



CAPITAL AREA FIRE DISTRICTS ASSOCIATION BULLETIN

JANUARY 25, 2025

EDITOR - TOM RINALDI tom@rinaldi1.com
Serving the fire service community since 2004

CAPITAL SHORTS:

- Its Firefighter Cancer Awareness month, clean your gear, clean your apparatus, clean yourself and be aware, if you suspect something – say something don't let it go!!
- Does anyone have any expertise in CANVA, I have a fire prevention project that needs some expertise, my email is in the header.
- Sponsors are already starting to line up for the Spring 2025 Conference being held in Lake George in April. Sponsors at any level are welcome.
- We are inviting you to our next CAFDA General Membership Meeting, at Clifton Park FD, **Thursday February 13th at 7PM**. Dinner will be served prior to the meeting. Zoom Link at: <https://us06web.zoom.us/j/86850960957?pwd=TqQVH3alnicvJqNabISKLfDU5GOrYP.1>
- Our sympathies to the Berlin Fire District on the passing of their Assistant Chief Allen Kennedy, our thoughts are with the Kennedy family and Berlin's volunteers.

CAFDA NEWS AND OPPORTUNITIES:

WWW.CAFDA.NET

[Best Of Luck To All Those Elected for the Coming Year](#)

Hope your elections went well and congratulations to the winners and losers, the winners for their future contributions and to the losers for your past contributions, many times it's a thankless job.

Local Training for New/Appointed/Reappointed Commissioners will be held in the following locations by CAFDA:

- **Rensselaer County, AVERILL PARK FIRE DISTRICT:** Saturday, February 1, 2025 Snow Date: Sunday, February 2, 2025
- **Saratoga County, CLIFTON PARK FIRE DISTRICT:** Saturday, March 1, 2025 Snow Date: Sunday, March 2, 2024
- **Fulton County, BERKSHIRE FIRE DISTRICT:** Saturday, March 29, 2025 Snow Date: Sunday, March 30, 2024
- **Warren County, WARRENSBURG FIRE DISTRICT:** Saturday, April 5, 2025 Snow Date: Sunday, April 6, 2024

Classes begin at 8am and end at approximately 3pm. Continental Breakfast and Lunch are included.

\$85 per attendee for Member Districts and \$95 per person for non-member districts.



THIS QR CODE TAKES YOU TO THE CAFDA WEBSITE FOR REGISTRATION

[PLANNING FOR CAFDA CONFERENCE '25 - LAKE GEORGE](#)

The Education Committee has been hard at work on the 2025 Conference to be held in April at the Fort William Henry Conference Center in Lake George. Topics have all been determined and sponsors are lining up to attend. We

are excited to announce that vendors and participants will be in the Conference Center Carriage House, for displays and cocktail hour.

Save the dates for April 10-11-12, 2025 & see you there. Schedule and Registration at the end of this Bulletin.

Upcoming CAFDA Educational Event for Fire District Officials

WHEN: **Thursday March 13th and Friday March 14th, 2025**

WHAT: Fire District Financial Training, Presented by the NYS-Office of the State Comptroller

WHERE: To be held at Fulton Montgomery Community College, Johnstown, New York

Supported by Mohawk Fire District

Commissioners, Treasurers and Chiefs are cordially invited to attend

More Information to Follow

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

Nothing this week

THE LATEST FROM THE STATE CAPITAL

Bills are being Introduced for the 2025/26 Legislative Session check the latest ScoreCard and keep up with pending legislation.

Issues of United Concern 2025

- Posted to The CAFDA web site at CAFDA.net

Governor Hochul Unveils Proposals to Support First Responders

- Posted to The CAFDA web site at CAFDA.net

WHEN YOU SEE ** IT'S A RECOMMENDED READ!!

THE LATEST FROM WASHINGTON

USFA: Tracking Changes At The Agency During A Presidential Transfer Of Power

As a new administration prepares to move into the White House, a cascade of changes is already underway across various federal agencies. And while legislative efforts and policy priorities are still coming into focus for the second Trump administration, the leadership shakeups have started and will continue for several months, as new agency leads are named and confirmed. The U.S. Fire Administration is one such agency currently navigating this post-presidential election transition period. Following is a quick guide to understanding the transition and the interim roles that support the USFA throughout the process.

WHAT IS THE U.S. FIRE ADMINISTRATION?

The [U.S. Fire Administration \(USFA\)](#) is a federal agency under the [Federal Emergency Management Agency \(FEMA\)](#) within the [Department of Homeland Security \(DHS\)](#). The USFA is a critical federal agency, with a primary mission to enhance public safety and support fire and EMS across the United States; as such, it is essential to ensure continuity of operations during the transition between administrations following a presidential election. Such transition typically involves the appointment of a new U.S. fire administrator to oversee the USFA.

WHO IS THE U.S. FIRE ADMINISTRATOR?

Dr. Lori Moore-Merrell. Prior to her service with the USFA, Dr. Moore-Merrell served nearly three years as the president and CEO of the [International Public Safety Data Institute](#), which she founded after retiring from a 26-year tenure as a senior executive in the International Association of Fire Fighters (IAFF).

WHAT IS THE ROLE OF THE FIRE ADMINISTRATOR?

The fire administrator is tasked with reducing fire and life safety risks, supporting the professionalization of fire services, and ensuring the readiness of the nation's fire and emergency medical response systems. The position is critical for advancing public safety and protecting communities across the United States.

HOW IS THE U.S. FIRE ADMINISTRATOR POSITION APPOINTED?

The U.S. fire administrator is appointed by the president of the United States. While the position once required Senate confirmation, the 112th Congress, S. Rept. 112-180 – United States Fire Administration Reauthorization Act of 2012 removed the U.S. fire administrator from the list of positions requiring Senate confirmation.

The position typically requires someone with extensive experience in fire service, emergency management and public safety, as the administrator is responsible for providing leadership and oversight to national fire prevention and safety initiatives.

Dr. Moore-Merrell was appointed by President Joe Biden as the U.S. fire administrator on Oct. 25, 2021.

WHAT HAPPENS TO THE SITTING FIRE ADMINISTRATOR WHEN A NEW PRESIDENT IS ELECTED?

When a new president is elected, all appointed positions, including the fire administrator, are subject to change. Typically, the fire administrator may be asked to step down, resign or continue serving temporarily until a replacement is nominated and confirmed. This depends on the priorities of the new administration.

Dr. Moore-Merrell resigned her position as U.S. fire administrator, and her last day will be Jan. 20, 2025. Following her departure from the USFA, the deputy U.S. fire administrator will serve as interim fire administrator.

WHO IS THE DEPUTY U.S. FIRE ADMINISTRATOR?

Fire Chief Donna Black. Chief Black is a nearly 30-year fire service veteran, serving as the fire chief for the Town of Duck, N.C. She is a past president of the International Association of Fire Chiefs and champion of #FireServiceOneVoice collaboration for the National Fire Strategy.

[Chief Black began her role as deputy fire administrator on Dec. 15, 2024.](#) On Jan. 20, 2025, Black will start her service as the interim U.S. fire administrator until a new fire administrator is appointed by the president. During this time, the superintendent of the National Fire Academy will serve as the interim deputy U.S. fire administrator.

WHO IS SUPERINTENDENT OF THE NATIONAL FIRE ACADEMY?

Eriks Gabliks. Gabliks was named to this position in November 2020. As superintendent, Gabliks provides leadership for the NFA, which focuses on enhancing the ability of fire and emergency services and allied professionals to deal more effectively with fire and other emergencies.

Gabliks will serve as interim deputy U.S. fire administrator until Chief Black returns to the role following the appointment of the new U.S. fire administrator.

WHEN WILL THE NEXT U.S. FIRE ADMINISTRATOR BE SELECTED?

As of now, there have been no official announcements regarding the selection of a new U.S. fire administrator. The process often takes several months to complete, from vetting to announcement and ultimately confirmation.

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FIRE DISTRICT FINANCES

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

Financial Training by the Office of the State Comptroller – Specifically for Fire District Officials

Thursday March 13 and Friday March 14, 2025 At **Fulton Montgomery Community College**, the Alan House, co-sponsored by Mohawk Fire District, consult our website at CAFDA.net for more information.

Tuesday March 25 and Wednesday March 26, 2025 At **Brighton Fire District, Monroe County**, co-sponsored by the Monroe County Fire District Officer’s Association, consult our website at CAFDA.net for more information.

