a map of states with OSHA plans, a template for your comment extension letter, and webinars to further assist you in understanding whether or how the proposed rule would impact your department.

The NVFC recently hosted a Roundtable Talk on this issue, which you can watch [here](#). View some of the questions and answers resulting from the live discussion [here](#).

The NVFC has also put together [this outline of the proposed standard](#) to further highlight important language and provide additional context to the comment guide.

SBA Submits Request for Extension

The SBA Office of Advocacy has just submitted to regulations.gov recommending that OSHA extend the comment period for its **proposed Emergency Response rule** by ninety days and plan for a post comment hearing on the rule.

****Paperwork Nightmare? OSHA Inks Emergency Response Proposal That Piles It On!**

JJ Keller Compliance Network

[EDITOR'S NOTE: REMEMBER THAT JJ KELLER MAKES A LIVING OFF OF TRAINING FOR FIRE DEPARTMENTS AND INDUSTRIAL CUSTOMERS, THIS CHANGE WILL PROVIDE MORE BUSINESS OVER A LONG PERIOD OF TIME FOR THEM!]

If you like paperwork, you'll "love" the upcoming Emergency Response proposed rule. According to the fine print, OSHA proposes to toss out three paperwork burdens. Yet, it will tack on over 25 new ones! While the proposal is not in the *Federal Register* yet, you can read the unofficial version on OSHA's website. Be sure to peek at the "Proposed Information Collection Requirements" starting on page 544.

NEWS UPDATE: The "[Emergency Response Standard](#)" [proposed rule](#) appeared in the February 5, 2024, *Federal Register*, on pages 7774 to 8023 of the pdf version. The "Proposed Information Collection Requirements" section of the preamble to the proposal begins on page 7999 in the third column. OSHA seeks comments on the proposed rule by May 6, 2024, for [Docket No. OSHA-2007-0073](#). The agency also says it will schedule an informal public hearing on the proposal if requested during the comment period, and, if such a hearing is requested, further notification will be announced in the *Federal Register*.

On December 18, the Office of Management and Budget gave OSHA the green light to publish the proposal in the *Federal Register*. Days later, OSHA issued a news release announcing that the proposal would appear in the *Federal Register* in January. At the same time, the agency posted a pre-publication version of the proposed rule on its "[Emergency Response Rulemaking](#)" webpage.

Stakeholders will have 90 days to comment in [Docket No. OSHA-2007-0073](#), when the proposal appears in the *Federal Register*.

SCOPE OF PROPOSED 29 CFR 1910.156

"Emergency responders are critical workers in all of our communities, and they deserve protections that keep up with today's industry practices," said OSHA head Doug Parker. "We are proposing much-needed updates that will expand protections for emergency workers and bring our standards closer to common industry procedures."

The proposal, if finalized, would modernize [1910.156](#), Fire Brigades. The standard would be renamed "Emergency Response" and expand coverage to emergency responders, such as:

- Firefighters,
- Emergency medical service providers, and
- Technical search and rescue workers.

The new 1910.156 would not apply to:

- Employers performing disaster site cleanup or recovery duties following natural disasters;
- Activities covered by [1910.120](#), Hazardous Waste Operations and Emergency Response (HAZWOPER); or
- Activities covered by [1910.146](#), Permit-Required Confined Spaces.

The scope of OSHA's standard would:

- Be expanded to include a range of hazards that emergency responders encounter,
- Align the standard with the Federal Emergency Management Agency's (FEMA's) National Response Framework, and
- Modernize the standard to bring it in line with consensus standards issued by the National Fire Protection Association (NFPA).

For more background, please see our earlier article, "[OSHA's Responder Proposal May Pop Up by End of January](#)," dated November 17, 2023.

OTHER REGULATIONS IMPACTED

In addition, the proposal pulls other regulations into the fold:

- [1910.6](#), Incorporation by Reference;
- [1910.120](#), Hazardous Waste Operations and Emergency Response;
- [1910.134](#), Respiratory Protection;

- [1910.155](#), Scope, Application and Definitions Applicable to This Subpart;
- [1910.157](#), Portable Fire Extinguishers;
- [1910.158](#), Standpipe and Hose Systems; and
- [1910.159](#), Automatic Sprinkler Systems.

PAPERWORK BURDENS

Despite concerns raised years ago by small business about the cost and time commitments of the *draft* standard, the latest proposal would remove three but add over 25 new “information collection requirements.” Specifically, OSHA proposes to eliminate existing language under:

- [1910.156\(b\)\(1\)](#) that requires employers to develop and maintain an organizational statement;
- [1910.156\(b\)\(2\)](#) that requires employers to obtain a physician’s certificate of certain employees’ fitness to participate in fire brigade emergency activities; and
- [1910.156\(c\)\(4\)](#) that requires the employer to inform fire brigade members about special hazards to which they may be exposed during fire/emergencies.

In place of these information requirements, OSHA’s proposed rule builds in collections for:

Category:	Paperwork:
Emergency/risk planning	<ul style="list-style-type: none"> • A facility vulnerability assessment • A written emergency response program • An annual evaluation of the emergency response program • Keeping previous versions of emergency response programs • A written comprehensive risk management plan • Identifying the location of each fire hose valve
Vehicle procedures	<ul style="list-style-type: none"> • Policies and procedures for operating certain vehicles • Policies and procedures if responders cannot be seat belted in a vehicle • A procedure for vehicle operator training
Incident planning	<ul style="list-style-type: none"> • Pre-incident plans for locations within the facility • Pre-incident plans for the facilities where incidents may occur • Pre-incident plans for each facility subject to EPA 40 CFR 355 within the primary response area • A comprehensive and ongoing size-up of an incident scene • A risk assessment for an incident scene • An incident action plan • Established, marked, and communicated control zones • Standard operating procedures for emergency events • Post-incident analyses
Medical/health records	<ul style="list-style-type: none"> • Minimum medical requirements for team members and responders • Keeping confidential records for each team member and responder related to duty restrictions, work illnesses and injuries, and exposures • A medical evaluation program • A record of each responder’s exposure to combustion products • Behavioral health and wellness resources • A health and fitness program

Other	<ul style="list-style-type: none"> • Team members and responders to report safety and health concerns • Posting your procedures for reporting safety and health concerns • A hazard assessment for personal protective equipment selection
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OSHA estimates that the proposed paperwork burdens will: **[EDITOR’S NOTE: IT IS GENERALLY FELT THAT THIS IS A SERIOUS UNDERESTIMATE, BUT REAL NUMBERS NEED TO BE DEVELOPED, REASON MORE TIME BEYOND THE 90 DAY COMMENT PERIOD IS NEEDED.]**

- Impact 22,551 entities,
- Take 3,896,719 hours in total each year to complete, and
- Cost a total of \$106,502,463 annually.

That averages to 173 hours and \$4,723 per year for each entity.

KEY TO REMEMBER

OSHA proposes to remove three but add over 25 paperwork burdens amounting to 173 hours per year per entity. The move is part of an upcoming Emergency Response proposal.

[EDITOR’S NOTE: NATIONAL STUDIES HAVE PREVIOUSLY FOUND THAT THE ONE THING VOLUNTEER FIREFIGHTERS DON’T HAVE IS TIME. IS THIS NEW IMPOSITION BEING DONE ON PURPOSE TO SATISFY UNION ACTIONS TO CRIPPLE THE VOLUNTEER FIRE SERVICE? IF THEY WOULD BE PAITIENT THE IAFF WILL GRADUALLY MAKE IN ROADS AS THE VOLUNTEER FIRE SERVICE CONTINUES TO ERODE. REMEMBER THE IAFF PROVIDES CONTRIBUTIONS TO A SLEW OF POLITICIANS THROUGH THEIR CAMPAIGN PACS, VOLUNTERS PROVIDE VERY LITTLE CAMPAIGN FUNDING.]

Formal Comment Submitted by CAFDA on Your Behalf!

<https://cafda.net/wp-content/uploads/2024/03/Extension-Request-from-CAFDA.docx>

Posted to the CAFDA.net website.

Where To Go To Upload A Formal Comment To The Proposed Emergency Response Standard

https://www.federalregister.gov/documents/2024/02/05/2023-28203/emergency-response-standard?utm_campaign=subscription+mailing+list&utm_medium=email&utm_source=federalregister.gov

OSHA Takes Action To Limit Emergency Responder Injuries And Fatalities

Michael Fraley – Fire Rescue One

The Occupational Safety and Health Administration (OSHA) recently announced plans to update the outdated and scope-limited Fire Brigades Standard, 29 CFR 1910.156. The proposed new standard will be titled “Emergency Response” and aims to include emergency responders, including fire departments, EMS agencies, and technical search and rescue teams. It will also govern responders who work other jobs in commercial or industrial settings but are activated as part of a Workplace Emergency Response Team when an incident occurs in the facility.

This article is a brief overview of many of the standards mentioned in the proposed rule and is not meant to be an exhaustive analysis of each section. The highlighted segments are included to portray the variety of areas the rule would cover and the significant work that may be required of some services to comply.

This article also will not explore the details of who is legally obligated to comply with OSHA standards. This varies from state to state and is complicated by a variety of factors. It should also be noted that in some circumstances, volunteer agencies may be covered by OSHA standards. Regardless of whether OSHA has legal authority over a particular state or service, there is an argument that they set a standard that could be indirectly applied to everyone. This may be particularly true after an incident has occurred and no other standard exists.

The general purpose of the proposed rule is to reduce emergency response team member injuries and fatalities. The NPRM document begins with an impressive section of statistics highlighting the dangers emergency responders face and the need for standards to reduce the impact of these injuries and deaths. The rule is specific to protecting responders and does not directly apply to medical care, outcomes or safety as they relate to patients.

