



THE BULLETIN

MAY 16TH, 2026

The Voice of CAFDA since 2004
 Editor, Tom Rinaldi – tom@rinaldi1.com since 2014
 When you see **, highly recommended article

CAPITAL SHORT TAKES

- See information on Prevailing Wage Rates and how they apply to Fire Districts on our website at CAFDA.net.
- A bill has passed in the Assembly that would provide for an \$800 income tax exemption for NYS first responders, let's hope it can get passed in the Senate. Take a look at the ScoreCard.
- **9 Audits this week, read them to see what to do and what not to do!!**
- Congratulations to Schodack Landing Fire District Number 1 for your outstanding audit with OSC, there were no recommendations as a result of their audit.

TRAINING OPPORTUNTIES:

From CAFDA

- 1. Join us at the NEXT GENERAL MEMBERSHIP MEETING Thursday June 11 features dinner for attendees. Please join us.**
 ZOOM LINK FOR THE june MEETING at 7pm:
<https://us06web.zoom.us/j/82294160041?pwd=2M7DZ1CRDlCFjv6N2LfUw9xxtf5fNQ.1>
- 2. CAFDA Conference '27, Lake George NY, April 9-10-11, dinner and a vendor show Friday April 10th Fort William Henry Carriage House. Sponsored Mixer the evening of April 9th at the Holiday Inn Resort, food, games, beverages.**
- 3. Mark your calendars now, CAFDA Fall Seminar, Saturday November 7th, at a location in Colonie to be announced.**
- 4 CAFDA Commissioner Training for 2027 will be held in Rensselaer County, Schenectady County, Saratoga County, Schoharie County and Warren County. Dates and locations to be announced.**
- 5> A DAY AT THE RACES to be held again this summer, stay tuned for more information, Friday, August 7th, in the Picnic Paddock Area, lunch included.**

CAFDA TRAINING AND EVENT DATES				
Day/Date	Time	Type	Location	Notes
FY 2026				
Thursday, June 11, 2026	7:00 PM	General Membership Mtg.	Clifton Park	
July, 2026	NO MEETING			
Friday, August 7, 2026	1:00 PM	Membership Activity	Saratoga Race Course	NYRA Day at the Races!
Thursday, August 13, 2026	7:00 PM	Board of Directors Meeting	Clifton Park	

Thursday, September 10, 2026	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, October 8, 2026	7:00 PM	General Membership Mtg.	Clifton Park	Officers/Director Nominations
Saturday, November 7, 2026	8:00 AM	Annual Fall Workshop	Verdoy	
Thursday, November 12, 2026	7:00 PM	General Membership Mtg.	Clifton Park	Officer/Director Elections
DECEMBER 2026	NO MEETING			
FY 2027				
Saturday, January 2, 2027	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting
Thursday, April 8 - Saturday April 10, 2027		CAFDA Conference '27	Fort William Henry Conference Center	Lake George
Thursday, April 6 - Saturday April 8, 2028		CAFDA Conference '28	Fort William Henry Conference Center	

From Other Organizations



FUTURE OF THE FIRE SERVICE

— PANEL DISCUSSION & OPEN FORUM —

SPONSORED BY THE RENSSELAER COUNTY BUREAU OF PUBLIC SAFETY




UNDERSTANDING PROPOSED NYS LEGISLATION ON NOMINAL COMPENSATION

There has been significant discussion across New York State regarding proposed legislation that would allow Authorities Having Jurisdiction (AHJ) to nominally compensate first responders.

Currently, this is not permitted under existing Volunteer Firefighters' Benefit Law (VFBL) and Length of Service Award Program (LOSAP) statutes.

With growing conversation—and widespread misinformation—this session is designed to provide clear, accurate, and direct information from those involved in the process.

WHAT TO EXPECT

-  Breakdown of proposed legislation
-  Explanation of "nominal compensation"
-  Discussion of impacts to local departments
-  Clarification of common misconceptions
-  Live Q&A with panel experts

PANEL REPRESENTATION

- Association of Fire Districts of the State of New York
- New York State Association of Fire Chiefs
- New York State County Fire Coordinators
- Long Island Law and Legislative Committee
- Elected Officials
- Additional Fire Service Stakeholders

PANEL MEMBERS CONFIRMED TO ATTEND:

- Dave Denniston – 1st Vice President AFDSNY
- Bruce Heberer – Chief Exec Officer NYS Chiefs
- Tom Richardson – Long Island Law and Leg, Past FDNY

SUBMIT QUESTIONS IN ADVANCE

ddenniston@afdsny.org

Questions will also be accepted live during the event.