STEP INTO THE CHIEF’S OFFICE

****The Art of Leadership Is Serving, Not Managing**

Zachary Brown

When most people think of fire service leaders and the formal or informal leadership style that develops from their position, most are naturally drawn to think of the management position the leader often holds. However, the roles of management and leadership are vastly different, though they are often maintained by the same person. We need to realize that when an individual is promoted through the ranks in the fire service, and especially as they become station officers and other leaders, they take on managerial positions. The fire service even recognizes that fire lieutenants, captains, and battalion chiefs are mid-level managers.

However, leadership is a personal journey and a set of individual characteristics that most departments hope their “managers” naturally inherit or possess. As managers, we must realize that being in a managerial role does not inherently give us good or even mediocre leadership skills. These skills must be honed by the individual if they hope to embody both the physical managerial role and the personal leadership role.

WHAT ARE MANAGERS?

In differentiating between managers and leaders, we need to first clarify what a manager is. Simply put, a manager is someone who is in a position of power to manage personnel. In the case of a fire service manager, this is someone who, in conjunction with managing the people and resources beneath them, also manages emergency scenes that are stressful and fast paced. In doing so, they make decisions that will impact the lives of the personnel below them.

Yet, this does not inherently give them leadership skills, which separate managers from true leaders. On my personal leadership journey, I have recognized five categories of traits I have tried to embody and have noticed also characterize many other good leaders I know. These traits are empathetic, relationship-oriented, knowledgeable, wise and discerning, and humble.

THE QUALITIES OF LEADERS

First and foremost, at any level of leadership, you must make relationships with those whom you desire to lead. Trying to be a leader without having personal relationships is akin to steering a boat without eyes or GPS. One simply cannot lead effectively if they do not truly know the individuals are who they are leading. They can manage them or micromanage them, but a leader who knows the inner makeup of an individual and how they think, can lead them much more effectively. Learn more about their family, their hobbies, and their passions. Learn how they operate when they’re tired, hungry, angry, or sad. In this field of work, it should be easy to find time to talk about some of these things with as much as we’re around each other. Yet, far too often we ignore each other and stay in our bunks or offices all day. Relationships require work, which sometimes can take a long time, but man, are they worth it in the end.

While I can say with utmost confidence that most firefighters are empathetic on a grand scale, we must learn to be empathetic on a micro level. We need to learn to place ourselves back in the shoes of those we are leading. As we advance in our careers, it is far too easy to lose touch with the firefighter riding backwards. Or, in the case of general staff, the operations level firefighters and fire officers in the stations running the calls. It is essential to know what those underneath us are experiencing. Many times, the job we did previously, and the one they do, has changed. They may be inundated with calls, reports, station and apparatus maintenance, inspections, hydrants, etc. They may have small children at home or be working multiple jobs to stay afloat financially. It should be our mission to always show empathy, to lessen their load when possible, and/or simply offer an encouraging word. Be willing to actively listen to their

struggles or complaints and offer words of encouragement and life advice where they are needed. Or, just sit back and offer your listening ear. Many times, people know you cannot provide a solution to their problem, but they just need someone to listen without judgement or defensiveness.

No one wants to follow a leader who they don't think can do the job or in whom they lack confidence. Unlike the civilian world, most firefighters and people in first responder professions work up through a chain of command. They aren't hired or promoted into a job because of a title or college degree. Given the dangerous and life-threatening nature of our job, leaders need the essential job skills which can only be learned from doing and mastering the craft of firefighting. People naturally want to be led by others who automatically know what to do when things get dicey. It is natural survival instinct to follow someone who will give you the best chance of survival.

The best leaders are wise and can discern between a good choice and a great choice. While many first responders can make rapid strategic decisions regarding tactical action, it's oftentimes personal choices away from the fireground that can tip the balance between an average leader and a great one. The great leader is able to put aside personal and emotional differences to make the best decision for the organization, the individual, and the citizens. They can filter out noise that often inundates the fire service with rumors, personality differences, and complaints.

DEFINING LEADERSHIP

Leadership is, at its core, serving others and ensuring they have everything they need to succeed. If someone comes into a position thinking that they've "made it" or that others are now beneath them, they will certainly fail at leadership. Being a leader is recognizing that even though you may be in a position of power, you still don't know everything and you are no better than anyone else. You still have many things to learn, and most importantly, you aren't above failure. A true leader goes to work every day wondering how they can help others become better than them.

How you can help that tailboard firefighter promote through the ranks or mentor them? How you can pass along information you've received? How you can be a protector and buffer the flak that comes down from higher ranks or from other personnel? How you can be of service to your crew, your department, and your community? There's a reason that the term servant leadership has become so popular. Too often, however, it is used as a buzzword without any real action attached to it. By making true servant leadership popular, many fire service problems like recruitment, retention, morale, amongst others, will be fixed. However, this requires being uncomfortable and vulnerable.

Leadership is a lifelong pursuit for any individual. While some come into it naturally, none of us master it to true perfection in our lifetime. Real leadership is something every one of us can strive for, so let's make it something we want to embody because we see others doing it right.

THE ATTORNEY'S OFFICE

****The Importance Of Policies — Public And Personal**

Sam DiGiovanna

Since I'm passionate about policies, it's no accident I've been associated with Lexipol for 12 years. In public safety, clear, consistent policies help ensure a department runs smoothly. When implemented correctly, they also help prevent both accidents and injuries. That assumes, of course, that the policies are understood and are being followed correctly.

Performance issues occur in every profession, but the higher the stakes, the larger the impact of this type of failure. As Christopher Sobieski points out in [his article on FireRescue1](#), underperformance in public safety generally comes down to at least one of the "3 U's":

- **Unaware:** Almost always a failure of training, this happens when an employee doesn't know about a policy or procedure (or has forgotten it). The best course for remediation is more and better training.
- **Unable:** This happens when a person is aware of a policy or procedure but doesn't have the physical or mental ability to comply — or hasn't put in the time to develop the requisite skill(s).
- **Unwilling:** Often the most challenging type of underperformance, this applies when an employee has the ability to develop a skill or do the work but simply won't do it, the only real recourse is a change in attitude. If that doesn't happen, the employee is likely to be removed from employment.

AGENCY POLICIES

Effective policies — and effective training to reinforce them — can make or break an agency. One way or another, agencies and agency leaders will always end up paying for policies.

You can pay now by dedicating the necessary in-house resources to research and develop effective, up-to-date policies that protect your agency, your personnel and your community. Alternatively, you can outsource development and management services to someone with the knowledge, experience and resources to produce effective policies and keep them current as laws and community expectations change.

If your agency is a Lexipol subscriber, you know that your [department's policies](#) are always updated with the most current information and latest developments in the industry. If you handle your own policies, it's up to your agency leadership to make sure policies are reviewed and amended in a timely manner, with clear language that covers all the bases.

DEVELOPING AGENCY POLICIES

It's easy to over-complicate the policy development process. When formulating a departmental policy, it's a good practice to focus on three main stages: identifying issues, generating solutions and measuring performance.

1. Identify issues

One of the most important components of policy management involves accurately identifying issues that need to be addressed. At this stage, it's vitally important to distinguish the symptoms or effects of a problem from the problem itself. We must define the problem clearly enough to give focus and direction to developing options designed to address it.

For example, if the firefighters on your crew aren't wearing their seat belts while in the apparatus, ask yourself, "Why not?" Is it because they're *unaware* of the agency's policy? Are they *unable* to follow it because the seat belts don't operate correctly or their PPE prevents them from sitting comfortably while restrained? Or are they just unwilling to comply because they couldn't be bothered?

2. Generate solutions

Once we've clearly identified the issue we wish to address through policy, it's time to identify solutions geared toward solving the problem (or at least mitigating its effects). As we establish a list of solutions, the pros and cons of each option should be compared and systematically evaluated to a pre-established set of criteria.

In the seat belt example mentioned above, for instance, one solution would be to add a section to the agency's policy requiring the officer or driver to check seat belt use before giving the operator the go-ahead to pull out of the station. Another might be technological – installing an alarm that sounds unless seat belts are fastened. (That's a requirement mandated by the NFPA.)

3. Measure performance

Once a policy is created, it's equally important to conduct some level of follow-up to ensure the policy is accurately addressing the desired outcome. One way to do this is to establish a checklist of related criteria that guides the process of evaluation. Assuming a policy is necessary and was properly designed, establishing performance criteria should be easy.

For example, if you've updated your seat belt policy to include a seat belt check before the driver gets on the road, you'll have a built-in measure to ensure the policy is being followed, although it will require periodic audits to ensure the officer is performing the check. If a seat belt warning mechanism is installed, it may feed data automatically to a data recorder that can later be analyzed.