SOME OF THE SPECIFIC SECTIONS OF THE PROPOSED STANDARD INCLUDE:

- **Emergency response plan (ERP).** Agencies *will be required* to have a written program to ensure they are prepared to respond to, and operate safely in, the emergency and non-emergency situations that are likely to occur in their primary response area. The ERP is intended to provide for the occupational safety and health of team members and encompass all aspects of emergency response, many of which are outlined below.
- **Vulnerability assessment of hazards.** Agencies *must assess* their primary response area *to identify the types calls they may respond to*. Resources in the plan must be matched to these hazards and the plan should identify mutual aid resources to be called when the agency cannot mitigate a particular hazard.
- **ERP tiers, types and levels.** The agency must identify the various tiers, types and levels of responders covered by the ERP. *Several sections of the proposed standard require the agency to identify training, evaluation, qualifications, duties and capabilities of responders based on these terms*. One size does not fit all.
- **Team involvement with the plan.** The Emergency Response Plan should be developed, implemented, reviewed and updated with involvement from team members. OSHA identifies that front-line responders have valuable insight into the work process particularly as it relates to safety.
- **Medical and physical requirements.** The proposed standard specifies that ***responders will be required to meet medical and physical requirements based on their type and level of service***. This section is extensive and pays particular attention to cardiovascular health.
- **Behavioral health and wellness resources.** Agencies *would be required* to offer team members services that include diagnostic assessment, short-term counseling, crisis intervention and referral to additional resources. Records arising from any use of these resources must be kept confidential.
- **Health and fitness program.** Team members should have access to health and fitness programs that help them maintain fitness for duty and to prevent work-related illness.
- **Training program.** *A comprehensive training program must be in place* to include initial and ongoing training as well as *skills checks* at appropriate intervals. All training and assessments will be based on tiers, types and levels of providers employed. The program must detail instructor qualifications, member evaluation methods, and assurances that team members will not be tasked with duties until they demonstrate the skills and abilities to safely complete them.
- **Facility safety.** OSHA understands that fire and EMS responders spend significant time in stations between calls and requires that these facilities also be safe. The section details the need to provide adequate spaces to decontaminate, maintain and store PPE and other equipment separate from living quarters. It also lists requirements for fire alarms, sprinkler systems, carbon monoxide detectors and equipment to prevent vehicle exhaust from entering sleeping and living areas. And yes, they even set standards for fire pole safety.
- **Personal protective equipment (PPE).** Significant attention is paid to the provision of PPE to responders as well as training, testing, maintenance, cleaning and disposal of the supplies and equipment.
- **Vehicle safety.** Highlighting the high numbers of fire and EMS responders injured and killed in vehicle crashes, OSHA proposes broad-reaching standards related to maintenance, inspection and testing of vehicles. The standards also outline important benchmarks in training and operation of vehicles, and the policies that should be in place to cover both. OSHA even settles the debate about the proper name of a legendary fire prevention character when it highlights the need for procedures to ensure the safety of occupants that are not able to be belted in a seat. OSHA notes that mascots such as *Smokey Bear* may not be able to be seat belted in when riding on a vehicle in a parade! (Note they did not call him Smokey the Bear?)
- **Incident Management System.** To align with the National Response Framework, OSHA will expect Emergency Response Plans to contain language about implementation, training and use of the Incident Management System. An emphasis is placed on provider safety monitoring and reporting during incidents.
- **Respiratory protection.** Training, equipment and policies related to responder respiratory protection have long been a major area of concern for OSHA and the proposed Emergency Response standard will continue that emphasis.
- **Communication.** Language in the proposed rule encourages reliable communication between dispatch centers and responders including monitoring of on-scene radio transmissions to maintain safety and respond to any on-scene responder emergencies. The rule also calls for interoperability between mutual aid resources.

TWO OPPORTUNITIES

EMS agencies and fire departments have two important opportunities right now.

- Review the proposed standard, whether OSHA rules directly apply to you or not, and provide comments to help shape the document into something that will improve safe practices in our industry.
- Review your department's current responder safety program and take steps to build the program so it will meet or even exceed the standard that this rule will bring.

[Tailboard Talk: The OSHA Fire Brigade Standard from Fire Engineering](https://www.fireengineering.com/podcasts/tailboard-talk-the-osha-fire-brigade-standard/?utm_medium=email&utm_source=fe_daily_newsletter&utm_campaign=2024-02-26)

https://www.fireengineering.com/podcasts/tailboard-talk-the-osha-fire-brigade-standard/?utm_medium=email&utm_source=fe_daily_newsletter&utm_campaign=2024-02-26

[OSHA Proposes Major Changes to Regulations for the Fire Service](https://www.firelawblog.com/2024/02/15/osha-unveils-major-changes-it-proposes-for-the-fire-service/)

Insight from Curt Varone

<https://www.firelawblog.com/2024/02/15/osha-unveils-major-changes-it-proposes-for-the-fire-service/>

[OSHA'S EMERGENCY RESPONSE STANDARD UPDATE THREATENS VOLUNTEER FIRE DEPARTMENTS](#)

National Vol Fire Council

On December 21, the Occupational Safety and Health Administration (OSHA) announced that it will issue a Notice of Proposed Rulemaking (NPRM) to modernize the agency's "Fire Brigades" standard. This standard was first published and last updated in 1980.

This proposed updated standard would issue several new requirements that would be very burdensome, and in many cases impossible, for volunteer fire departments to comply with. Specifically, there would be prohibitively restrictive standards on physical exams, the purchase of new equipment, and the formation of emergency plans that exceed the staffing capabilities of many volunteer departments.

The proposed updated standard was published in the Federal Register on February 5, and public comments are being accepted until May 6. The National Volunteer Fire Council will be filing comments on this proposed rule and encourages members of the volunteer fire service community to submit their own comments and request a public hearing on this proposed standard.

Access the text of this rule and instructions on how to file comments [here](#). Additionally, OSHA Region 1 Training Institute Education Center recently conducted a [webinar](#) providing an overview of what's in the standard and some of the impacts it would have on volunteers.

We all know that whatever a bunch of bureaucrats in Washington put on paper will make all the difference in the world, this is the same federal government that told us everything was safe after the Twin Towers fell.

[LINK TO THE PROPOSED OSHA STANDARD, NO FLUFF:](#)

<https://cafda.net/proposed-changes-to-the-osha-standard-comment-period-opens-february-5th/>

Here are the links for the resources as Dave promised:

1. [Webinar: Emergency Response Rule | Oshaedne](#)
2. [OSHA's NEW Proposed Rule 1910.156 Emergency Response rule on Vimeo](#)
3. [Microsoft PowerPoint - 1910.156 Webinar 1-31-2024 draft 2.pptx \(oshaedne.com\)](#)

[OSHA PROPOSED UPDATE TO THE BRIGADE STANDARD COMPLETE TEXT:](https://cafda.net/wp-content/uploads/2024/01/ER-NPRM-Unofficial-WORD-VERSION.docx) <https://cafda.net/wp-content/uploads/2024/01/ER-NPRM-Unofficial-WORD-VERSION.docx>

[LINK TO MY SYNOPSIS OF THE PROPOSED UPDATE:](https://cafda.net/wp-content/uploads/2024/01/SYNOPSIS-OF-THE-PROPOSED-UPDATED-OSHA-FIRE-BRIGADE-STANDARD-1.docx) <https://cafda.net/wp-content/uploads/2024/01/SYNOPSIS-OF-THE-PROPOSED-UPDATED-OSHA-FIRE-BRIGADE-STANDARD-1.docx>

**Your Choice: One Day, or Two Days, or All Three Days,
but don't miss the 1st Local Fire Service Conference
THE 1st ANNUAL CAFDA REGIONAL CONFERENCE
for Fire District Officials – LAKE GEORGE SPRING 2024**

Don't put it off Register now – Registration at the end of this Bulletin.

CAPITAL AREA FIRE DISTRICT CONFERENCE April 25, 26 & 27th 2024

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.

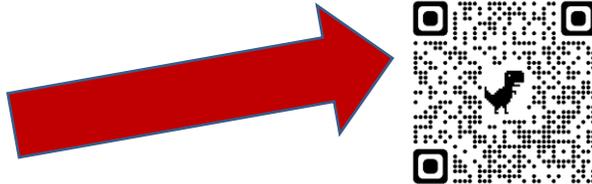
An affordable conference, held locally in the Capital Area.

ALL FIRE DISTRICT OFFICIALS AND CHIEFS FROM ANY LOCATION IN THE STATE ARE WELCOME TO ATTEND

Announcement and Registration Forms at End of The Bulletin!

REGISTRATION AVAILABLE ON-LINE INCLUDING CREDIT CARD PAYMENT

OPEN CAFDA.NET - LOOK FOR THE EVENTS TAB - GO TO THE CALENDAR - CLICK ON THE EVENT ON CALENDAR - IT WILL OPEN THE REGISTRATION INFORMATION - PAY ON LINE



General Membership Meetings - - In person and Zoom

Printable Calendar with much more – See End of Bulletin

Thank you to the Clifton Park – Halfmoon Fire District for allowing us to use their facility for the CAFDA meetings.

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

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

Financial issues should be addressed to: TREASURER@CAFDA.NET

OTHER FIRE SERVICE ORGANIZATION NEWS

Registration is Open for the 2024 Fire & Life Safety Educators' Training Series

For over 40 years, NYSAFC has partnered with the [New York State Office of Fire Prevention & Control](#) to host the Fire & Life Safety Educators' Conference at the New York State Academy of Fire Science.

Due to infrastructure updates taking place at the academy, in lieu of the annual conference, we're taking the show on the road this spring, conducting one-day events at fire departments across New York state!