WHY THIS MATTERS

This legislation has the potential to significantly impact the future of volunteer fire service delivery across New York State. Understanding the facts—not the rumors—is critical for departments, leadership, and communities alike.

EVENT DETAILS

DATE: May 18th, 2026
TIME: 7:00 PM – 9:00 PM
LOCATION: Hudson Valley Community College – Bulmer Telecommunications Center



ALL MEMBERS OF THE FIRE SERVICE ARE ENCOURAGED TO ATTEND!

Be part of the conversation shaping the future of our service—and the protection of our communities.



Thermal Imaging Cameras, ESIP WEBINAR SERIES

As the technology improves and they become more and more available, thermal imaging cameras for fire service use are improving ways we do our job. In this presentation, we will offer information to help improve our understanding of the use of TICs and their limitations.

Date: Wednesday 5/20/2026 Time: 7:00 PM EST

TO REGISTER CLICK ON THIS LINK:

<https://mcneilandcompany.us8.list-manage.com/track/click?u=03596f243a9d922954ebaf15e&id=e0555aaa4a&e=781e9a2c81>

NYS AFC is Bringing Hands-On Training to Your Area!

FIRE BEHAVIOR ON THE INSIDE

REGISTRATION: <https://www.nysfirechiefs.com/firebehavior>

FLASHOVER

REGISTRATION: <https://www.nysfirechiefs.com/flashover>

NYS AFC 2026 Seminar Series “Dangerous Spaces: Challenges and Tactics When Dealing with Garage and Basement Fires” With Chief/Commissioner Michael Lombardo (Buffalo Fire Department)

<https://www.nysfirechiefs.com/2026seminarseries>

Pre-registration is encouraged. On-site registration will be accepted if space permits.

Note: A 3% service fee will be applied if paying by credit card.

2026 Dates and Locations are available at the website for this series.

LEGISLATIVE HIGHLIGHTS

From Albany

Additional Tax Credit Bills Introduced this session:

S298 OBERACKER/A5221 TAGUE, but they are Republicans, if I were a betting man I'd say this is going nowhere.

A28 BURDICK, NO SAME AS IN THE SENATE, this one has a chance if it gets a senate sponsor, the sponsor is a Democrat.

S6019 BASKIN, A288 BARRETT, both democrats and essentially would allow first responders to take the property tax exemption and the income tax deduction.

The 2026 Issues of United Concern are posted on the CAFDA.net website.

Supporting First Responders: Expansion of New York's Volunteer Firefighter Training Stipend

See our website for details at: <https://cafda.net/supporting-first-responders-governor-hochul-announces-expansion-of-new-yorks-volunteer-firefighter-training-stipend/>

From Washington

WASHINGTON WATCH

- **FEMA Reform Report is Finalized.** On May 7th, a task force directed by President Trump to recommend reforms to the Federal Emergency Management Agency (FEMA) finalized its report following its final council meeting. The final recommendations included a focus on shifting disaster response to the state and local level, staffing levels in FEMA, and the speed of federal disaster relief funds.

View the Final Report Overview [here](#).

- **DHS Shutdown Status Report.** Last week, after a 76-day shutdown, the majority of the Department of Homeland Security was reopened. This includes FEMA, USFA and the National Fire Academy, FEMA grant programs, and more. The House had waited over a month to pass the DHS funding bill until the Senate had begun its process of budget reconciliation; a step that provided a greater guarantee that immigration portions of DHS would eventually be funded as well.

During the shutdown, CFSI worked, and will continue to work, to ensure that critical fire service programs and agencies are appropriately funded.

- **National Fire Academy Reopens.** With the DHS shutdown ending, the National Fire Academy (NFA) has immediate openings for students and is looking to fill classes beginning as early as May 24th. To view class openings and to apply, visit the [NETC Online Admissions application](#) website today!
 - **WTCHP Provides FY2026 Grant Cycle Update.** On May 1, the World Trade Center Health Program released information regarding its FY2026 grant cycle and its efforts to publish NOFOs for FY2026 awards. The timing of the NOFOs is still uncertain, but WTCHP recommends applicants to begin collecting their application materials early so as to be prepared.