PERSONAL POLICIES

In addition to the policies you follow in your daily work, it's also a good idea to have policies to follow in your personal life. When I talk about "personal policies," I'm talking about rules and boundaries you set for yourself to serve as guard rails for your own actions and behavior. You can make personal policies in just about every area of your life, including your work, home life, financial health, personal health, leisure time and social interactions. When all is said and done, the personal policies you follow will tell others (and demonstrate to yourself) the quality of your character.

Maintaining agency policies requires thorough research, in addition to appropriate legal review, to ensure the requirements are clear, effective and valid. Similarly, when we create personal policies, we remove a lot of those gray areas that could trip us up. By clearly defining what we will and won't do — and where we will and won't compromise — we give ourselves the structure and support we need to do the things we say we want to do.

If your agency doesn't have a thorough, well thought-out policy manual, you're at risk. The same goes with personal policies. Without them, you may be placing yourself in a position to do things that go against your personal standards. Department policies take time to develop and implement. Similarly, it will take time and careful thought to develop your own policies. This is not just an academic exercise; the time you spend developing them to protect your personal safety and well-being is both valuable and necessary.

As an example, a fire department constituent recently invited me to attend a concert with him in Los Angeles. The concert was scheduled to start late and end late. My associate lives in Los Angeles; I live in Orange County, quite a distance away. I told him I make it a personal policy not to be on the freeways late in the evening, since not much good happens driving the freeways in Southern California after midnight. This clear personal boundary — that I don't drive late at night — allowed me to decline his invitation without offending him.

Within your agency, both department personnel and the public depend on systematic accountability that only occurs through effective policy management. Your personal policies also create systematic accountability for you as you negotiate the problems and challenges of daily life.

KEEPING PERSONAL POLICIES UP TO DATE

In public safety, policies often change due to new laws and court decisions, updated operating procedures, innovations in equipment and technology, changes to your agency as well as new leadership. In the same way, new realities in your personal life may require updates to your personal policies.

For example, if you get married or divorced, move to another city or state, change jobs or retire, experience health issues or lifestyle changes, you'd be well served to spend some time rethinking your personal policies. Maybe you've experienced a shift in your belief system or had your world rocked by something cataclysmic. If you find yourself contemplating the meaning of it all, you'll probably want to take stock of your situation and realign your personal policies to your values.

Keep in mind that all this kind of change will often be accompanied by uncertainty and doubt. The only constant in the world is change, so you'll need to get comfortable adapting to new realities. You may have to work hard to keep your personal values intact as you move into uncharted territory.

PERSONAL IMPROVEMENT PLANS (PIPS)

Most public safety personnel are aware of performance improvement plans (PIPs). PIPs are formal documents outlining specific steps an employee must take when they fail to meet or follow organizational policies and procedures.

On FireRescue1, Sobieski tells us a PIP should have [four distinct parts](#):

1. A statement of observable behaviors that demonstrate poor performance.
2. A discussion of what has been done to date to correct the issue.
3. A plan of action, including what needs to be done, what the criteria are for successful completion and a timeline for completion.
4. What can be expected if successful or unsuccessful completion of the plan occurs.

In your personal life, this same structure can be a valuable tool for self-improvement. Start by identifying specific behaviors or habits that need attention. Reflect on what steps you've already taken to address the issue in your life, then ask yourself how effective those steps have been. Next, create a clear action plan outlining what changes are needed, how you will measure progress, and a realistic timeline for achieving your goals. Finally, define the outcomes you can expect depending on whether you achieve your objectives. When done right, this process can help you stay motivated and accountable to make the changes necessary for success.

By applying this structured approach to your personal values and behaviors, you can break down personal challenges into manageable steps, stay focused on your goals and create a clear path toward meaningful growth and success in life.

FOLLOWING THROUGH

Policies play a pivotal role in both agency operations and personal life, offering structure, consistency and accountability. Remember the old adage, "Problems without policies will remain problems." Your agency should have policies in place to reduce risks in the workplace while providing peace of mind. Similarly, you can benefit from personal policies that help you navigate the complexities of daily living. These self-imposed guidelines can help you maintain integrity, set boundaries and make decisions that align with your values and goals.

Ultimately, policies — whether for an agency or yourself — are tools for fostering stability and progress. They mitigate uncertainty by providing a roadmap for action and adaptation. By investing the time to develop, implement and update effective policies, we protect not only our agencies and communities but also our personal well-being and values.

OUR CHANGING FIRE SERVICE –CHALLENGES & POSITIVE IDEAS. LEARNING FROM OTHERS

POSITIVE OUTCOMES

FIRE SERVICE CHALLENGES

Where Did All the Bay Area Volunteer Firefighters Go?

Chase Hunter-The Mercury

As investments in Bay Area fire departments have grown in the wake of catastrophic fires around the region, several have opted to rely less on volunteer ranks that were once common. For some fire stations, volunteers have gone away entirely.

The decline in volunteers is part of a long trend across Bay Area fire departments, officials said. Factors include growing tax bases that allow for full-time positions, more intense training requirements, and a greater emphasis on building a pipeline for young, career-minded individuals who hope to eventually become full-fledged firefighters themselves.

Nationally, about seven in 10 fire personnel are volunteers, according to the [National Fire Department Registry](#). These volunteers are largely confined to Midwest and East Coast states, Mokhtarian said, where fire risk poses a significantly lower threat and communities are not as flush with tax dollars as in the Bay Area.

“Back in the day, Los Gatos had a volunteer fire district. They were in factories, they’d respond to calls, and then they would go back to work. But volunteers can’t replace full-time career firefighters,” Santa Clara County Fire Department Cpt. Matt Mokhtarian said. “In the Midwest or the East, it’s more rural and there’s less tax base. There’s not funding to support full-time firefighters at the staffing level that we have.”

But California is unique among U.S. states for having one of the highest proportions of career firefighters with 45.5% of fire personnel being professionals. In populous Bay Area counties, full-time firefighters make up about 90% of firefighting ranks.

Contra Costa County Fire Protection District exclusively uses career firefighters. The Santa Clara County Fire Department has 240 career firefighters with 10 volunteers who are fire-suppression certified, and another six who perform community outreach and share fire education.

The Alameda County Fire Department has one of the more sizable volunteer ranks with 31 reserves who can be tapped on to support its approximately 300 full-time firefighters during major incidents, public information officer Cheryl Hurd said.

“Our reserves are a part of our Firefighter Training and Education Program. It’s a mentorship program with primary goals to improve the quantity and quality of training for prospective professional Alameda County Firefighters,” Hurd told the Bay Area News Group.

These counties have the tax revenue to employ full-time firefighters with the single-minded responsibility to protect the public and mitigate fires, Mokhtarian said, while volunteers with aspirations of firefighting careers are trained to be the next generation as part of “feeder” programs — a break from the civilian volunteers of the past.

Participants are typically young adults who’ve recently graduated high school or are in college and are pursuing a volunteer program to gain experience with a local fire station. This opportunity affords them a chance to take part in firefighter training, meetings, and community outreach efforts to integrate them into the fire service.

When called upon — with California Fire Academy Class I certification — they can even assist in fighting wildfires.

“They worked the Complex fires in 2020,” Hurd said. “More recently, they worked long hours in the Corral Fire in San Joaquin County (in June 2024).”

An exception to the norm in the Bay Area is the San Mateo County Fire Department.

Nearly a third of its force is made up of volunteers, located in vast stretches of unincorporated communities. These seemingly anachronistic volunteer fire stations have continued because of their communities’ smaller tax bases, San Mateo County Fire Department Cpt. Gary Silva said.

“The tax base doesn’t warrant a full-time fire district in those areas,” Silva said. “Loma Mar, Kings Canyon and La Honda (volunteer districts) are so rural, so they have continued using volunteers.”

The rural communities in San Mateo County have insulated volunteer districts from the broader professional evolution of fire forces around the Bay Area.

San Bruno Fire Chief Ari Delay is a 34-year veteran firefighter who started his career as a volunteer for La Honda Volunteer Fire Brigade and is now its chief as a full-time career firefighter with the San Mateo County Fire Department. The growing responsibilities of firefighters — which include medical emergencies and accidents — have come with greater requirements for volunteers, making it more difficult to attract and retain them, he said.

“If you’re doing business correctly, the training requirements are a mirror regardless if you’re a volunteer or a full-time firefighter,” Delay said. “You’re fulfilling those training requirements after hours during the week and on the weekends. That’s 400-500 hours just to meet your minimum requirements.”

The amount of service calls received by the La Honda Volunteer Fire Brigade is far below the amount received by more populated fire districts. But the brigade’s volunteers have an edge when responding to local incidents, Delay said. He said he often responds to service calls in his own backyard, helping neighbors that he knows personally and protecting the forest he’s walked before.