[Registration](#) is available through the New York State Division of Homeland Security & Emergency Services

REGISTRATION LINK: https://r20.rs6.net/tn.jsp?f=001TOCwg3ovEF_Y28vMWgdj2oPPagxNG2-mYpdNUPneh6IaJI4mhJOeZaCmBmObFEQjdl_xVVUMZKGxm5d0yZPCeZq3WbKfLNE5oQJCA0MFJClxDI4DXOd5lrnFee9bDpFpL53S-gJKk-

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Schedules and session descriptions are available [here](#).

2024 Dates and Locations:

8:00 a.m. – 4:00 p.m. at all locations.

Rensselaer County – April 27 In Person

East Greenbush Fire Department • 68 Phillips Road • Rensselaer, NY 12144

Fire Up NY Red Campaign

April 7-14

Show your support for volunteer firefighters by joining FASNY's Fire Up NY Red campaign! Between April 7 and April 14, light up your departments, homes, and businesses to let your neighbors know you serve your community, and that first responders are needed statewide. Share your Fire Up NY Red efforts with us! Send your photos and a brief caption to photos@fasny.com for a chance to be featured in our magazine and on our social media platforms. Let's shine a light on volunteer firefighting! #FireUpNYRed

IF NOTHING ELSE READ THE ARTICLES PRECEDED BY **

THE LATEST FROM THE STATE CAPITAL

***THE SCORECARD IS BEING UPDATED EACH WEEK WHILE
THE LEGISLATURE IS IN SESSION***

See what's included in the Budget, that will affect the Fire Service

- Budget extender being voted on until next Monday and perhaps beyond.
- All attention in Albany has been focused on the budget and associated hearings. Budget is due April 1st.
- Albany is now awaiting the one chamber budget bills, one from the senate and one from the assembly to see how or if they mesh with the Governor's proposal.
- The legislature will be on break between April 19th and May 3rd, resuming on May 6th!

PROPERTY TAX EXEMPTIONS

Property tax exemptions require action by the individual firefighters; once a local government opts in, application for the exemption by the volunteer is filed with the assessor, department or other office designated by the municipality, school district and/or fire district offering such [exemption on a form](#) prescribed by the New York State Department of Taxation and Finance before the "taxable status date." ***It is important to note that the "taxable status date" in most towns was March 1.*** See more information at: <https://fasny.com/resources/county-index-numbers/>

THE LATEST FROM WASHINGTON

NATIONAL FIRE SERVICE ORGANIZATIONS OPPOSE CUTS TO AFG AND SAFER GRANTS

The National Volunteer Fire Council (NVFC) joins with other national fire service organizations to strongly oppose cuts to the Assistance to Firefighters Grant (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) grants. These programs provide critical funding to help fire departments secure needed equipment, training, and staffing to adequately protect their communities.

Funding was slashed 10 percent for the Assistance to Firefighters Grant Program (AFG), the Staffing for Adequate Fire and Emergency Response Grant Program (SAFER). SAFER and AFG programs. They are earmarked to receive \$324 million not \$360 provided in FY 2023.

The AFG and SAFER grants provide a lifeline to fire and EMS departments across the nation as they face challenges such as expanding missions, increased costs, and staffing shortages.

THE ATTORNEY'S OFFICE

NY Chief Challenges Removal

Curt Varone

The fire chief of the Wading River Fire District who was removed by the district's Board of Fire Commissioners last November, has filed suit alleging a violation of his statutory and constitutional due process rights. Fire Chief Kevin Berg was initially suspended and then removed as fire chief, all without notice of the reason for these actions, or an opportunity to respond.

The facts as explained in the complaint are as follows:

- *On or about November 2, 2023, Petitioner was verbally informed by the Chair of the Wading River Fire District Board of Fire Commissioners that he was suspended until further notice. No reason was provided for his suspension.*
- *Upon information and belief, Respondent Board of Fire Commissioners voted to suspend Petitioner from membership at its public meeting on November 2, 2023. No reason for the suspension was provided.*
- *By letter dated November 14, 2023, the Chair of the Wading River Fire District Board of Fire Commissioners notified Petitioner "that the Board of Fire Commissioners (BOFC) [...] voted to continue the suspension against you imposed by the BOFC at the last meeting..." No reason for the suspension was provided.*
- *By letter dated November 27, 2023, the Chair of the Wading River Fire District Board of Fire Commissioners notified Petitioner that the "Board of Fire Commissioners approved a motion to relinquish your Chief Duties..." No reasons for this removal was provided.*

The suit is what is referred to as an Article 78 suit, which is unique to New York. It provides a mechanism to challenge administrative decisions by state and local governmental bodies. It alleges a violation of Chief Berg's statutory right to due process under NY General Municipal Law § 209-I, and his right to due process under the 14th Amendment, actionable through 42 U.S.C. § 1983.

For information only and not for the purpose of providing legal advice. The opinions expressed are the opinions of the individual author at the time the facts were presented and based on the law then applicable. The information contained in these opinions is not guaranteed to be up to date. The information provided is not legal advice. Since legal advice must be tailored to the specific circumstances of each case, and laws are constantly changing, nothing on this site should be used as a substitute for the advice of competent legal counsel. The authors assume no responsibility to any person who relies on information contained herein and disclaim all liability in respect to such information. You should not act upon information in this publication without seeking professional counsel from an attorney admitted to practice in your jurisdiction.

FIRE DISTRICT/COMPANY FINANCES!

How To Prevent Embezzlement In The Fire Department

Keith Padgett

The fire chief receives an e-mail from the finance director asking if he has time to meet this week to discuss an issue within the department. While finding it a bit out of the ordinary that the finance director didn't identify the topic of the meeting, the chief reluctantly sets up a meeting, assuming it's a budget issue that requires attention.

But the meeting turns out to be something far different – something the chief didn't expect in the least.

A fire department investigation has revealed several instances of financial mishandling and embezzlement.

Specifically, it has been discovered that over the past seven months, one of the chief's administrative assistants has been using a department credit card to purchase personal items at a local convenience store – groceries, alcohol and gasoline to name a few.

The chief is shocked, as he had known the employee for years and had no clue that this was happening. The assistant was responsible for all credit card statements and their reconciliation. The discovery is a huge blow to the department, and will require further investigation, public disclosure and personnel termination.

Unfortunately, this situation happens far too often at public safety agencies. Fire chiefs have been tasked with overseeing the department, and an incident like this can severely erode the public's trust in administration, leading to criticism and skepticism about how taxpayer funds are being managed.

PREVENTING EMBEZZLEMENT

What can we do to prevent fire department embezzlement? Several steps must be implemented to help an organization stay focused on the mission of serving the public and keeping their trust.

To start, a culture of transparency should be established at every level of the department. Encourage a culture where honesty, integrity and accountability are highly valued. This should be the high standard that is maintained in everything the organization does, from loading hose to making equipment purchases for the department. We must also recognize and reward ethical behavior and enforce consequences for unethical conduct.

With this as our foundation, there are some additional steps that can help prevent fire department embezzlement..

1. **Establish policies:** Establishing clear and well-documented financial policies and procedures is essential. These strong financial controls will assist the department in managing funds while maintaining that honesty and integrity.
2. **Sign agreements:** Have employees sign agreements that they understand the purchasing card policy and will adhere to it. This holds them accountable for their usage and demonstrates the importance of this financial responsibility.
3. **Provide training:** Ensure members are trained on the organization's policies and procedures. Training should cover fraud prevention, financial integrity and, importantly, the consequences of embezzlement within the department. Education is the most important element when dealing with any form of financial matters.
4. **Establish a code of conduct:** Establish a code of conduct that clearly identifies the expectations for members related to financial integrity.
5. **Set the example:** Strong leadership sets a good example by demonstrating good ethical behavior and financial responsibility.
6. **Monitor financial activity:** Company officers, assistant chiefs, administrative personnel and, of course, the fire chief, should actively monitor financial activities and enforce adherence. There should be zero variance from established policies at any time.
7. **Separate finance:** Consider separation of responsibilities within the area of a financial division of the department. Assign different individuals who are responsible for authorizing, recording and reconciling financial transactions. This ensures that no single person has complete control over the financial process, producing a built-in check-and-balance system.
8. **Invest in software:** Invest in reliable accounting and financial management software that provides real-time monitoring and tracking of financial activities. Many organizations have systems like this in place. This technology provides a new level of financial accountability.
9. **Require receipts:** If the department is not currently doing so, start mandating that members provide receipts for every credit card purchase or any other type of transaction. Discourage purchase reimbursements if possible. Reimbursements should only be made upon submission of proper documentation, including an itemized receipt detailing exactly what was purchased and from whom.
10. **Hold audits:** Consider conducting regular scheduled and surprise audits to keep employees alert and to discourage potential embezzlement. The audits should be conducted by someone outside of the department to maintain objectivity. The financial director may be able to provide someone who can help with this.

PRIORITIZE PUBLIC TRUST

By implementing these measures, the fire department can significantly reduce the risk of embezzlement and financial misconduct, promoting a transparent and accountable organization.

The public trust should be number one in every organization, so we must continue to monitor and update financial policies and procedures to address any issues that may appear.

Annual Financial Report Due April 29th

Annual Financial Report (AFR formerly AUD) filing deadlines are 120 days after the end of the fiscal year, or Monday April 29th 2024. Extension requests can be submitted by the CFO in the [Annual Financial Reporting application](#) or in a letter signed by the CFO and emailed to AFRFILE@osc.ny.gov, faxed to (518) 486-3146 or mailed to Office of the State Comptroller, Data Management Unit, 110 State Street 12-8-C, Albany NY 12236. Fire Districts will also be required to report their statutory spending limit.

*****Volunteer Fire Infrastructure & Response Equipment Grant Program***

It needs to be understood that this is a reimbursement grant program and the funds need to be expended before they are released by the State.