From Federal DOL/OSHA

See the latest from DOL/OSHA at [CAFDA.net](#) website.

FIRE DISTRICT FINANCIAL NEWS

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

NYS-OSC Fire Service Audits

SARANAC FIRE DISTRICT – BOARD OVERSIGHT

Audit Objective

Did the Saranac Fire District (District) Board of Fire Commissioners (Board) adequately oversee the District's financial operations?

Audit Period

January 1, 2023 – June 30, 2025

We extended the audit period back to January 1, 2021, to review the preparation and filing of required Annual Financial Reports (AFRs) and performance of annual audits for the 2020 through 2024 fiscal years.

Understanding the Audit Area

The elected five-member Board governs the District and must provide adequate oversight of the District's financial operations to ensure that public funds are used effectively, maintain fiscal stability and prevent waste, fraud and mismanagement. This includes overseeing the Board-appointed Treasurer's financial duties, properly auditing and approving claims before payment and ensuring that annual audits are performed.

During the audit period, collections totaled approximately \$2.2 million and disbursements totaled approximately \$2.3 million. In addition, the District had funds on deposit at a financial institution in four accounts and in a cooperative municipal investment fund in three accounts with a combined total balance of \$958,359 as of June 30, 2025.

Audit Summary

The Board did not adequately oversee the District's financial operations related to maintaining accounting records, preparing bank reconciliations, submitting monthly and annual financial reports, performing annual audits, receiving State contract pricing for purchases and auditing and approving claims. As a result, the Board's ability to effectively manage the District's financial condition, make sound financial decisions and ensure that the District only incurred necessary costs and paid for goods and services that were for appropriate District purposes were impaired. In addition, the District faced an increased risk of theft, waste and abuse of District resources.

The Board did not:

- **Provide oversight of the Treasurer's duties** related to maintaining the accounting records, which resulted in deficiencies in the District's accounting records. For example, the Treasurer did not maintain any accounting records to record financial transactions related to the District's three savings and three investment accounts. In addition, of 50 disbursements totaling \$191,807 that we reviewed, the Treasurer did not record three disbursements totaling \$595 in the accounting records as of June 30, 2025, and did not accurately record 20 of the remaining 47 disbursements totaling \$155,588.

- **Ensure that the Treasurer prepared bank reconciliations and provided it with complete and accurate monthly reports.** The Treasurer did not prepare any bank reconciliations for the District’s four bank and three investment accounts that were open during the audit period. In addition, for all five budget-status reports that we reviewed, the recorded year-to-date expenditures were understated by amounts ranging between \$2,239 and \$400,335.
- **Ensure that the Treasurer prepared and filed the required AFR each year.** The Treasurer did not prepare or file the District’s AFRs for the 2020 through 2024 fiscal years.¹
- **Ensure the required independent audits of the District’s records were performed for the 2020 through 2024 fiscal years or audit the Treasurer’s records for the same years.**
- **Ensure that officials filed the required information with the New York State Office of General Services (OGS) to receive State contract pricing for propane purchases.** As a result, the District did not receive State contract pricing and expended \$10,764 more than necessary for propane purchases.
- **Properly audit and approve all claims before payment.** We reviewed 149 disbursements for claims paid, totaling \$350,030 and identified several deficiencies,² of which included the following:
 - 35 disbursements (23 percent) totaling \$43,092 did not have sufficient supporting documentation with the claim for either all or a portion of the disbursement amount totaling \$11,407, including \$10,011 paid for 51 credit card charges.
 - 17 disbursements (11 percent) totaling \$29,483 included sales tax totaling \$1,381, even though the District was exempt from paying sales tax.
 - 30 disbursements (20 percent) totaling \$25,735 were made before the Board audited and approved the claims for these disbursements. In addition, there was no evidence indicating that the Treasurer provided claims for 27 of these disbursements totaling \$22,858 to the Board for its audit and approval.

The report includes 12 recommendations that, if implemented, will improve the Board’s oversight of the District’s financial operations. District officials generally agreed with our recommendations and have initiated or indicated they planned to initiate corrective action.