“The real advantage of that sometimes is the locals have a unique understanding of the geography and the layout of a community. It’s rare to see a career firefighter have that,” Delay said. “This job is what you make it, whether you get paid for it or not.”

APPARATUS ADVICE

Blacking Out on Rigs

Chris McLoone

This question feels like Chris Mc Loone tossed Ricky Riley and me a live hand grenade after pulling the pin and yelled, “Here! Catch!” Individual *thoughts* are personal views and opinions; however, they can elicit diametrical reactions depending on readers’ self-interests and affiliations. I compare it with asking firefighters what the best colors are for fire trucks or if a mechanical siren is better than an electric one. It’s best not to go there.

My non-qualifications in answering include that I’ve never sold a blacked-out rig, never purchased one, never had to clean one, and never priced one. After being affiliated with the industry and fire service for more than 50 years, my thoughts now are from an armchair’s perspective. Admittedly, I consulted some active players in the fire service and industry. None really wanted to go on the record, so I’ve plagiarized some of their “safe” comments.

Readers should evaluate our *thoughts* from the various perspectives of purchasers, vendors selling the product, and the manufacturers of both the component blacked-out parts and the apparatus. Most have varying agendas ultimately revolving around money. Individual firefighters, regardless of a career or volunteer vocation, can have emotional reactions. Believe what you want but consider verifying what you say.

HOW TO DO IT

Blacking out first started years ago when black vinyl overlays were used on pump panels. They reduced glare but looked nasty if you got wax on them. A fictitious, ill-written, and ambiguous purchasing specification might read: ‘All bright, chromed, shiny, and reflective appurtenances on the apparatus shall be blacked out.’ Read between the lines.

Besides vinyl overlays, blacking out could include using black paint, which could be either a dull matte finish or a bright, highly buffed, reflective finish like the finished paint on a cab and body. Paint can be applied to almost everything by brushing, spraying, or dipping a part in it.

Another black-out method is anodizing, which has been described as “an electrochemical process that converts a surface into a decorative, durable, corrosion-resistant finish.” Powder coating has been described as “a type of coating applied as a free-flowing dry powder that’s typically applied electrostatically, and heat or ultraviolet light cured.”

A popular application is what I call the “bed liner,” which is a compound used to protect the beds of pickup trucks. There are multiple types. Some are advertised to be used in certain environments. I don’t have a clue which process, or processes can be—or more importantly should be—used on what surface.

WHAT TO USE ON WHAT

Wheels (tire rims); air horns; sirens and siren speakers; plastic moldings and light bezels; steel bolt heads; locomotive bells (yep, they’re still specified); steel treadplate; aluminum treadplate; steps; pump operator panels and components such as gauge bezels and pull rods; hose connection hardware such as elbows, plugs, caps, and reducers; and cab and body accoutrements such as latches, hinges, window moldings, and mirrors may require different materials for blacking out.

Someone must determine the type or types of blackout material to be used. It is advisable to specify—or at least ask—if the blacking out is to be done by the local dealer, the component part manufacturer, or the apparatus manufacturer. Those answers will affect the cost and even a warranty on the material—if one is provided, requested, or expected.

NFPA

No discourse on fire trucks is complete without referencing National Fire Protection Association (NFPA) 1900, *Standard for Aircraft Rescue and Firefighting Vehicles, Automotive Fire Apparatus, Wildland Fire Apparatus, and Automotive Ambulances*. Chapter 12-Section 12.6.4*-Slip Resistance specifies the minimum “slip resistance” requirements for exterior stepping surfaces, interior stepping surfaces, and interior floors. Be careful, they vary and are very technical.

Section 12.7-Access Handrails or Handholds says exterior access rails are to be constructed of or covered with a slip-resistant, noncorrosive material— but it does not specify any minimum requirements. A presumption of many purchasers is the manufacturer or “applier” will provide NFPA-compliant “slip-resistant” material for all standing and stepping surfaces required to be blacked out. Trust if you want but consider verifying. Materials used on a vertical scuff surface or decorative panel don’t have to be as aggressive as those used on a running board or aerial turntable.

NFPA 1900 Annex A Section A.12.6.4 (second paragraph) says: “When selecting stepping, standing, and walking surfaces, the purchaser should take into consideration the long-term use of the vehicle. The slip resistance of certain surfaces might deteriorate over time. It is also important for the fire department to properly maintain or replace slip-resistant materials as they deteriorate.”

I think that’s to caution the purchaser that if a firefighter is injured as a result of taking a dive off a rig, the department might be held accountable for not maintaining the apparatus. Although the blacked-out look may be appealing for whatever reason, it may create unforeseen maintenance problems down the road. It is unknown if there are different recommended cleaning procedures for the various black-out materials used.

COST

It’s impossible to come up with an approximate cost to black out a pumper.

It depends on the size of the pumper; how much of the rig and number of accoutrements to be blacked out; what types of materials are to be used; where and who performs the work; whether parts must be disassembled, coated, and then reassembled; and if a warranty is required.

I’ve heard it costs from \$8,000 to \$12,000, from \$15,000 to \$20,000, and even \$30,000 for a pumper. If financial considerations may be a deciding factor, purchasers can always consider requesting an optional price for blacking out a rig. To be fair and equitable to all bidders, the criterion addressed in the preceding paragraph should be spelled out in detail in the purchasing specifications.

COMMENTS HEARD (NOT MINE!)

The following are comments I have heard from various people regarding blacking out fire apparatus.

- I thought it was just a fad, but it’s been around for 10 years.
- It’s perceived as saving money, but it is just the opposite.
- Some people say it’s to protect the apparatus—but from what?
- It doesn’t sound like a responsible use of taxpayer money.
- It makes a rig look “bad” and “bad” sells. Look at the personal vehicles in any fire station’s parking lot.
- It’s a misguided effort to make a rig look more economical to the taxpayer.
- Some truck committees spend as much time today arguing about what to black out as they did years ago on how much gold leaf or what kind of light bar to buy.

- When I was fire chief, I did a lot of things to appease the young members, but this might be over the top.
- I think black is hard to clean; you can't see it at night, and a black cab will be hotter in the summer.
- Blacked-out rigs are the most popular ones in our booths on recent show circuits.
- It's definitely becoming more popular. Despite tradition and consistency, the new breed is taking over. It's their turn. I think it is here to stay.
- What are you gaining—what's your goal?

AESTHETICS AND FEASIBILITY

Aesthetics means a feature that pleases the eyes of the beholder. When purchasing fire apparatus, specifying a feature could be considered feasible if there is a value received for the monies expended. The value received could be financial, increasing the efficiency of a rig, or something as abstract as maintaining the esprit de corps of an organization. I think some blacked-out rigs look sharp—but that's just a personal opinion! ?

+ FF HEALTH AND SAFETY – TAKING CARE OF OUR MEMBERS!

IN 2025 WE HAVE EXPERIENCED 2 FIRE FIGHTER LODD'S

*According to FirefighterCloseCalls.com**

In 2024 we experienced 64 LODDs reported nationally.!

DOES'NT HAVE TO BE A FATALITY-JUST A DIBILITATING INJURY, YOU JUST NEVER KNOW!

- An off duty Coweta County, Georgia firefighter was shot and killed while trying to help a motorist who struck a deer in the road in Alabama on Sunday. A nearby resident “opened fire on Chief Cauthen and the individual that struck the deer” when they walked up his driveway. Arrest warrants for Murder have been issued for William Randall Franklin. He will be arrested upon release from Piedmont Medical Center.
- A 72-year-old Thomasville, Missouri volunteer firefighter died in a fire truck rollover while responding to a call. Te firefighter was a passenger in a pumper that veered off the road, overcorrected, hit a ditch and overturned.

BUILDING CODE ISSUES AND REPORTED FIRE FATALITIES

If we had sprinklers in 1 & 2 family homes by now the death toll of 700+ would be a hell of a lot less and fewer firefighters would be injured. But because builders and realtors make big contributions to politicians, sprinklers have been negotiated out of the Code!!

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!!

HOME FIRE FATALITIES REPORTED BY THE MEDIA FROM THE US FIRE ADMINISTRATION FOR 2025	
Fire Deaths in 1&2 Family Dwellings in NYS	4
<i>Last fire death 1/22/25 Hornby, Stuben Co. Elderly Male</i>	
Fire Deaths in any type of Dwelling in NYS	4
Fire Deaths in 1&2 Family Dwellings Nationally	95
Top 3 States with the greatest 1&2 Family Deaths	#1 TX/12
	#2 PA/10
	#3 CA/8

Civilian home fire fatalities in 2025: **181**
2046 civilian home fire fatalities in 2024

We are in Week 2 of 2025, fire has claimed on an average 29.5 **lives PER WEEK**, perhaps OSHA should examine that death toll.