Complete eligibility and program information can be found in the Request for Applications (RFA) and other supporting documentation can be found at the following link: <https://www.dhSES.ny.gov/state-funded-programs>

The application deadline is April 30, 2024, by 5:00 pm.

THE WEB SITE INCLUDES LINKS TO:

- Request for Applications (RFA)
- Application Worksheet
- Frequently Asked Questions
- E-Grants Tutorial

LINK TO THE SYNOPSIS OF THE GRANT PROGRAM: <https://cafda.net/wp-content/uploads/2024/01/Synopsis-of-the-2023-Grant-Program-1.docx>

- ✓ Further work is being done to change the program from a re-imbursement program to an invoice submittal program, especially the smaller departments who don't have the funding up front. More to come on this concept.

Message from Deputy State Fire Administrator Luci Labriola-Cuffe on the NYS Stipend Program

I am very pleased to announce the NYS Stipend Regulation is now final and the program information is now live on our website. OFPC is now accepting applications for the stipend monies for volunteer firefighters who have successfully completed (first time completion) one of the eligible courses on or after August 31, 2023.

Learn what you and your Chief's need to do to comply with this new program!!

Further information and documents found here:

<https://www.dhSES.ny.gov/new-york-state-volunteer-firefighter-stipend-program>

The final regulation can be found on the NYS Register starting on page 4:

<https://dos.ny.gov/system/files/documents/2024/03/030624.pdf>

If anyone has questions, please send them to OFPC-Stipend@dhSES.ny.gov

Thank you,

Luci

Luci Labriola-Cuffe, MPS-HS: PHP & CT

Deputy State Fire Administrator



THE ACADEMY for New York State's LOCAL/FIRE DISTRICT OFFICIALS

April 3, 2024 | 10:00 AM - 11:00 AM Virtual

Understanding the Budget Process

This session will explain the budget process, the procedures that should be used in preparing the budget and the resources and tools available to assist with budget development. It will also address the requirements and options for amending the budget, and the reports necessary for successfully monitoring the budget during the year.

REGISTER HERE: <https://attendee.gotowebinar.com/register/1173403644171228247>

Fiscal Oversight Responsibilities of the Governing Board

The governing board's oversight role can touch virtually every aspect of a local government's operations. This session will discuss some key functions including budget responsibilities, interim reporting, the audit of claims, and the annual audit requirements. We will also provide resources available to assist in these oversight activities.

DATE: 2024-01-24 LENGTH: 46:53 TAKE THIS ANYTIME AT THIS LINK: [On Demand Slide Show Presentation \[pdf\]](#)

Local Government and School Accountability Contact Information:

Phone: (518) 474-4037; **Email:** localgov@osc.ny.gov

Address: Office of the State Comptroller, Division of Local Government and School Accountability
110 State Street, 12th Floor; Albany, NY 12236

STEP INTO THE CHIEF'S OFFICE

Are You In Charge, Or Are You In Command?

Trevor Frodge

At some point in a new officer's career (or that of a seasoned firefighter in many cases), they will need to take command. Hopefully by the time of this momentous occasion, they have taken the time to fully understand and appreciate the level of commitment associated with commanding an incident.

The burden of command means you are in charge of the entire operation – the safety of the public and civilians, the safety of your firefighters, plus the strategy, tactics, resources and site security, and so much more. Commanding an incident is a daunting task, and there's a lot to learn to perfect the craft. We all make mistakes along the way, and we learn from those mistakes to be a better incident commander (IC). But until you fully understand and appreciate the burden of command, you're not 100% ready.

I learned this the hard way very early in my career.

LITTLE TRAINING, BIG DECISIONS

At my second structure fire ever, as a young firefighter with less than a year on the job, I was riding the right front seat heading to a reported fire. The circumstances of why I was in that seat – staffing models, resources and experience – are moot. It simply was because that was how it was in that organization at the time. And the same thing is happening in many fire departments across the country – young and inexperienced firefighters are called upon to make critical decisions with very little command training. I was in that same boat, but being young and naïve, I believed that I knew what I was doing

I was wrong.

I arrived, performed a size-up and gave my radio report. I rehearsed the radio report several times in my head before I arrived to make sure it sounded good. To my fault, that was the extent of a lot of my command training to that point – just don't sound stupid on the radio. What I should have been doing was reading the scene, listening for updates, and preparing a game plan for myself and the nozzle firefighter.

We had nothing showing on arrival. I exited the rig and made my way to the front door of a mobile home where I was met by several adults stating there was smoke inside and that their children were inside as well. I did not do a 360, another major fail. I unlocked the front door with a key provided to me and went inside. No line was pulled to the door, and no smoke was encountered inside. I recall smelling *something* burning but did not understand smells well enough yet; I just knew that I could smell smoke. That would be alarming to me today, but my 19-year-old self quickly dismissed it.

I went to the left and sent my partner to the right to locate the source of smoke. This was a great thing in hindsight as we inadvertently performed a split-search long before I began teaching and preaching on the usefulness of splitting a crew to locate fire and victims when conditions (like these) warrant.

As I went left, I opened a bedroom door and immediately encountered smoke and a glow. I shut the door and began to mask up but did not radio the additional incoming companies about anything. Why would I, I am in command, right? The other units should just magically know what is going on, or they should call me on the radio and ask.

I reopened the door and froze. I was not prepared. In retrospect and after a lot of recalling of this incident, I was in full fight-or-flight mode with adrenaline pumping. Some now refer to it as fight, flight or freeze, and that is exactly what I did – I froze. Not out of fear or out of panic but simply because my brain was not processing the zero visibility on this bedroom fire. The freeze lasted for just a few seconds as another firefighter informed me "those kids are in that room."

I snapped back in and scanned the room with a thermal imager. Because I was “in command,” I knew I must bring the thermal imager. I scanned the room left to right in less than a second and did not read a single thing on the image. Instead, I put the thermal imager down and began a left-handed search in the blind. That was what I was taught to do in fire school, so it must work, right?

Fortunately, the search tactic did work, as I came upon the first child. I initially passed them in the smoke and remember thinking, “Wow, that is weird that there is a CPR mannequin in here.” I found a second child unconscious in a bed and removed her to my partner. I retraced my search pattern and found that CPR mannequin was actually a 3-year-old boy severely burned and sitting in a chair. I pulled him and removed him to the outside – again, zero radio traffic.

The fire itself was contained in the bedroom and extinguished quickly by next-arriving crews. I began life-saving efforts on the kids as I was also a newly certified paramedic with three weeks of experience. I burned my fingertips performing CPR on the boy as my partner, another paramedic graduate with me, began ventilating his 2-year-old sister.

At this point, command was lost by me. Really, it had been lost as soon as the parking brake on the engine was set. We transported to the hospital where the 3-year-old was pronounced dead. We air-lifted the sister to a trauma center where I’m happy to say she made a full recovery.

GROWING FROM THE EXPERIENCE

While this was a traumatic experience, it also must be understood – by me and everyone who could be in this position – that being in charge and being in command are not the same thing ... and not to be taken lightly. When you’re in command, you must lead. I did not know how to do that and had never had any true formalized training in it. Anyone can occupy a seat and claim to be “in charge.” But to be in command, to issue orders and understand the fire, resources and incident priorities are entirely different concepts. If there is a silver lining to this terrible experience, it is that it drove me to dive deep into command, tactics and search – really all things fire related. I learned the importance of size-up, reading smoke, building construction, and how to rapidly process information.

Scene commanders must stay detached and maintain an adequate span of control with proper resources in reserve in order to stay ahead of the incident. Whether the incident is a structure fire, mass-casualty incident or significant vehicle crash, the IC has to stay back to see the bigger picture. I didn’t understand that concept; I was simply filling a seat. ICs must also receive progress reports in order to verify that the appropriate tactics are being employed for their overall strategy so that incident objectives are accomplished. Again, those were foreign concepts to me.

Now 17 years later, I work for a different organization and have been a promoted company officer for nearly 5 years. I have run some incidents and responded and commanded companies as a company officer and as a division supervisor numerous times. Many years of experience in busy departments will teach you a lot of things, but that second fire ever will always stay with me.

IMPROVED TRAINING, BETTER OUTCOMES

In a very sad twist of fate, that fire was not the last time I pulled kids from a fire. Just last year, we responded to a fire in an apartment. Similar to that fire years ago, there was nothing showing on arrival; in fact, we would have driven past it had we not spotted a small wisp of smoke. People outside stated that nobody was home. I did not listen to them because my company and I preach an aggressive search culture. Instead, we gained access and began a primary search ahead of the hoseline in zero visibility. This time I scanned slowly with my TIC revealing a very cluttered apartment and a small fire off to my left.

My firefighter and I began searching for bedrooms. We knew the layout because we had taken the time to preplan the apartment layouts in this complex during EMS responses. We’ve even drilled on fires here because we’ve had fires in these buildings before. We found the rear bedroom, isolated the door, and ventilated the windows to create lift. I found a Pack ’n Play portable playpen. Immediately I began searching it and cleared it, just toys and stuffed animals. My firefighter searched the rest of the room and closets, all clear.

We moved back toward the front of the house and heard a woman screaming “my kids are in there!” We gained access to a second bedroom and located four kids ranging from 10-months-old to 8-years-old. We quickly extricated all four. I immediately radioed our IC about the four victims and requested additional resources.

We began EMS care in the front yard and passed care off to arriving ambulances and ALS care. I gave mouth to mouth to an infant until I could transfer care. Once that was done, I gathered my firefighter, and we finished the search. We confirmed the apartment was all clear, no fire extension.