CLICK ON THE LINK TO SEE THE COMPLETE REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/saranac-fire-district-2025-139.pdf>

QUAKER STREET FIRE DISTRICT – AUDIT FOLLOW-UP

Purpose of Review

The purpose of our review was to assess the Quaker Street Fire District’s (District) progress, as of November 2025, in implementing our recommendations in the audit report *Quaker Street Fire District – Board Oversight (2021M-96)*, released in December 2021.

The audit determined that the Board of Fire Commissioners (Board) did not ensure all disbursements complied with the procurement policy and claims were for a proper District purpose or adequately supported. Additionally, the Board did not provide adequate oversight to ensure the required AUDs were filed in a timely manner. The Board:

- **Did not obtain quotes or bids for two purchases totaling \$27,058, as required by their policy.**
- **Approved fuel credit card payments of \$4,875 without supporting documentation.**
- **Did not ensure the Annual Update Documents (AUDs) were completed and submitted in a timely manner.**

The audit included seven recommendations to help the Board improve its oversight of the District’s financial activities.

Background

The District is located in the Town of Duanesburg (Town) in Schenectady County. The District provides fire protection and emergency rescue services for the southern portion of the Town. District operations are provided by the Quaker Street Fire Company (Company). An elected five-member Board governs the District and is responsible for the overall financial management. The Board-appointed Treasurer acts as the chief fiscal officer and is responsible for receiving, maintaining custody of, depositing, disbursing, and accounting for District funds and preparing financial reports.

Results of Review

Based on our limited procedures, the Board partially implemented one recommendation and did not implement six recommendations. The Commissioners did not provide reasonable explanations for why the Board did not implement each recommendation. Until all recommendations are implemented, the Board cannot ensure District assets are fully safeguarded.

CLICK ON THE LINK FOR THE COMPLETE REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/quaker-street-fire-district-2021-96-f.pdf>

SOUTH BUTLER FIRE DISTRICT – AUDIT FOLLOW-UP

Purpose of Review

The purpose of our review was to assess the South Butler Fire District’s (District) progress, as of November 2025, in implementing our recommendations in the audit report *South Butler Fire District – Board Oversight of Financial Operations (2020M-155)*, released in April 2021.

The audit determined that the Board did not provide adequate oversight of the District’s financial operations and did not adopt or enforce key financial policies. As a result:

- *The Treasurer lacked guidance to adequately perform financial duties and thus: did not maintain sufficient banking or purchasing records, funded and disbursed money from reserves without authorization and paid unapproved claims.*
- *Officials could not demonstrate the District obtained the best available prices on purchases we reviewed.*
- *The Board adopted inaccurate and structurally imbalanced budgets and did not properly establish, fund or use reserve funds.*
- *Fund balances and real property tax levies were higher than needed to fund operations.*

The audit included 14 recommendations to help the Board improve its oversight of the District’s financial activities.

Background

The District encompasses parts of the Towns of Butler and Savannah in Wayne County. The District is governed by an elected five-member Board, responsible for the general management and control of the District’s financial operations. The Secretary/Treasurer (Treasurer) is the District’s chief fiscal officer and is responsible for receiving, disbursing and accounting for funds; preparing annual financial reports; and meeting any other reporting requirements.

Results of Review

Based on our limited procedures, the District implemented five recommendations, partially implemented one, and did not implement eight. Until all recommendations are implemented, the Board cannot ensure District assets are fully safeguarded.

CLICK ON THE LINK TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/south-butler-2020-155-f.pdf>

CALEDONIA JOINT FIRE DISTRICT – AUDIT FOLLOW-UP

Purpose of Review

The purpose of our review was to assess the Caledonia Joint Fire District’s (District) progress, as of November 2025, in implementing our recommendations in the audit report *Caledonia Joint Fire District – Board Oversight of Long-Term Planning (2024M-102)*, released in November 2024.

The audit determined that although the District has significant future operating and capital needs, the Board and *District officials did not properly plan for these long-term financial and capital needs.* The Board and District officials did not develop written multiyear financial and capital plans or develop and adopt a written policy related to fund balance and reserves.