Both the states of Maryland and California as well as Wash. DC require sprinklers in 1&2 family dwellings.

GREEN TECHNOLOGY & THE FIRE SERVICE

Four Electric School Buses Burn in MA

Fire ripped through four electric buses in Wilbraham Tuesday.

The Wilbraham Fire Department responded to the garage where the buses are stored at 2043 Boston Road at approximately 1:30 a.m. and found four buses engulfed in flames.

The fire caused delays for local schools.

According to reports, the damaged buses are electric, with chargers visible on the property. The exact cause of the fire is still under investigation. No one was injured in the fires. The Fire Department is continuing to investigate the cause, but does not see anything suspicious about the fires.

FIRE SERVICE EDUCATION SO THAT OTHERS MAY LEARN

NATIONAL VOLUNTEER FIRE COUNCIL

TRAINING TIMES

COURSES WEBINARS EVENTS

Webinar - Essentials of Volunteer Retention & Recruitment

Thursday, Feb. 13 at 2pm ET

Presenter: Tom Merrill

REGISTER AT THIS LINK:

https://us06web.zoom.us/webinar/register/WN_VHqUYcZbRGKOy0SJ8K2Atw#/registration

Roundtable Talk - Safety in Action: Educating Drivers on Emergency Scene Awareness

Feb. 27 at 1pm ET

Presenters:

Jack Sullivan, Todd Leiss, Joel Feldman, and Joe Tebo

REGISTER AT THIS LINK:

https://us06web.zoom.us/webinar/register/WN_NiRAuc7fTe6i2ravvaqHkA#/registration



2025 Seminar Series, Short-Handed Firefighting

34 years ago, this class was developed by Firefighter Andrew A. Fredericks. At that time, the fire service was starting to suffer from a shortage of members, especially but not limited to the volunteer ranks. Today, as we all know, departments across the nation have experienced a large drop-off in membership. With today's hotter, faster-moving fires, it is imperative that we get on the road ASAP and are ready to mount an aggressive interior attack – especially where life-saving attempts must be carried out. This class will look at new apparatus and equipment designed to make our jobs less labor-intensive. In many places, where it used to take one or maybe two departments to handle

the job at a single-family residence, now up to six departments are necessary due our diminished ranks. We must protect our residents and, just as important, our members and make sure everyone goes home.

Mike Healy has been a member of the Rockland County fire service for 54 years, serving with the Blauvelt F.D. for 14 years, followed by the Central Nyack F.D. for 40 years. He has served as a chief for three terms. Healy is currently the coordinator of education for the Rockland County Fire Training Center. **Jeff Daniels** is a 23-year fire service veteran. He served with the Air National Guard as a crash rescue firefighter for 17 years and was a member of the West Haverstraw Volunteer F.D. for 14 years. In 2002, he was hired as a NYS DMNA firefighter and served for over four years before being appointed to the FDNY. Daniels was assigned to Ladder Co. 39 for 12 years and was later an instructor for the FDNY Fire Academy. Currently, he is a member of Squad 61. He also teaches at the Rockland County Fire Training Center.

Coming to These Counties in 2025 (7:00 p.m. Starting Time):

- Albany (February 24) • Cortland (October 28) • Erie (October 8) • **Fulton (September 9)** • **Herkimer (April 14)**
- Jefferson (October 15) • Monroe (September 30) • Nassau (November 5) • Niagara (March 12)
- Oneida (September 24) • Onondaga (February 18) • Orange (April 29) • Otsego (September 15)
- **Rensselaer (October 20)** • Rockland (April 23) • St. Lawrence (March 24) • Steuben (February 12) • Suffolk (April 2)
- Westchester (September 3) • Wyoming (March 4)

\$35 – NYSAFC members • \$50 – non-members (per person)

REGISTER AT THIS LINK: <https://www.nysfirechiefs.com/2025seminarseries>

Save The Date: 1st Annual FASNY Training & Educational Weekend

May, Friday the 16th through Sunday the 18th, 2025

Fort William Henry , Lake George, NY

An array of Speakers on many subjects including Chief Tom Richardson, Chief Tom Basher, D/C Tim Cowan, Brian McQueen, Chief Stefano Napolitano, Chief Doug Cline, Chief Justin Bailey and Ed Mann..

More information at the following LINK: <https://fasny.com/training/1st-annual-firetraining-symposium/>



ASSOCIATION OF FIRE DISTRICTS OF THE STATE OF NEW YORK

Coming Attractions:

- Mini Summit in White Plains, Sonesta Hotel, **Friday March 28 & Saturday 29 2025**
- **October 2-4, 2025, Thursday - Saturday**, Annual Meeting and Vendor Expo at the Saratoga Hilton and City Center, Saratoga Springs
- **October 8-10, 2026**, Annual Meeting and Vendor Expo at the Saratoga Hilton and City Center, Saratoga Springs



Regional Hands-On Training – Fire Behavior From the Outside

Two-Hour Program Overview

Understanding fire behavior and building construction as it relates to the fire service is arguably the most important aspect of our job. In this program, firefighters will observe changes in fire behavior from the outside while typical fireground actions are simulated. Firefighters will recognize the vast difference in fire dynamics with the synthetic fuels used in homes today versus the fuel the fire service is using in training towers. This two-hour training includes a classroom presentation, followed by an interactive demonstration using a 10-square-foot dollhouse prop. The unit provides a safe, inexpensive way to discuss fireground strategies/tactics to improve firefighter safety and victim survivability.

Course Prerequisites (or Equivalent)

None

PPE Requirements

None. Members of the fire suppression team designated by the host agency must wear OSHA compliant full PPE with SCBA.

UPCOMING PROGRAMS:

Programs are open to host organization's members and invited guests only.

Monday March 3, 2025 – 7:30 p.m.

Rockland County

Host: Hillcrest Fire Company/Moleston Fire District

Monday April 28, 2025 – 7:00 p.m.

Sullivan County

Host: Roscoe Rockland Fire Department

How to Host a Program in Your Region

Complete and submit a [Regional Hands-On Training – Fire Behavior From the Outside Request Form](#), which outlines all host responsibilities. This course can be delivered on any day of the week at any time and is ideal for a fire department drill. Training will be provided in New York state only. Programs will be scheduled throughout the year based on availability of NYS AFC instructors. [Email](#) NYS AFC with questions regarding Hands-On Training.



NATIONAL VOLUNTEER FIRE COUNCIL – TRAINING TIMES – COURSES/WEBINARS/EVENTS

LINK TO THE VIRTUAL CLASSROOM: https://virtualclassroom.nvfc.org/featured_courses

HAPPEN'N IN THE NEIGHBORHOOD

Gansevoort Fire Department Breakfast

Sunday **February 9th** at the Gansevoort Fire Station 1870 Route 32N, Gansevoort, NY

ALL YOU CAN EAT BUFFET! , Eggs made to order, omelets, pancakes, French Toast, scrambled eggs, bacon, sausage, biscuits with sausage and gravy, Fried Potatoes, toast, cereal, milk, coffee and orange juice. \$12 adults, \$10 seniors & military, \$8 children 6-12.

Clifton Park Fire Department Breakfast

All You Can Eat: Sunday **February 2nd** from 8 til 11, all you can eat, eggs, bacon, toast, sausage, pancakes, OJ, Coffee, Hot Chocolate \$10 adults, \$6 children 6-13

LAUGH OUT LOUD!!

Why did supermarkets make the sick walk all the way to the back of the store to get to the Pharmacy for their prescriptions while healthy people can buy cigarettes at the front?

CAFDA OFFICERS AND DIRECTORS

OFFICERS

President, Tom Rinaldi, Commissioner, Stillwater Fire District
1st Vice President, John Meehan, Commissioner West Crescent Fire District
2nd Vice President, Ellen Martin, Deputy Treasurer Clifton Park Fire District

DIRECTORS:

Les Bonesteel Commissioner Burnt Hills/Saratoga,
Fred Richards Commissioner Harmony Corners/Saratoga,
Joyce Petkus Treasurer Greenfield/Saratoga,
Ed Woehrle Commissioner Niskayuna #1/Schenectady
Art Hunsinger, Ex-Officio Member Clifton Park Fire District

APPOINTEES

Secretary Molly Jenkins, Region 1 Director, Assoc of Fire Districts, NYS
Treasurer: Tony Hill
Sargent at Arms: Tom Wood, Commissioner, Northumberland Fire District
Chaplain: Fred Richards, Commissioner, Harmony Corners Fire District
Legal Counsel: 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

CAPITAL AREA BUSINESS PARTNER'S

½ Tables available at no charge at Workshop '24, Sat November 2nd at Verdoj, FD

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.