FINAL THOUGHTS

We must take this job seriously, as it has very real and very deadly consequences if we don't. Whether you are career or volunteer, promoted or not, if you call yourself a firefighter, prepare for a firefight. Expect fire and expect victims – this was a concept I had to learn the hard way. Scene commanders must command and lead the firefighters under their charge in order to maintain communication, orientation and situational awareness. Anything less than that is a failure of your abilities to command. So, do you think you are in charge, or rather, are you in command?

OUR CHANGING FIRE SERVICE –CHALLENGES & POSITIVE IDEAS!

POSITIVE IDEAS THAT MIGHT WORK FOR OTHERS:

Preventive Maintenance Would Keep Seattle's Fire Apparatus on the Road

David Kroman, The Seattle Times

[EDITOR: The Lesson here is you shouldn't wait for the crises to occur, invest in preventive maintenance, have a equipment plan and stick to it.]

In 2022, firefighters aboard one of the Seattle Fire Department's ladder trucks noticed something felt funny in the vehicle's articulation. When maintenance crews took a closer look, they saw the fifth wheel bearing — **a tree-trunk-sized metal disc that allows the long trucks to bend in half around tight city curves — had not been greased in some time**. The resulting damage was significant enough that the truck would have to be sidelined in the city's maintenance facility for extensive and expensive repairs.

Regular preventive maintenance like greasing a bearing is one of many tasks a city mechanic would carry out when a ladder truck comes in, but in recent years, such routine inspections have lagged. Staff shortages, supply chain backlogs, increased call volumes, a budget squeeze and an aging fleet all mean the city's ability to be proactive about its fire equipment is hobbled.

As a result, the Seattle Fire Department has seen a **more than 50% increase since 2016 in vehicles being pulled from service due to breakdowns or malfunctions**. It has complicated the logistics and lengthened the timelines of emergency response. Vehicles typically reserved for training exercises are substituted in and trucks due for preventive work go without, creating a sort of negative feedback loop.

"I hate to use the term perfect storm, but it's kind of like that," said Chris Wiley, the city of Seattle's fleet director. Vehicles breaking down means new rigs have to be swapped, an hours long process that entails moving equipment, driving between stations and dropping off the broken truck.

"In that respect, it does impact our ability to respond," said Chris Lombard, assistant chief with the Seattle Fire Department.

Officials with the city's finance department have been raising the alarm about the state of the Fire Department's fleet since at least 2022. The department's former director, Calvin Goings, pushed the city's budget office for money to hire more mechanics, according to records received through a public disclosure request, but was rebuffed amid a looming — and still unresolved — budget crisis.

"Unfortunately, failures like this will continue until the Fire Garage can get in front of the preventative maintenance intervals," he wrote to Seattle Fire Department staff at the time.

Last year, 80% of the work done on Seattle Fire Department vehicles was repairs, while just 20% was preventive maintenance. That's well off the city's goal of 40% repairs and 60% maintenance.

The gold standard of preventive maintenance is once every six months; last year, **just half of the Fire Department's fire engines and 18% of its ladder trucks received one checkup in 2023.**

That lagging maintenance is a particular problem because the Fire Department's fleet is creeping beyond the industry's standard life span of 12 to 15 years old. **Currently, 41% of ladder trucks and 45% of fire engines are older than 15 years.**

Backlogs in deliveries for new trucks mean many of those will go to 20 years and beyond. It used to take a year to replace a truck. Now, said Lombard, it's 54 months for a ladder truck — 4.5 years. Like the ferry system, the result is crews finding ways to stretch the life span of what they currently have. "To keep them safe is just going to take a lot more effort," said Lombard. Seattle's hills and potholes do a number on transmissions and suspension, so it's a hard 20 years. **At the same time, call volume is up more than 20% since 2019.**

"Our equipment is worn out a lot faster, because we do a lot more runs," said Lisa Reager, deputy division director of fleet operations. "So our engine hours are higher than our miles generally and we have different conditions than a lot of cities do and that's a big deal."

When the city's cars and trucks need repairs, most go to the maintenance yard near the Chinatown International District. The sprawling facility takes up nearly four city blocks and is packed with police cruisers, utility trucks, parking enforcement caddies and rarely used emergency response vehicles, including a truck with a massive fan mounted on the back, purchased in case of a fire in a downtown tunnel. Wiley, who has overseen the city's fleets division for the last 10 years, said he lacks the staff to keep up with the hours all those vehicles need.

Fire Department vehicles occupy a disproportionate number of worker hours. Though they make up around 6% of the city's fleet, about a quarter of his employees are assigned to work on the engines, aid cars and ladder trucks.

The reason is simple: They're incredibly complex vehicles. A successful fire mechanic must understand hydraulics, electrical communication equipment and hydromechanics, in addition to diesel engines.

"Your standard diesel mechanic is working on just this stuff," Wiley said on the floor of the shop, gesturing to an exposed engine, "working on brakes, wheels, making sure the engine runs properly. *But fire mechanics then have to learn also about how to fix the pumps and all the other control technologies.*"

In recent years, his fleet has seen about 50% turnover, most of whom leave for better-paying jobs, particularly with the Port of Seattle.

Wiley estimates it takes a fully capable diesel mechanic three to four years to come up to speed on fire equipment. The pipeline of people interested in the jobs used to be strong enough that replacing someone wasn't a problem, but interest is down significantly, as it is for many trade jobs.

The City Council is considering a new worker contract that would see significant raises for mechanics — up to 38% — and Wiley hopes that will help with both recruitment and retention.

But even if he could find workers, Wiley said they don't have the budget to hire enough of them. In 2022, the finance department asked the city budget office to approve three additional positions, to no luck as the city looks ahead to a likely \$250 million budget deficit next year.

"Increasing the size of our staff is the only way we can assure SFD's apparatus are being maintained at the highest standards to ensure the safety of the crews and public," Goings wrote at the time. "However, this request was denied by [the city budget office]."

A spokesperson for Mayor Bruce Harrell, Callie Craighead, said the mayor approved four hires to fill vacancies in the fleets division, despite the citywide hiring freeze currently in place. The city has taken to preordering parts before they're needed to get around supply chain issues clogging certain repairs, Craighead said.

"As we work to develop a sustainable budget that maintains essential services, we will continue to thoughtfully consider all factors including the maintenance needs of our city fleets," Craighead said.

CHALLENGES:

Struggling EMS Services Need State-Level Assistance, Audit Says

Molly Burke – Albany Times Union

A state comptroller's audit found that more government intervention is needed to assist local emergency medical services agencies that are dealing with a drop in workers and inadequate funding.

A mix of public and private entities coordinating at the local, regional and state levels provide emergency services in New York, though counties are increasingly saddled with providing the services.

"Reliable emergency medical services can be a matter of life or death, and New Yorkers rightly expect to receive timely help when needed," state Comptroller Thomas DiNapoli said in a statement. "The state should enhance its work with counties and other local governments to coordinate services and identify sustainable, effective solutions."

The audit noted that active EMS workers in New York fell from over 40,000 in 2019 to 33,000 by 2022, declining by 17.5 percent. The report said that ***agencies are also dealing with declines in volunteers.*** Some EMS agencies said difficulties in recruiting qualified staff and low pay for emergency medical workers compared to other health care and public safety professions are attributing to the staffing shortfalls.

Due to inconsistent funding for emergency medical services, local governments are often subsidizing ambulance services, the audit found. [Many insurance providers do not cover ambulance services fully](#), especially if a patient is

not transported to a hospital. The audit said that some localities had used funds from the 2021 pandemic-related American Rescue Plan Act to support EMS agencies.

New York has almost 1,000 EMS agencies, including 487 volunteer-led providers and 194 paid-worker providers, while 308 agencies using a combination of both, the audit said. Nearly 64 percent of the agencies are run by corporations, while almost 35 percent are operated by municipalities.

DiNapoli's office also pointed to a lack of reliable statewide data — including ambulance response times, dropped calls, mutual aid reliance, licensing compliance and credentialing requirements — as a “major obstacle” in assessing EMS adequacy and identifying “areas of need.”

The audit found that the cost to local governments for ambulance and rescue squads increased 59 percent from 2012 to 2022 — from \$105 million to \$167 million — despite the number of localities remaining the same. County ambulance costs increased by an average of more than 16 percent each year during the same time period.

The audit surveyed counties on their emergency medical services and found that **14 counties reported providing EMS services directly, while nine counties contracted with vendors for ambulance services**, including two counties that did both. No counties said they will reduce or eliminate ambulance services, while nine counties reported that they intend to increase their current services and 11 counties plan to begin offering emergency services.

Half of counties that provide emergency services began doing so in 2021 or later.

The state has 18 regional EMS councils — which are comprised of representatives from local ambulance services and other health care and EMS organizations — that oversee emergency services, which the audit said “should conduct regular needs assessments” alongside local governments.

DiNapoli's office called for state-level involvement in managing emergency medical services in New York, including aiding in statewide data collection. The audit also called for management and analysis by the state to help EMS agencies identify problems and improve response times and outcomes.

Improved guidance from the state would aid local governments in making decisions about funding for ambulance services, according to the comptroller's office.

“The stakes are too high and the issues too complex for counties and other local governments to have to address on their own,” the audit says. “The current circumstances call for direct state involvement to support the efforts of counties and other local governments to turn fragmented and ad hoc responses into comprehensive solutions.”

Fledgling Carroll County, MD, Fire & EMS Department Sees Exodus

Sherry Greenfield, Carroll County Times

Carroll County's Department of Fire and Emergency Medical Services has had 21 employees leave in the last 10 months, including six in March, according to the county's response to a Maryland Public Information Act request.

It is unclear whether these employees — including firefighters, emergency medical technicians, shift commanders, paramedics and two assistant chiefs — quit voluntarily or were fired from their positions, according to information provided to the Carroll County Times from the March 20 information request.