The Board and District officials also did not develop a written vehicle and equipment replacement plan, and three Board members did not know when these items needed to be replaced or their estimated replacement costs. Although the District had a capital equipment and apparatus reserve totaling \$847,113, the Board Chair’s original estimated vehicle and equipment replacement needs indicated the District would need \$2.7 million to replace these items over the next five years.

Without written long-term financial plans, officials did not determine, among other things, how the construction and replacements would be funded long-term, the sustained financial needs associated with constructing a new fire station and replacing old vehicles and equipment, or the effect these decisions would have on the District's fund balance and the tax levy.

The audit included two recommendations to help the Board improve its oversight of the District's financial activities.

Background

The District provides fire protection and emergency services within the Town of Caledonia in Livingston County. An elected five-member Board (with one Board member vacancy as of July 2024) is responsible for the District's overall financial management, including adopting annual budgets and establishing financial policies and long-term financial and capital plans. The Board appointed a Treasurer who serves as the District's chief fiscal officer and is responsible for receiving, maintaining custody of, disbursing and accurately accounting for District funds and preparing periodic financial reports. The District operates from one fire station that is leased from the Village of Caledonia (Village).

Results of Review

Based on our limited procedures, one recommendation was fully implemented, and one was partially implemented of the 2 recommendations made by OSC. Until all recommendations are implemented, the Board cannot ensure the District properly planned for long-term financial and capital needs.

CLICK ON THE LINK TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/caledonia-joint-fire-district-2024-102-f.pdf>

MIDWAY FIRE DISTRICT – CLAIMS AUDITING

Audit Objective

Did Midway Fire District (District) Board of Fire Commissioners (Board) properly audit claims?

Audit Period

January 1, 2024 – August 31, 2025

Understanding the Audit Area

The audit of claims is often the last line of defense for preventing unauthorized, improper or fraudulent claims from being paid. When a fire district has a strong claims auditing process, the control consciousness of its staff is enhanced because officers and employees are aware that a careful review of claims will occur before public funds are disbursed. Because it is the Board's responsibility to ensure tax dollars are spent properly, efficiently and in the best interest of taxpayers, the Board should conduct a thorough and deliberate audit of claims before directing the Treasurer to pay them.

The District made 695 disbursements totaling approximately \$1.1 million during the audit period.

Audit Summary

Although required, *the Board did not thoroughly and deliberately audit all claims during the audit period.* We reviewed 71 claims (57 disbursements) totaling \$542,613 and determined that 26 claims totaling \$123,874 were not always adequately supported; included sales tax, *unnecessary charges including potentially inappropriate gift cards*; or were not audited and approved by the entire Board prior to payment. The lack of a proper audit of claims increased the risk that claims for inappropriate purposes could be paid, or that irregularities could go undetected and uncorrected.

Specifically, we identified the following discrepancies in the Board's audit of 12 claims, that totaled \$107,617, or 17 percent of all claims reviewed:

- *Two claims totaling \$66,332 were audited only by the Chairman instead of the entire Board approving the claims.*
- Five claims totaling \$21,625 included seven charges totaling \$1,728 *which did not have an itemized invoice or receipt.* Although officials could not provide supporting documentation for seven charges, they assert the purchases were for legitimate District purposes. However, due to the lack of documentation to support what was purchased, we could not confirm their assertions.
- *Five claims totaling \$19,660 were paid in advance of audit and approval prior to the monthly Board meetings. However, the claims were not authorized to be paid in advance.*

We also noted the following matters during our review of the District's claims:

- **Potentially inappropriate gift card purchases totaling \$2,000 were made.**
- Sales tax totaling \$762 was paid, even though the District was exempt from paying sales tax.
- Unnecessary late fees and finance charges totaling \$212 were paid.

The report includes four recommendations that, if implemented, will improve the effectiveness of the District's claims audit process. District officials generally agreed with our recommendations and have initiated corrective action.

CLICK ON THE LINK TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/midway-fire-district-2025-143.pdf>

NORTH BROOKFIELD FIRE DISTRICT – BOARD OVERSIGHT

Audit Objective

Did the North Brookfield Fire District (District) Board of Fire Commissioners (Board) adequately oversee the District's financial operations?

Audit Period

January 1, 2024 – December 18, 2025

We extended the audit period to review the District's 2016 through 2024 Annual Financial Report (AFR) filings as of December 18, 2025.