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

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

YOU CAN BECOME A MEMBER OF CAFDA!

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.

FOR A MEMBERSHIP APPLICATION OR A BUSINESS PARTNER APPLICATION GO TO THE FOLLOWING LINK:

<https://cafda.net/membership-info/>

CAPITAL AREA FIRE DISTRICTS ASSOCIATION

SAVE THE DATES!

CAFDA has been busy, and 2025 is shaping up to be a great year!

COMMISSIONER TRAINING

AVERILL PARK FIRE DISTRICT	Saturday, February 1, 2025	Snow Date: Sunday, February 2, 2025
CLIFTON PARK FIRE DISTRICT	Saturday, March 1, 2025	Snow Date: Sunday, March 2, 2025
BERKSHIRE FIRE DISTRICT	Saturday, March 29, 2025	Snow Date: Sunday, March 30, 2025
WARRENSBURG FIRE DISTRICT	Saturday, April 5, 2025	Snow Date: Sunday, April 6, 2025

OTHER TRAINING OPPORTUNITIES

FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS	Fulton-Montgomery Community College 2025 2805 State Hgwy. 67, Johnstown	Thurs-Fri. March 13-14,
FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS	Brighton Fire District 2025 3100 East Avenue, Rochester	Tues-Wed. March 25-26,
CAFDA CONFERENCE	Fort William Henry Hotel & 2025 Conference Center, Lake George	Thurs-Sat. April 10-12,

ANNUAL FALL WORKSHOPVerdoy Fire District
2025 988 Troy-Schenectady Road, Latham

Saturday, November 1,

SOCIAL EVENTS**OFFICER INSTALLATION DINNER**

Century House, Latham

Saturday, March 8, 2025

DAY AT THE RACES!

Saratoga Race Course, Saratoga Springs

Friday, August 8, 2025

MEETINGS – CLIFTON PARK FIRE DISTRICT & ZOOM**General Membership Meeting**

Saturday, January 4, 2025

General Membership Meeting

Thursday, February 13, 2025

General Membership Meeting

Thursday, March 6, 2025

Board of Directors Meeting

Thursday, April 3, 2025

General Membership Meeting

Thursday, May 8, 2025

General Membership Meeting

Thursday, June 12, 2025

Board of Directors Meeting

Thursday, August 14, 2025

General Membership Meeting

Thursday, September 11, 2025

General Membership Meeting

Thursday, October 9, 2025

General Membership Meeting

Thursday, November 13, 2025

**FOR MORE REGISTRATION INFORMATION****Website****www.CAFDA.net**



FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS

**THURSDAY, MARCH 13 -
FRIDAY MARCH 14, 2025**

BACK BY POPULAR DEMAND!

CAFDA, together with our friends from Mohawk Fire District, are again partnering with the Office of the State Comptroller (OSC) to bring you this Fire District focused event!

Topics to Include:

- Duties/Responsibilities of Fire District Officials
- Governmental Accounting Overview
- Policies & Procedures
- Understanding Financial Reports
- Multi-Year Capital/Financial Planning & Budgeting
- Fraud Prevention & Detection
- AFR and Common Filing Errors
- Common OSC Audit Findings
- Municipal Accounting Software
- Q&A with the OSC Staff

**This Training is Not Just for
Fire District Treasurers!**

***ALL COMMISSIONERS and
OFFICERS are INVITED and
ENCOURAGED to ATTEND!***

**Join OSC Thursday after the
last session for a social mixer,
great conversation & lite fare!**

**Take Advantage of this Unique
Opportunity to ask OSC Questions!!!**

Event Location:

Allen House located at
Fulton-Montgomery Community College
2805 State Highway 67, Johnstown

Conveniently located approx. 8 miles off
Exits 27 or 28 of the NYS Thruway

Need Overnight Accommodations?

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308 N. Comrie Ave., Johnstown
Reservations: 1-800-HOLIDAY
or Direct at 518-762-4686

Group Code: FDO

Block Name: CAFDA Fire District
Officials Training

CAFDA

P.O. Box 242
East Schodack, NY 12063

www.CAFDA.net
Secretary@CAFDA.net



FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS

**TUESDAY, MARCH 25 -
WEDNESDAY MARCH 26, 2025**

ADDITIONAL OPPORTUNITY!

Join CAFDA and our friends from Monroe County and Brighton Fire District for a second chance at Financial Training with the Office of the State Comptroller (OSC)!

Topics to Include:

- Duties/Responsibilities of Fire District Officials
- Governmental Accounting Overview
- Policies & Procedures
- Understanding Financial Reports
- Multi-Year Capital/Financial Planning & Budgeting
- Fraud Prevention & Detection
- AFR and Common Filing Errors
- Common OSC Audit Findings
- Municipal Accounting Software
- Q&A with the OSC Staff

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last session for a social
mixer, great conversation &
lite fare!**

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Opportunity to ask OSC
Questions!!!**

Event Location:

Brighton Fire District
3100 East Avenue
Rochester, NY 14610

Need Overnight Accommodations?

Hampton Inn, Rochester-Penfield
950 Panorama Trail S., Rochester
Reservations: by phone 585-249-0601
or online at:

<https://www.hilton.com/en/book/reservation/rooms/?cityhocr=ROCPNHX&arrivalDate=2025-03-24&departureDate=2025-03-26&groupCode=CHH902&room1NumAdults=1&cid=OM%2CWW%2CHILTONLINK%2CEN%2CDirectLink>

(ENTIRE URL must be copied/pasted to work properly)

CAFDA

P.O. Box 242
East Schodack, NY 12063
www.CAFDA.net
Secretary@CAFDA.net

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)

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 **\$85** Non-Member **\$105**

I will be attending (Choose one): Thursday Friday Saturday

(includes meals as noted in schedule & Friday Vendor Show/Cocktail Reception if attending Friday)

Two Day Registration: CAFDA Member **\$170** Non-Member **\$210**

I will be attending (Choose two): Thursday Friday Saturday

(includes meals as noted in schedule & Friday Vendor Show/Cocktail Reception if attending Friday)

Full Conference Registration: CAFDA Member **\$170** Non-Member **\$210**

Thursday 4/10 – Saturday 4/12/2025

(includes meals as noted in schedule & Friday Vendor Show/Cocktail Reception if attending Friday)

Guest Meal Registration, if applicable (Check One):

Guest Name: _____

\$30 One Day Meals: I will be attending (Choose one): Thursday Friday Saturday

(includes meals as noted in schedule & Friday Vendor Show/Cocktail Reception if attending Friday)

\$60 Two Day Meals: I will be attending (Choose two): Thursday Friday Saturday

(includes meals as noted in schedule & Friday Vendor Show/Cocktail Reception if attending Friday)

\$60 Three Day Meals: Thursday 4/10 – Saturday 4/12/2024

(includes

OSHA INFORMATION SUPPLEMENT

PROVIDED AS A SERVICE FROM THE CAPITAL AREA FIRE DISTRICT'S
ASSOCIATION - CAFDA

NEWEST INFORMATION ALWAYS AT THE TOP WITH RED ARROW

CORRECTION: *In The United States There Are Approximately 675k Volunteer Firefighters, Yet There Have Been Only Approximately 3000+ Comments To The OSHA Portal!!!!*

****THIS WEEK'S NEWEST ITEMS PRECEDED BY THE RED ARROW**

Facebook Post from Dave Denniston 1/21/25

As we awake this morning, the flags, the moon, and the glass are half full. Late yesterday an executive order was put in place to pause any proposed legislation and no new orders can be put in place until the current administration approves them. This is a huge win.

So why half full you ask? While this is a pause, it is not a removal of the proposed rule. We now must switch our focus from OSHA and back to our elected officials and the new administration. It will be imperative that we hit the opportunity full force.

Please collect your thoughts, dig out your old letters, testimonies, and ideas and be ready to share them with your elected officials. This next step is as important as anything we have done so far.

Without all your efforts and hard work to date, this new rule would be in place today. Your voices slowed this down enough to get us to this opportunity. This was 100% grassroots to get us this far. We now have the opportunity to help craft a new rule that is economically and technically feasible that we can live with.

My friends the fight is not over, it has just begun. It's halftime of the championship game. Time to regroup and come out ready to play and come out victorious! We will begin calling plays as soon as this halftime show is over. Warm up my friends, it's almost time to take the field again.

Recent E-mail from OSHA

Good morning,

Everyone here at OSHA would like to thank all of the people who participated in the Emergency Response public hearing, which ended on December 4. Your testimony has provided OSHA with valuable insights and points of view that will be critical in helping us continue through the rulemaking process.