A request for the list of department firings was denied in a March 27 letter from Carroll County Attorney Timothy Burke, citing laws that prohibit the disclosure of personnel records of an individual. However, Burke did provide the names, titles and station assignments of those who have left — without specifying why — along with a list of the department's current personnel.

The county document lists the 144 employees currently working within the department. These include firefighters, emergency medical technicians, paramedics, apparatus drivers, lieutenants, shift commanders and administrative assistants.

The majority of the employees were hired since the beginning of 2023. They work at stations in Reese, Sykesville, Taneytown, Manchester, Westminster, the county government office building and at the Carroll County Public Safety Training Center in Westminster.

This list does not include the 21 staff employees who left the department since June. Specifically, one employee left in June, three in July, two in August, three in September, and one in October. In 2024, two left in January, three in February, and six in March.

Chris Winebrenner, the county's communications manager, stated in a February email that the details regarding the “separations of employment, whether voluntary or involuntary, are personnel matters and the county will not

comment." This statement was provided after the departure of two lieutenant shift commanders and one assistant chief of EMS, who together left the Public Safety Training Center on Feb. 2.

"The positions will be filled in an acting capacity for an interim time period and the county will recruit as we do for open positions," Winebrenner said.

County officials have not responded to questions as to whether turnover is a concern.

The International Association of Firefighters Local 5184, the union that represents the career firefighters and paramedics in Carroll County, could not be reached for comment on Monday.

The push to create a combination paid and volunteer county fire service began in Carroll County more than a decade ago. In 2018, the Maryland General Assembly passed legislation allowing the county to establish the new department and in October 2020, commissioners unanimously voted to pass an ordinance creating it.

Chief Michael Robinson was named director in September 2021 and is responsible for daily operations and development and implementation of department procedures. He also assists with hiring. Robinson earns an annual salary of \$132,268

Robinson said last year the department plans to hire up to 240 employees in the next two years. They currently have 144 employees listed in the county document.

In the \$542.8 million operating budget for the current fiscal year, the department is allotted \$23.5 million, including money for round-the-clock EMS coverage, administrative and operational costs.

In the recommended operating budget for fiscal 2025, which starts July 1, the department is slated to get \$22 million in new funding. That number could change as the Board of County Commissioners continues working on the budget. A firefighter/emergency medical technician is paid \$21.69 an hour, according to a county hiring document. A fire apparatus driver earns \$23.64 an hour, a paramedic, \$25.78 an hour and a firefighter/paramedic, \$28.42 an hour.

[State Sees Drop In EMS Workers, Blames Low Pay](#)

New numbers from the state comptroller's office show a 17 percent drop in New York's emergency medical services personnel between 2019 and 2022. Indian River Ambulance Service CEO Lance Ronas has seen it firsthand. "At one point we had 60 volunteers. Now we have 23 or 24 that are active," he said. Like 31 percent of squads across the state, the Indian River Ambulance Service runs with both volunteers and paid staff. "Economically we can't afford to have more paid people," said Ronas. The state report says lower pay for EMS workers makes it difficult to recruit and retain staff. When it comes to regions of the state, the north country as a whole pays the lowest, putting the median hourly wage at \$15.81. Compare that to Rochester where the hourly wage is nearly \$20.

[CSST Failure Sparks House Fire in Mount Airy, MD](#)

Lightning struck a tree and followed the underground propane gas line into the house where it caused the corrugated stainless-steel tubing (CSST) lines to arc and ignite escaping gas that burned the floor joist.

"This type of event has proven to be a deadly situation for firefighters in the last few years. We are thankful that the fire was knocked quickly and contained to the small area. This incident was unique in that most of the CSST gas lines were still intact for investigators to closely examine," fire officials wrote.

TRAINING FOR YOUR MEMBERS AND OFFICERS: PLEASE PASS IT ON!!



[Presents: Managing Combination Departments Webinar](#)

May 29, 2024 02:00 PM

JOIN THE WEBINAR AT THIS LINK:

https://us06web.zoom.us/webinar/register/WN_QIW4aPGCRRihPmUtRR2Lfg#/registration



[Free HazMat Training](#)

FREE HAZMAT TRAINING

Join us on
Saturday, May 4, and Sunday, May 5,
from 9am-5pm
at
Maynard Fire Department
Marcy, NY

Open to anyone interested in teaching others about hazmat response. No instructional experience necessary! Courses will be rotated; attendees will have the opportunity to attend all three courses over the weekend:

- Teaching Scenario Based Hazmat (7 hours)
- Instructor Training for Flammable Gases (3 hours)
- Instructor Training for Ammonia (3 hours)



Scan the QR code to learn more and register or go to www.nvfc.org/hazmat/#Sites.

About the Program

NVFC HAZARDOUS MATERIALS Maynard FD was recently selected as one of 15 sites nationwide that will receive free training under the new Partners in Training (PIT) Crew program from the National Volunteer Fire Council (NVFC) and U.S. Department of Transportation Pipeline and Hazardous Materials Safety Administration (PHMSA). The program aims to help first responders gain the knowledge and skills they need to train others in their communities on hazmat safety and response.

Just a short hop to Thruway Exit 31 and follow your GPS to 9500 Maynard Drive, Marcy, NY
Pre-register so they can get a food count. Saturday May 4th and Sunday May 5th.

NOTE: this is both hands on and classroom training!



Plus:-----

2024 EVOC Train the Trainer Courses
Now Scheduled!

This course is intended to prepare a qualified instructor to provide high quality training to their agency membership in the safe operation of vehicles in response and non-response modes. We discuss the operation of emergency vehicles, personal vehicles and special vehicles when operating on behalf of their agency.

2024 Dates:
These times are all Eastern Standard Time

January 8th:
 3:00pm *FIRE* 7:00pm *EMS*

April 8th:
 3:00pm *EMS* 7:00pm *FIRE*

July 15th:
 3:00pm *FIRE* 7:00pm *EMS*

October 7th:
 3:00pm *EMS* 7:00pm *FIRE*

Topics include:

- Risk Management
- Intersection Safety
- Response Driving
- Defensive Driving
- Discussion regarding the hazards and challenges of vehicle operations.

We also prepare the instructor candidate in teaching how to perform a complete maintenance inspection and having students perform safe driving skills practice.

Pricing:
 ESIP Insureds: Free
 Non- ESIP Insured: \$200 per student

Register Here!



SCAN ME

For questions about this course or other Risk Management offerings:
 Call: 1 800 822 3747 ext. 176
 Email: RiskManagement@mcneilandcompany.com

2024 SEMINAR SERIES
 "Searching – The Offensive and Defensive"



With Lieutenant Mike Scotto, Fire Department City of New York

Searching tactics are primarily thought of as an offensive action – moving in, checking behind doors, in closets, and numerous other areas. As we search, our concerns are focused on the search. Defensive tactics involve our escape plans, which are needed as we complete our search, but more importantly under extreme or emergency conditions. To make these tactics work, we must always have our strategy front and center. Both sides of the coin are in play all the time. In this three-hour program, students will examine strategy and tactics to gain a more concise understanding of the training necessary for search.

REGISTRATION FEES:

\$35 – NYSAFC members • **\$50** – non-members (per person)
Pre-registration is encouraged. New – online group registration is available for fire departments!

REGISTER HERE:

https://r20.rs6.net/tn.jsp?f=001QZWPfjYZRP6tAYnVrgg36Z_YE6vp89dymWfQQD1d7q4ZRwVDbNdE8ByVmF5_856f_UrB-yGihYJigwEPzCbQfCVEoeEALHRXrk_M-dbDWBRYRtKiko1vLice_oi1AFseMKfN01xTmCmiyzyMWWYur-39p1T1V2_yCHo2C2F1_fJn94LviwwZ3Aag==&c=AmhECQ6uFruSlwrKRKspNlivj3NWEIzhZOrf3KrfnUls83Dp1Q1JdQ==&ch=AqMwftSnQqSSjoeldoQJ-cfc_GyhBFLqV23YaEp7HU-kr9WoEr9kSg==

7:00pm STARTING TIME

- Clinton** (Tuesday, April 9)
- Herkimer** (Wednesday, April 10)
- Fulton** (Tuesday, September 10)
- Otsego** (Wednesday, September 25)
- Rensselaer** (Tuesday, October 29)



NYSAFC Hands on Series

FIRE BEHAVIOR ON THE INSIDE

- **Schenectady County – October 19-20**, East Glenville Fire District #3 REGISTRATION:
<https://www.nysfirechiefs.com/firebehavior>

FLASHOVER

- Saratoga County – September 14-15, Jonesville Fire District, REGISTRATION:
<https://www.nysfirechiefs.com/flashover>



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>

FF HEALTH AND SAFETY – TAKING CARE OF OUR MEMBERS!

IN 2024 WE HAVE EXPERIENCED 19 FIRE FIGHTER LODD'S

*According to FirefighterCloseCalls.com**

In 2023 we experienced 82 LODDs reported nationally.!

YOU NEVER KNOW!

- An ambulance driver 26-year-old Chastian McWorter of Albany, Kentucky and a 75-year-old patient in the vehicle were killed in a collision with a semi-truck Monday morning, according to Kentucky State Police.

BUILDING & FIRE CODE ISSUES – WHY ARE THEY IMPORTANT TO YOU? SNAPSHOT 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: Our fire problem would not be as bad if there were residential sprinklers!!

ICC's Decision On 2024 Energy Conservation Code Draws Criticism, Debate

Nish Amarnath

- The International Code Council voted Monday to [finalize the 2024 International Energy Conservation Code](#), or IECC. As part of its decision, certain provisions aimed at cutting greenhouse gas emissions, rather than

directly improving energy efficiency in buildings, will be moved from the main body of the code to the appendices.