Understanding the Audit Area

The Board, being responsible for the general management and control of the District's financial operations, must provide adequate oversight of the District's financial operations to help ensure public funds are managed with accountability, transparency and integrity. This critical function can help maintain public trust, prevent mismanagement, waste, fraud and legal non-compliance.

As of September 30, 2025, the District had two bank accounts with combined cash balances totaling \$117,029. The District's Board-adopted calendar year 2025 budget totaled \$70,643 and was primarily funded by real property taxes.

Audit Summary

*The Board did not adequately oversee the District's financial operations. **The Board did not** require the Secretary-Treasurer to maintain appropriate accounting records, prepare bank reconciliations, provide adequate monthly financial reports and file required AFRs with the Office of the New York State Comptroller (OSC).* As a result, the Board had insufficient information to properly oversee the District's financial operations and make informed financial decisions. Because the Board did not provide sufficient oversight of the Secretary-Treasurer's duties, there was an increased risk that funds could be misappropriated.

Specifically, the Board did not ensure the Secretary-Treasurer:

- *Performed bank reconciliations* for the District's checking account to ensure the District's accounting records agree with the bank records. As of September 30, 2025, the Secretary-Treasurer's checkbook register balance was \$1,139 less than the adjusted bank balance.
- *Maintained accounting records for the District's reserve bank account*, which had a balance of \$89,529.
- *Provided budget-to-actual reports to the Board showing how much was collected or spent relative to budgeted amounts.*
- *Filed required AFRs with OSC for the 2016 through 2024 fiscal years.*¹ This diminishes the transparency of District financial activities and leaves the District without a means to demonstrate its financial standing to the Board, District residents, taxpayers, OSC and other interested parties.

Furthermore, the Board did not conduct an annual audit of the Secretary-Treasurer's records. Without an annual audit, the Board's ability to provide adequate oversight of the District's financial activities and ensure funds are properly accounted for is diminished. In addition, four of the five Commissioners did not complete the mandatory fiscal oversight training, which would have helped them be better prepared to fulfill their fiscal oversight responsibilities.

The report includes seven recommendations that, if implemented, will help the Board improve its oversight of the District's financial operations. District officials generally agreed with our recommendations and their response is included in Appendix B.

CLICK ON THE LINK FOR THE FULL REPORT:

****SCHODACK LANDING FIRE DISTRICT NO. 1 – CLAIMS AUDITING**

Audit Objective

Did the Schodack Landing Fire District No. 1 (District) Board of Commissioners (Board) properly audit claims?

Audit Period

January 1, 2024 – August 31, 2025

Understanding the Audit Area

An effective audit of claims is often the last line of defense to prevent payment of unauthorized, improper or fraudulent claims. A fire district with a strong claims auditing process ensures that a careful review of claims will occur before public funds are disbursed. Because it is the Board's responsibility to ensure tax dollars are spent properly, efficiently and in the best interest of taxpayers, the Board should conduct a thorough and deliberate audit of claims before directing the Treasurer to issue payment.

The District paid 203 claims during the audit period totaling \$240,057.

****Audit Summary**

The Board properly audited the 60 claims totaling \$163,940 we reviewed. Except for minor issues we discussed with District officials, the claims were mathematically correct, supported and for a valid District purpose.

There were no recommendations as a result of this audit.

KERHONKSON FIRE DISTRICT – BOARD OVERSIGHT

Audit Objective

Did the Kerhonkson Fire District (District) Board of Fire Commissioners (Board) provide adequate oversight of District financial activities?

Audit Period

January 1, 2024 – March 12, 2025.

We extended our audit period to review the District's 2008 through 2024 Annual Financial Report (AFR) filings as of March 12, 2025.

Understanding the Audit Area

A board of fire commissioners, responsible for the general management and control of a fire district's financial operations, must provide adequate oversight of the financial activities to ensure public funds are managed with accountability, transparency and integrity. This critical function can help maintain public trust, prevent mismanagement, waste, fraud and legal non-compliance.

The District's budgeted appropriations totaled \$310,411 for the 2025 fiscal year. The District paid 227 claims totaling \$275,324 during the audit period.