Finalizing the daily hearing transcripts is underway, and we anticipate that they will be uploaded to [Regulations.gov](https://www.regulations.gov) in the coming weeks, following review and approval by the Chief Administrative Law Judge.

In the meantime, the docket is open for submission of post-hearing comments at [Regulations.gov](https://www.regulations.gov). OSHA welcomes and encourages any additional comments, information and data from hearing participants and members of the public, which can be submitted until **docket closure on January 17, 2025**.

Thanks, and have a wonderful day!!
The OSHA Emergency Response team

Public Hearing After Action Comments

Dave Denniston

As we conclude the informal hearing on the proposed 1910.156 standard, I wanted to recap what has stood out to me from all the comments.

1. The proposal was drafted in a vacuum without equal representation of all of, or the majority of, emergency responders.

2. Almost all expressed that the current standard was outdated and warranted changes.
3. All agreed that responder safety was a major concern.
4. Strong opposition was voiced as to the technical and economic feasibility of the proposal.
5. There were mixed feelings as to if volunteers should be exempt or not.
6. Despite claims that the proposal was flexible in nature, most felt it was too rigid and designed as a one size fits all solution and that it shouldn't be
7. Emergency services are delivered in a vastly different nature and organizations function at various levels across the country.
8. That workplace response agencies and community response agencies are not the same.
9. That the delivery of emergency services would be severely impacted by the proposal as written.
10. **Outside of the unions, consultants, and those that wanted to weaponize the standard to demand more money from municipalities, no one came forward to say the proposal as written was the best option available.**

HERE ARE WHAT I SEE AS THE CHALLENGES MOVING AHEAD.

1. OSHA has invested a lot of time and money into the process to date. They will be looking to save face and not blow this up.
2. Changes to the existing standard are needed and warranted.
3. Exempting volunteers entirely will be difficult at best because of combination departments, definitions of volunteers, different laws in different states, the reduction of volunteer numbers across the country.
4. Only exempting volunteers will still have major financial impacts on our economy and municipalities that have any career staff.
5. The appointment for Secretary of Labor is known to be pro-labor and unions.
6. ***Even if we get a political "stay" on this for now, when the political landscape changes back in 2 to 4 years, we will be fitting this battle all over again.***
7. ***OSHA has now repeatedly asked for data and input to ideas of what would work and be acceptable.***
8. Any solution will have pain for some and there is no way to keep everyone completely happy here.
9. **This is not just going to go away.**

So please hear me out. In an effort to come up with a workable solution, I have taken the proposal rule and made some substantial edits. I am proposing a standalone standard that only applies to first response agencies (fire departments and ambulances). I have removed the incorporated NFPA standards and made them as reference material. I have adjusted the wording to put more power back in the hands of the AHJ. I have made it much cleaner and easier to read and understand. While there will still be some lift for local organizations and some pain points, I truly believe these edits would make it workable for the majority of organizations across our diverse country. ***I believe if we are not willing to be part of the solution, we are in fact part of the problem.***

Please read my attached draft version and see if you think this is something we can live with. If it is (with any suggested edits) I would like to do a mass distribution of this and see if we can get enough support for it to give OSHA a way out and help improve the safety of our responders at the same time. I ask you to view this with an open mind and only object to portions that you feel would cause major disruption to your organization.

Folks, we asked OSHA to listen, and they are listening. Our elected officials repeatedly said we needed to work with OSHA to find a solution. This is a solution. While the courts may provide us with some relief, that will be a lengthy and time-consuming process with no guarantee for success. I have read this draft for the 4th time and do not see anything here now that I could not live with as a compromise.

<https://cafda.net/wp-content/uploads/2024/12/OSHA-1910.156-Denniston-Edits-Clean-Version.docx>

[OSHA Issued The Following Statement Regarding Its Emergency Response Rulemaking And Volunteer Emergency Responders:](#)

OSHA's rulemaking on Emergency Response is focused on providing long overdue protections to emergency responders. The agency has tremendous respect for both the work that emergency responders do and their unique role providing essential public safety services to every community in America. This statement describes the rulemaking's applicability to volunteer responders.

On February 5, 2024, OSHA published the Notice of Proposed Rulemaking (NPRM), Emergency Response Standard. ***While OSHA does not directly cover volunteer emergency responders, some OSHA State Plans treat volunteers as***

employees under state law, which is how a federal proposed standard could affect volunteer responders in those State Plan states.

In the NPRM, OSHA preliminarily determined, based on the limited evidence available to it at the time, that the proposed rule would be economically feasible for volunteer organizations. *OSHA had sought information about the potential impact of the rule on volunteer organizations, but it did not have sufficient evidence to show that the rule would be infeasible for these organizations.*

Therefore, in accordance with the requirements of the Occupational Safety and Health Act of 1970, the proposal did not provide special allowances for the volunteer organizations that could be affected in some states. At the same time, the agency requested commenters' input on whether the proposed rule would be feasible for these entities. OSHA received that input during the extended comment period from February 5, 2024 through July 22, 2024.

OSHA has received comments in response to the NPRM from many stakeholders, including volunteer emergency responders, fire chiefs, trade organizations, and members of Congress, which raise serious concerns about the economic feasibility of the proposed standard for volunteer fire departments. OSHA takes these concerns seriously. The comments submitted to the rulemaking docket provide crucial information that the agency did not have earlier in the rulemaking process. This new information will help the agency make the necessary determinations about whether the proposed standard is feasible for volunteer organizations.

OSHA is committed to taking steps in any final standard, consistent with the rulemaking record, to assess and minimize detrimental effects on volunteer fire departments. ***if supported by the record, this may include excluding voluntary emergency response organizations entirely based on these feasibility concerns.***

[EDITOR'S NOTE: IN OTHER WORDS, YOU STILL NEED TO MAKE THE CASE AS TO WHY THIS PROPOSED STANDARD WILL NEGATIVELY AFFECT YOUR FIRE DEPARTMENT OPERATION!!!!]

While the initial comment period has closed, OSHA strongly encourages stakeholders to continue to provide information and data relevant to this question at the public rulemaking hearing scheduled to begin on November 12, 2024, and during the post-hearing comment period. Instructions for how to participate in the hearing are available on the Emergency Response rulemaking webpage, www.osha.gov/emergency-response/rulemaking. Once the rulemaking record is complete, OSHA will review all the information received and determine the appropriate approach to take with respect to volunteer organizations.

OSHA created an advisory committee working group to help the agency craft a proposed standard so that stakeholders would have a direct hand in the process. That working group included representatives from labor and management; career, volunteer and industrial responders; as well as several other important stakeholder communities. OSHA included both career and volunteer responders in the working group because some OSHA State Plans treat volunteers as employees under state law, and a federal proposed standard could affect both groups in those states. The agency's intention has always been to work collaboratively with the emergency response community to find win-win solutions that ensure both responder safety and public safety.

[EDITOR'S NOTE: ALTHOUGH THE NVFC WAS REPRESENTED ON THE WORKING GROUP MANY OF THE PROPOSED CHANGES CAME FROM INDUSTRY AND LABOR, WITH MANY OF THE SUGGESTIONS BY OTHER MEMBERS OF THE GROUP BEING DISCARDED OR IGNORED! TIME FOR YOU TO GET ANGRY AND SPEAK UP.]

COMMENTS FROM NFPA..HIGHLIGHTED SECTIONS OUT OF AN 11 PAGE LETTER!!

NFPA applauds OSHA for opening this national dialogue on how to protect first responders from a variety of occupational hazards. NFPA shares that goal and has played a significant role in advancing first responder safety over the last century. Nevertheless, it is important to note that as a general policy, ***NFPA does not request incorporation by reference of any of our codes and standards.*** While NFPA has been involved with OSHA over the course of many years and through several Administrations considering rulemakings, NFPA had no specific recent role in putting this Notice of Proposed Rulemaking together, and NFPA did not suggest to OSHA that it should undertake this activity.