- The provisions that will be excluded from the base code cover: *heat pump products, demand response, infrastructure for charging electric vehicles, electrical energy storage systems, and readiness of buildings for solar installations and electric systems*, the ICC said in its announcement.
- Even with certain provisions being moved, the code “still delivers pretty significant energy savings” and the provisions addressing decarbonization measures “are not going away,” Ryan Colker, vice president of innovation at the ICC, said in an interview.

OME FIRE FATALITIES REPORTED BY THE MEDIA FROM THE US FIRE ADMINISTRATION	
Fire Deaths in 1&2 Family Dwellings in NYS	18
Last fire death 3/26/24 Niagara Falls, Niagara Co., UNK	
Fire Deaths in any type of Dwelling in NYS	40
Fire Deaths in 1&2 Family Dwellings Nationally	415
Top 3 States with the greatest 1&2 Family Deaths	#1 PA/38
	#2 TX/23
	#3 NC/22
There has been a total of 0707 civilian home fire fatalities in 2024	
There were a total of 2127 residential fire fatalities reported in 2023 in the US media.	
Both the states of Maryland and California require sprinklers in residential dwellings	

HAPPENING IN THE NEIGHBORHOOD

[Speigletown Fire Department Monthly Breakfast](#)

October through May we serve an all-you-can-eat country breakfast on the **2nd Sunday of the month**. Breakfast runs from 7:30 - 11:30 AM. Breakfast is \$10 per adult, \$5 per child, and children under 5 eat free; all proceeds benefit the fire department and support our drill activities.

LAUGH OUT LOUD

A hacker called me and said he had all of my passwords and demanded I pay my life’s savings. I got a pen and paper and said, thank God, you have them, what are they?

CLASSIFIED – FOR SALE – JOB OPENINGS

Chiefs Car for Sale, Rexford Fire District

2014 Ford Explorer Interceptor. 3.7 V6 Engine. Approximately 72,500 miles (still in service, mileage will go up). We will leave all lights on if bought by and emergency service agency. If bought by an individual for personal use, we will remove the emergency lighting and sirens. We will remove our department lettering and radios prior to final sale. Unit can be seen by contacting Larry Gates at 518-926-0451. Unit will be available at the end of April. We will accept minimum bids of \$20,000 until April 15,2024 at 5PM. Bids can be sent to larry.gates@rexfordfd.org or mailed to Rexford Fire District Attention Chairmen PO BOX 225 Rexford NY 12148

POSITION: STATION MANAGER Jonesville Fire District

EOE STATEMENT As an Equal Opportunity / Affirmative Action Employer, The Jonesville Fire District actively seeks candidates who are female, minority, disabled and/or veterans and will not discriminate in its employment practices due to an applicant's race; color; creed; religion; sex (including pregnancy, childbirth or related medical conditions); sexual orientation; gender identity or expression; transgender status; age; national origin; marital status; citizenship; disability; criminal record; genetic information; predisposition or carrier status; status with respect to receiving public assistance; domestic violence victim status; status as a protected veteran; or any other characteristics protected under applicable law.

Job Summary:

The Station Manager is a full-time hourly position available for a professional and highly motivated person to oversee the performance of station keepers and perform and maintain fire district buildings, vehicles, apparatus, grounds, and equipment. Reporting to the District Administrator, the position requires good communication skills, the ability to manage several projects simultaneously, and flexibility with work hours when necessary. This is a full time, 40 hour per week on site position. The salary for this position is between \$22.00/hr. and \$27.00/hr. and includes a comprehensive benefits package including health, vision, and dental insurance, and paid time off.

Supervisory Responsibilities:

- Daily oversight of district station keeper(s) (full-time, part-time and per diem)
- Creation of station keeper schedules/ approval of PTO requests

Key Duties/Responsibilities include but are not limited to:

- Performs work under the general direction of the District Administrator, as directed by the Board of Fire Commissioners
- Maintain Fire District buildings, vehicles, apparatus, grounds and equipment.
- Mowing, landscaping, trimming of bushes and trees
- Removal of snow and ice. Snow and ice removal may need to be done off hours in the event of a snowstorm. Salting as needed.
- Maintaining and repairing equipment
- Custodial type services including but not limited to: mopping, vacuuming, washing, scrubbing, cleaning windows, floor buffing, carpet cleaning, garbage removal
- Fire Apparatus and Equipment
 - o Clean, fuel, maintain, perform daily truck/equipment checks
 - o Perform minor apparatus/equipment repairs
- Upon request, participate in community outreach events, i.e., fire prevention
- All other duties as assigned by the Fire District Administrator, Board of fire Commissioners, and/or Fire Chief or his designee.
- Within six (6) months of hire date, must be a qualified driver and pump operator on all District vehicles. (Training will be permitted on District time).

Examples of Work to be performed:

- Mowing and trimming of lawns, pruning and mulching, rake and remove leaves/debris as necessary.
- Removal of snow and ice by plow, snow blower and shovel as needed. Snow and ice removal to be done off hours when three (3") inches of snow has fallen or at the direction of the District Administrator or the Board of Fire Commissioners.
- Custodial type services including but not limited to: mopping, vacuuming, washing, scrubbing, cleaning windows, buffing, carpet cleaning, garbage removal.
- Paint interior/exterior of buildings as needed; power wash exterior buildings as necessary.
- Responsible for maintenance and upkeep of vehicles and equipment provided by the Board of Fire Commissioners to complete duties.
- Assist in the coordination of fire apparatus and equipment. Clean, fuel, maintain and transport apparatus and equipment as necessary.
- Assist in coordination of various equipment testing (i.e. hose, ladder, pump).
- Create written correspondence, generate maintenance records as necessary, enter data into fire district software and create reports as needed.

Required Skills/Attributes:

- Basic knowledge and abilities to perform general maintenance, and the ability to maintain and use hand and power tools.
- Basic computer skills are helpful.
- Preference given to an Active Interior Firefighter in a NYS Volunteer Fire Department
- Preference given to individual holding current Emergency Medical Technician – Basic (EMT-B) certification.
- Pass District physical, drug screen, and background check
- Able to lift objects weighing 70 lbs.
- Willingness to respond for facilities and maintenance emergencies and snow removal as needed.
- Must possess and maintain a valid NYS Driver’s license, with a good driving record.

Interested applicants should submit a resume and cover letter to the Commissioners of the Jonesville Fire District at kgraves@jonesvillefire.org or mmurphy@jonesvillefire.org For questions, please contact Ken Graves @ (518)376-1582 and leave a message. We will get back to you as soon as possible.

OFFICE MANAGER

Latham Fire Department, 226 Old Loudon Rd., Latham NY 518-785-1283

The Latham Fire Department, a large suburban fire department, is seeking a well-organized, self-motivated, and detail-oriented person with good public demeanor to manage and perform administrative and light bookkeeping duties necessary to maintain the department's operation. Applicants must have good oral and written communication skills, as well as excellent computer skills and the ability to multi-task. Proficiency in Microsoft Office suite of applications and QuickBooks is a must.

Minimum Qualifications:

A High School diploma or equivalent is required plus 4 years related experience OR an associate or bachelor's degree in business or a related program plus 1-year related experience.

On Site Work Hours:

Mon.- Fri. 8:00 – 4:30 (1/2 hr. lunch) OR 8:00 – 5:00 (1 hr. lunch)

Benefits:

Paid vacation, holidays, sick leave, and life insurance; annual allowance for health insurance and 401K.

Annual Salary:

\$52,000 - \$57,000 commensurate with experience

Work activities will include but not be limited to:

- Providing clerical and administrative support to Department officers, committees, and boards to ensure the efficient operation of the fire department.
- Performing general office duties, such as ordering supplies, maintaining and managing records and database systems.
- Performing basic bookkeeping duties including processing/reporting weekly payroll information, accounts payable/receivable, maintaining budget/financial records and interacting with the department's accounting firm for annual audits.
- Maintaining Department Human Resources and member records, files, and correspondence.
- Preparing invoices, reports, memos, letters, financial statements, and other documents, using word processing, spreadsheet, database, or presentation software.
- Answering phones and directing calls, taking messages; greeting visitors.
- Open, sort, and distribute incoming mail, faxes, and email; prepare responses as requested.
- Preparing meeting agendas for Department officers, committees, boards, etc.; attend and record minutes as needed.
- Conducting records research, compiling data, and preparing papers for consideration and presentation by officers, committees, and boards

CAFDA OFFICERS AND DIRECTORS

2024 OFFICERS AND DIRECTORS

President: Tom Rinaldi, Commissioner Stillwater/Saratoga

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

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Secretary Lisa Diemer, Deputy Treasurer, Northumberland Fire District

Treasurer: Tony Hill

Sargent at Arms: Tom Wood, Commissioner, Northumberland Fire District

Chaplain: Fred Richards, Commissioner, Harmony Corners Fire District

Legal Council: Greg Serio, Safety Officer, Verdoy Fire District

The Capital Area Association represents any fire district that wishes to join CAFDA. Fire District Officials include Commissioners, Treasurers, and Deputy Treasurers. Secretaries and Chiefs are also invited to participate!

Please advise your secretaries that all correspondence should be mailed to:

CAFDA PO Box 242 East Schodack, NY 12063

[EMAIL TREASURER: TREASURER@CAFDA.NET](mailto:TREASURER@CAFDA.NET)

518-407-5020

[EMAIL SECRETARY: SECRETARY@CAFDA.NET](mailto:SECRETARY@CAFDA.NET)

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.](#)

CAPITAL AREA BUSINESS PARTNER'S

PLEASE SUPPORT THOSE WHO SUPPORT US!!

Business Partner Applications Available At: WWW.CAFDA.NET

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

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.