Audit Summary

The Board did not provide adequate oversight of the District's financial activities and was not transparent. The District's required AFR was last filed in 2007, more than 18 years ago. As a result, the Board, taxpayers, New York State Office of the State Comptroller (OSC) and other interested parties have been denied the ability to assess the District's financial standing.

In addition, *because the Board did not request or review the Treasurer's financial records, there was an increased risk that errors and irregularities could occur and go undetected.* Additionally, the Board's inadequate review of claims led to claims potentially being paid without sufficient budgetary appropriations being available. *Because the Board did not adopt financial policies and plans and the individual members of the Board did not complete the required fiscal training, the Board's ability to set long-term financial priorities and goals was limited.* As a result, the Board hindered its ability to make informed financial decisions and cannot ensure taxpayers and other interested parties that the District's financial activities are adequately accounted for and reported.

Specifically, the Board did not:

- *Audit the Treasurer's records* in accordance with New York State Town Law (Town Law) Section 177.
- Ensure the Treasurer prepared and provided the Board with *monthly bank reconciliations*.

- Request, and the *Treasurer did not provide, monthly budget-to-actual reports*. As a result, the Board approved expenditures without available appropriations and overspent five appropriation budget lines totaling \$50,792, or 43 percent more than budgeted.
- ***Ensure the Treasurer filed the District's AFR with the OSC for 17 fiscal years (2008 through 2024).*¹
- *Perform an adequate audit of claims* prior to approving the claims for payment. We reviewed 11 claims totaling \$46,075 and the Board did not properly audit all 11 claims. For example, 10 claims totaling \$45,792 had no evidence that quotes were obtained to demonstrate that the purchases complied with the District's procurement policy, which required officials to obtain competitive quotes.
- *Develop and adopt required policies*, including an investment policy, and ensure established policies are adequate.
- ***Develop and adopt written multiyear capital and financial plans to anticipate and prepare for infrastructure repairs, future purchases and asset upgrades.*
- *Ensure all members of the Board completed the mandatory fiscal oversight training (COMMISSIONER'S TRAINING) within the required time period.*

The report includes 12 recommendations that, if implemented, will improve the Board's oversight of the District's financial activities. District officials agreed with our findings and recommendations and indicated they plan to initiate corrective action.

CLICK ON THE LINK TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/kerhonkson-fire-district-2025-124.pdf>

TABERG VOLUNTEER FIRE COMPANY, INC.

Audit Objective

Did the Taberg Volunteer Fire Company (Company) Board of Directors (Board) and Treasurers ensure financial activities were properly recorded and reported and funds were safeguarded?

Audit Period

January 1, 2024 – August 26, 2025

Understanding the Audit Area

A fire company treasurer must maintain complete, accurate and up-to-date financial records and reports for informed decision-making, legal compliance and accountability, and to help reduce the risk of theft, waste and abuse of fire company resources. These records are essential for the fire company board and officials when monitoring a fire company's financial health and maintaining membership trust.

Three individuals served as Treasurer during the audit period. The current Treasurer was elected to the position in April 2025. From January 1, 2024, through March 31, 2025, the Treasurers deposited approximately \$682,000 and disbursed approximately \$354,000.

Audit Summary

The Board and Treasurers did not ensure financial activities were properly recorded and reported and funds were safeguarded. Because the Treasurers did not maintain adequate financial records or provide written financial reports to the Board, the Board and membership lacked the information to effectively oversee the Company's financial activities. In addition, weaknesses in recordkeeping and controls over cash collections and disbursements prevented the Board from ensuring that all collections were deposited and that payments were made only for valid Company purposes. As a result, the Company faced an increased risk of theft, waste and abuse of Company resources.

Specifically, we determined the following:

- *The Treasurers did not maintain adequate financial records* to properly account for the Company's revenues, expenses and cash balances for the Company's nine bank accounts. As of March 31, 2025, the Company's bank account balances totaled approximately \$520,000.
- *The Treasurers did not reconcile the Company's bank accounts, and the Board did not review the bank statements and canceled check images* to provide adequate oversight of the Treasurers' financial duties. This oversight is particularly important because the Treasurers performed nearly all Company financial duties, including receiving and depositing funds, issuing checks and maintaining the records.