NFPA understands that OSHA has proposed to reference NFPA's codes and standards because they are widely recognized as the best in the world and thus are widely used in the United States and elsewhere. Our technical

committees, comprised of 9,000 volunteer members, consider every submitted input to prepare standards that address the latest in technology, research, and other relevant information. We are proud that our codes and standards serve the safety goal of protecting emergency responders. The NFPA Fire & Life Safety Ecosystem (<https://www.nfpa.org/about-nfpa/nfpa-fire-and-life-safetyecosystem>) identifies the components that must work together to minimize risk and help prevent loss, injuries, and death from fire, electrical, and other hazards. We are confident that, throughout the years, our world-class codes and standards have saved firefighters' lives, prevented injuries, and enhanced first responders' effectiveness in aiding their communities. The development, use, and adherence to current codes and standards is a key part of the Ecosystem. The Ecosystem also relies on prepared first responders. The process of preparing first responders depends on continuous recruitment, training, and supplies of the best equipment. This is one of the reasons that NFPA strongly supported the reauthorization of the Assistance to Firefighters (AFG) and the Staffing for Adequate Fire and Emergency Response (SAFER) grants managed by the Federal Emergency Management Administration, which was recently enacted as Public Law 118-67. We continue to advocate for expanded funding for both critical grant programs. A decision made by a government, or by a for-profit or non-profit entity, to use a particular code or standard furthers the goal of enhancing safety. In the case of this Emergency Response Standard, as in the case of so many others, the entity making the incorporation decision must consider the appropriate implementation schedule and compliance plan. We are sensitive to the concerns that many in the fire service, especially smaller volunteer fire companies, have expressed about the expense of meeting the OSHA proposal and how quickly the requirements would be mandated. At the macro level, we know that investments in safety are almost always worthwhile. We trust that OSHA will determine the appropriate implementation schedule should this proposed rule be finalized. Parallel to whatever OSHA decides, our nation must continue to invest in AFG, SAFER, and other efforts to fund our volunteer and career first responders.

However, recent legal developments create a risk that OSHA's continued use of incorporation by reference could frustrate NFPA's ability to continue developing world-class safety standards. NFPA therefore requests (1) that OSHA refrain from incorporating NFPA's standards by reference in the proposed rule and that OSHA instead provide in the text of the rule that NFPA's standards are a benchmark for gauging compliance with the regulations and do not impose any binding legal obligations; (2) that OSHA explicitly acknowledges, in the rule, NFPA's copyright interests, knowing those interests also serve the agency and the public by ensuring the independence and sustainability of standards development; and (3) ensure through the rule that the public knows that NFPA posts its standards online for free read-only access.

The recent court decision, and the importance of NFPA's copyrights to OSHA's work, necessitate a different approach to OSHA's use of NFPA's standards. NFPA requests that OSHA not incorporate by reference its standards in the proposed rule. Instead, NFPA requests that OSHA refer to its standards in the text of the proposed rule as one benchmark of compliance with the regulations and **expressly provide in the rule that NFPA's standards are guidance and not binding.**

NFPA requests that OSHA use a similar approach for the NFPA standards it currently proposes to incorporate by reference in its rule. For example, the proposed rule incorporates by reference NFPA 1910, Standard for the Inspection, Maintenance, Refurbishment, Testing, and Retirement of In-Service Emergency Vehicles and Marine Firefighting Vessels. The proposed rule requires organizations and employers to "[i]nspect, maintain, and service test aerial devices on vehicles, to ensure they are safe for use, as specified by the manufacturer, or to a standard at least as equivalent to NFPA 1910 (incorporated by reference see § 1910.6)." 89 Fed. Reg. at 8,019. **OSHA could instead draft this rule to require that there be inspection, maintenance, and servicing of the devices "to ensure they are safe for use." OSHA should then further expressly provide in the text of the rule that NFPA 1910 is one way of ensuring safe use of test aerial devices on vehicles but does not create any binding obligations.** This approach would ensure safety, while preserving NFPA's copyright in NFPA 1910. For each standard that OSHA's proposed rule incorporates by reference, NFPA would welcome the opportunity to work with OSHA on ways to ensure that the rule achieves the agency's safety objectives without using incorporation by reference.

[The New OSHA Rule You Must Pay to Learn](#)**

The Center for Individual Rights

The Occupational Safety and Health Administration (OSHA) has proposed a new rule that would impose steep compliance costs on local volunteer fire departments around the country and make them pay substantial fees just to learn what the regulations require. The Occupational Safety and Health Act (OSH Act) created a federal agency with an extremely vague mandate to establish nationwide workplace safety standards with almost no congressional guidance. Yet OSHA's most recent proposal, the Emergency Response Standard (ERS) manages to extend this already broad power even further with sweeping workplace standards that even reach volunteer organizations.

If adopted, the ERS would impose federal safety standards for emergency response services, including local, volunteer fire departments, that purport to preempt and displace existing state-enforced safety regulations. **Many of the affected volunteer fire departments lack adequate funding (relying as they do upon voluntary support) and cannot afford to overhaul their standards to comply with new federal rules, which larger departments in metropolitan areas can more easily manage.**

UNCONSTITUTIONAL REGULATION

CIR filed a comment with OSHA explaining that the ERS likely violates both federal law and several different provisions of the Constitution. To start, the OSH Act provides such broad discretion to OSHA as to amount to an unconstitutional delegation of legislative authority. Moreover, the sweeping reach of the ERS, a nationwide overhaul of safety regulations for such a wide swath of emergency responders, vastly exceeds the limited guidance Congress did provide. **Worse yet, even fire departments that do not object to complying with the rule will have to pay substantial fees just to learn what it actually requires. Rather than clearly articulating the new safety standards on a freely accessible website, OSHA has incorporated by reference more than 20 consensus standards published by different private organizations.** Just to download, print, or copy these standards, organizations must pay steep fees. But to synthesize them will require hiring expert consultants.

This approach violates federal law—the Freedom of Information Act component of the Administrative Procedure Act, which requires that an agency make all substantive rules of general applicability available to the public. It also violates the Due Process Clause of the Constitution, which guarantees citizens the right to fair notice about governing law.

The text of the OSH Act poses another problem; it does not apply to volunteer organizations at all. The terms of the law are expressly restricted to employees, i.e. people who are paid to work. **Yet due to complex state regulations that treat some volunteers as employees for the purpose of certain state benefit programs, the ERS is unlawfully sweeping in volunteer organizations.**

This case is a vital reminder of the importance of establishing firm limits on federal power to the defense of individual rights.

TO READ CIR'S 15 PAGE COMMENT TO OSHA OPEN AT THIS LINK:

<https://cafda.net/wp-content/uploads/2024/07/CIR-comment-OSHA-ERS.pdf>

[This is a Link to the 18-page letter to Douglas Parker, Assistant Secretary for Labor for OSHA](https://cafda.net/wp-content/uploads/2024/07/NYS-United-Concerns-OSHA-Response-FINAL-07.16.24-DD.docx)

<https://cafda.net/wp-content/uploads/2024/07/NYS-United-Concerns-OSHA-Response-FINAL-07.16.24-DD.docx>

This is a must-read item for all concerned about the proposed update to the OSHA Standard for Emergency Response. This was filed on behalf of the NYS United Concerns Group who participate in the zoom meetings on a weekly basis. **Please take the time to read this important document.**

[Joint Letter to OSHA from NYS Association of Counties, NYS Conference of Mayors, and the NYS Association of Towns](#)

Open the Document at This Link:

<https://cafda.net/wp-content/uploads/2024/07/NYCOMNYSACAOTjointletter.pdf>

CONTACT YOUR REPRESENTATIVE AT THIS LINK:

<https://www.votervoice.net/NVFC/Campaigns/115571/Respond>

Additionally, the public comment period for OSHA's proposed standard is ongoing and concludes on June 21. The NVFC encourages all departments to submit comments. Please visit NVFC's OSHA landing page for guidance on submitting comments and other resources at this link: <https://www.nvfc.org/osha-standard/>.

Landing Page with Resources

The NVFC has created a landing to provide resources to help members of the fire and emergency services and the public better understand the issue and submit a public comment by June 21. This includes an outline of the proposed standard, comment guide, and recorded webinars. This page will be updated periodically with new resources and information.

NVFC LANDING PAGE LINK HERE:

https://gma5qspab.cc.rs6.net/tn.jsp?f=001L6aLm-Ax7THBUrMdNSMphNIFj1WWWXRRzYxdUshoNVzVUkCq2FlyoxhE-AybLw8OnamjN0BiBpzyC-pPzLiiYEvhxQ9sAxH0UIN-rMeW-UojESKwKkPDdMRzXK8VXBP-Sh4YQDWc0PJekSA9BGQCOh6lo AGJ2vqw1b4iSBqWLS=&c=LauWWHLcf9ha42GymhgekGbW4yjkuTH862UfuVJahY7fFHeGl_qUJw==&ch=lefmM7sGv75CYvgpTK9dENyqA1Rv5PwzXZ1xlkZP-JITscwLK8iGsQ==

POSITION PAPER AND FORMAL RESPONSE TO OSHA FROM THE SOUTH CAROLINA STATE FIREFIGHTER'S ASSOCIATION: CLICK THE LINK HERE:

<https://cafda.net/wp-content/uploads/2024/04/Final-Draft-SC-FF-Assoc-OSHA-Response-Letter.docx>

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 OSHA 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-WTKil-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.

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>

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>