LEGAL SERVICES



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Queensbury Office 518-792-6595
<http://www.mmbaccounting.com>
Alan W. Clink, CPA aclink@mmb-co.com
Heather R. Lewis, CPA hlewis@mmb-co.com



Accounting, Consulting & IT Security
1581 Franklin Ave. Mineola, NY 11501
Kyle Brengel, Managing Partner
516-472-7345
kbrengel@gblny.com

BANKING



JOHN M. LESNIEWSKI
Assistant Vice President and
Senior Business Banking Officer
Fulton/Montgomery Markets
12 Fremont Street, Gloversville, NY 12078
P: 518.775-5205 | M: 518.848-0612
NMLS ID 915694
www.nbtbank.com



Ballston Spa National Bank
PO Box 70
Ballston Spa, NY 12020
Deborah JR O'Connor
518.363.8119
Deborah.oconnor@bsnb.com



Don McCormack
425 Main Street Catskill, NY 12414
www.tbogc.com
518.943.2600 X2109
donaldm@tbogc.com
Specializing in Fire Service Financing



David Farstad, Municipal Banking Officer
652 Albany-Shaker Road, Albany NY
12211
P/F: 518-730-3120
M: 518-506-0075
farstadd@pioneerbanking.com

CAFDA Vendor/Sponsor Application Form

Welcome Vendors/Sponsors & thank you for your interest!
Please complete & return this form with your payment to:

CAFDA
P.O. Box 242
East Schodack, NY 12063.



Should you have any questions, please contact Art Hunsinger
at 518-376-3751 or arttv19@gmail.com.

CONFERENCE DETAILS

1st Annual CAFDA Conference
Thursday, April 25 through – Saturday, April 27, 2024
Fort William Henry Hotel & Conference Center
48 Canada Street, Lake George, NY

OVERNIGHT ACCOMODATION RESERVATION INFORMATION

Room reservations are the responsibility of the Vendor*

Telephone Reservations only at 800-234-0267 or (Local) 518-668-3081

Group Code: CAFDA Conference

Rates: \$139 Deluxe, \$159 Premium/Basic Grand

*If tax exempt, documentation (i.e. ST-129) must be presented at time of check- in

VENDOR SHOW DETAILS

Friday, April 26th 3:00 – 5:00 PM (Vendors may begin setup after 12:00 pm)

Saturday, April 27th 8:30 – 10:00 am

Please Check One:

- VENDOR Only:** \$300: One 8' table w/white tablecloth & two chairs (power if requested) and Saturday morning continental breakfast
- EVENT Sponsor:** Contributions over \$400 and up to \$1,499: One 8' table w/white tablecloth & two chairs (power if requested), Saturday morning continental breakfast **PLUS** advertising as a Conference Event Sponsor **PLUS** One ticket to Friday Night Reception
- EVENT Sponsor:** Contributions at/over \$1,500: One 8' table & two chairs w/white tablecloth (power if requested), Saturday morning continental breakfast **PLUS** advertising as a Conference Event Sponsor **PLUS** TWO tickets to Friday Night Reception
- Additional Five Alarm Reception tickets can be purchased for \$50.00/ticket # Requested _____

Name of Business/Organization: _____

Contact Name: _____

Phone: _____ Email: _____

Do you require POWER: YES NO

CLEAN UP: Vendors are responsible for their booth area during and after the event.

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Signature: _____ Date: _____

Spring Conference 2024 Vendor/Sponsor Application Form is also available on the Web At:
<https://cafda.net/wp-content/uploads/2024/01/Vendor-Application-Form-FINAL-1-24-2024-3.docx>

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

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

YOU CAN BECOME AN INDIVIDUAL 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;

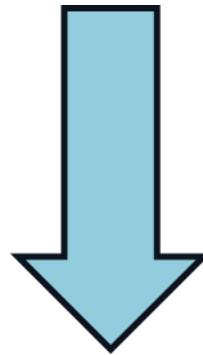
\$0 to \$200,000:	\$50
\$200,001 to \$400,000:	\$100
\$400,001 to \$600,000:	\$200
\$600,001 plus:	\$300

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.



Membership and Renewal Form Below



Capital Area Association of Fire Districts

Membership Application/Renewal Form

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: _____

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 (for individuals whose dist. is not a member)	\$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

Capital Area Meetings/Seminars/Trainings/Conference Dates (Subject to Change & Updated 10/13/2023)				
Day/Date	Time	Type	Location	Notes
2024				
Saturday, March 23, 2024	8:00 AM	Commissioner Training	Berkshire FD	Snowdate - Sunday, March 24, 2024
Saturday, April 6, 2024	8:00 AM	Commissioner Training	Warrensburg FD	Snowdate - Sunday, April 7, 2024
Thursday, April 11, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
April or May 2024	TBD	CAFDA Conference	Lake George?	TENTATIVE 4/25-4/27?
Thursday, May 9, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, June 6, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
JULY	NO MEETING			
Friday, August 9, 2024	1:00 PM	Membership Activity	Saratoga Race Course	NYRA Day at the Races!
AUGUST	NO MEETING			
Thursday, September 12, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, October 10, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officers/Director Nominations
Thursday, November 7, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officer/Director Elections
Saturday, November 9, 2024	8:00 AM	Fall Workshop	TBD	
DECEMBER	NO MEETING			
2025				
Saturday, January 4, 2025	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting

ANNOUNCEMENT

2024 CAFDA CONFERENCE

Welcome to the **1st Annual CAFDA Conference!**

We are excited to be able to offer you this LOCAL training opportunity right here in the beautiful Lake George area!

Should you have any questions, please contact Secretary@CAFDA.net



CONFERENCE DETAILS

1st Annual CAFDA Conference
 Thursday, April 25 - Saturday, April 27, 2024
 Fort William Henry Hotel & Conference Center
 48 Canada Street, Lake George, NY

OVERNIGHT ACCOMODATION RESERVATION INFORMATION

Room reservations are the responsibility of the Attendee*
 Telephone Reservations only at 800-234-0267 or (Local) 518-668-3081
 Group Code: CAFDA Conference
 Rates: \$139 Deluxe, \$159 Premium/Basic Grand
 *If tax exempt, documentation (i.e. ST-129) must be presented at time of check-in

CONFERENCE SCHEDULE

Thursday, April 25, 2024	8:00 am	Registration/Continental Breakfast
	9:00 am - 10:30 am	PESH vs. NFPA, Part 1
	10:45 am - 12:15 pm	Purchasing, Procurement & Piggybacking - OSC Legal
	12:30 pm - 1:30 pm	Lunch & Conference Welcome
	1:45 pm - 2:45 pm	Conflicts of Interest - OSC Legal
	3:00 pm - 5:00 pm	Commissioners vs. Chiefs – Yes, We Really Can Work Together! Part 1 - Dave Denniston
Friday, April 26, 2024	8:00 am	Registration/Continental Breakfast
	8:30 am - 10:30 am	Commissioners vs. Chiefs – Yes, We Really Can Work Together! Part 2 - Dave Denniston
	10:45 am - 12:15 pm	PESH vs. NFPA, Part 2
	12:30 pm - 1:30 pm	Lunch & Conference Welcome
	1:45 pm - 2:45 pm	Office of General Services - Purchasing
	3:00 - 5:00 pm	Vendor Show
Saturday, April 27, 2024	5:30 pm - 6:30 pm	Five Alarm Reception
	8:00 am	Registration/Continental Breakfast
	8:30 - 10:00 am	Vendor Show
	10:15 am - 12:15 am	Exploring Staffing Options
	12:30 pm - 2:00 pm	Lunch with the Experts!
	2:00 pm	Conference Farewell

Conference Registration Fees:

CAFDA Members: \$75 per day per attendee (includes continental breakfast/buffet lunch) – **OR** – **\$150 for full (3 day) conference.**
Non-Members: \$95 per day per attendee (includes continental breakfast/buffet lunch) – **OR** – **\$200 for full (3 day) conference.**
Guest of Conference Attendee: \$25 per day for meals for guest of attendee (includes continental breakfast/buffet lunch) - **OR** - **\$50 for full conference.**

REGISTRATION

CAFDA Conference Attendee Registration Form

Please complete & return this form with your check made payable to:

CAFDA
P.O. Box 242
East Schodack, NY 12063

OR pay by credit card at: <https://cafda.net/event-registration/>

For payment inquiries, please contact Treasurer@cafda.net



Conference Attendee

Name/Title: _____

Fire Organization Name: _____

Address: _____

Phone: _____ Email: _____

Are you or your organization a member of CAFDA? YES NO

Attendee Conference Registration (Check One):

- One Day Registration:** CAFDA Member **\$75** Non-Member **\$95**
I will be attending (Choose one): Thursday Friday Saturday
(includes continental breakfast & lunch, Friday Night Welcome Reception if attending Friday)
- Two Day Registration:** CAFDA Member **\$150** Non-Member **\$190**
I will be attending (Choose two): Thursday Friday Saturday
(includes continental breakfast & lunch x 2 days, Friday Night Welcome Reception if attending Friday)
- Full Conference Registration:** CAFDA Member **\$150** Non-Member **\$200**
Thursday 4/25 – Saturday 4/27/2024 (includes continental breakfast & lunch x 3 days, Friday Night Welcome Reception)

Guest Meal Registration, if applicable (Check One):

Guest Name: _____

- \$25 One Day Meals:** I will be attending (Choose one): Thursday Friday Saturday
(includes continental breakfast & lunch, Friday Night Welcome Reception if attending Friday)
- \$50 Two Day Meals:** I will be attending (Choose two): Thursday Friday Saturday
(includes continental breakfast & lunch x 2 days, Friday Night Welcome Reception if attending Friday)
- \$50 Three Day Meals:** Thursday 4/25 – Saturday 4/27/2024
(includes continental breakfast & lunch x 3 days, Friday Night Welcome Reception)