- *The Company's budgets did not include all financial activities*, and the Board did not receive budget-to-actual reports to monitor financial activity or compare actual revenues and expenses to budgeted amounts.
- *Officials did not maintain adequate records to document collections and related deposits*. We determined that deposits exceeded documented collections by about \$18,000.
- *The Board authorized the Treasurers to pay bills at monthly meetings but did not review supporting claims or documentation*. We determined that 73 payments totaling \$79,416 had one or more exceptions (e.g., inadequate supporting documentation and transactions not properly recorded).

The report includes 14 recommendations that, if implemented, will improve controls over the Company's financial activities.

CLICK ON THE LINK TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/taberg-volunteer-fire-company-2026-6.pdf>

MIDWAY FIRE COMPANY – DISBURSEMENTS

Audit Objective

Did the Midway Fire Department (Department) Board of Directors (Board) ensure disbursements had adequate supporting documentation, were for appropriate purposes and were properly approved?

Audit Period

January 1, 2024 – November 30, 2025

Understanding the Audit Area

A fire department board of directors must provide adequate oversight of disbursements to help ensure financial accountability, prevent the misuse of department funds, maintain compliance with legal requirements and build public trust. The fire department board of directors must ensure disbursements are adequately supported, for appropriate fire department purposes and approved before payment.

From January 1, 2024, through November 30, 2025, the Department made 257 disbursements totaling \$94,997.

Audit Summary

The Board did not ensure disbursements had adequate supporting documentation, were for appropriate purposes and were properly approved by the Trustees.¹ Furthermore, officials were not aware of the proper use of Foreign Fire Insurance (FFI) tax proceeds and made unauthorized disbursements using those funds. Without a proper review process for all disbursements before payment, the Board and membership cannot ensure the disbursements are accurate and for appropriate purposes. We reviewed 60 disbursements² totaling \$55,797 and determined officials were unable to support they reviewed and approved any of the 60 disbursements we tested. In addition, almost half of the disbursements reviewed also should not have been paid for other reasons:

- *23 disbursements totaling \$9,695 were not adequately supported by itemized invoices or receipts.*
- ***Seven disbursements totaling \$2,378 were inappropriate because officials used FFI tax proceeds to give cash prizes and gift cards to members at various Department events.*
- *One disbursement for \$759 included an unsupported amount of \$215.*

The report includes five recommendations that, if implemented, will improve the Department's disbursement process.

CLICK HERE TO READ THE FULL REPORT:

<https://www.osc.ny.gov/files/local-government/audits/2026/pdf/midway-fire-department-2026-11.pdf>

THE FIRE CHIEF'S OFFICE

The Flipside of Leadership: 5 Simple Steps to Good Followership

Flip Griffin

KEY TAKEAWAYS

- Followership is a vital skill that supports leadership and team success at every level of the fire service.
- Showing up consistently—physically, mentally, and professionally—builds trust and lays the foundation for growth.

- Stepping up involves trusting your training and taking responsibility during routine or critical moments, even when no instructions are given.
- Leading up requires honest communication, offering solutions and feedback to help improve the team and department.
- Understanding the bigger picture—knowing up—fosters patience, trust, and better decision-making by appreciating different perspectives.
- Lightening up involves recognizing that everyone, regardless of rank, is human, which promotes humility and reduces unnecessary stress or conflict.

Welcome back to The Flipside of the Firehouse. This is where we talk about the things that don't always make it into reports, policies, or training manuals. The real conversations, the tension, the leadership moments that happen in the bay and around the kitchen table. The things that actually shape a crew, for better or worse.

While we spend a lot of time in this profession talking about leadership. We talk about chiefs and captains, accountability and culture, mission statements and communication. We talk about what good leaders should do and what bad leaders should stop doing.

What we do not talk about nearly enough is followership and that is a problem, because every good leader you have ever worked for was once a good follower. In truth, all of us still are. The rookie follows the senior firefighter. *The firefighter follows the company officer. The company officer follows the chief. Even the chief answers to somebody.*

The best firehouses are not built because one great leader walks in and saves the day. They are built because there are people at every level who understand how to follow well, how to learn, how to contribute, and eventually how to grow into leadership themselves.

Unfortunately, followership has become a bit of a lost art.

Part of that is because we are trying to bridge larger generational gaps than ever before. In one station, you may have someone who remembers paper maps and pay phones, someone who came up with email and flip phones, and someone who has never known a world without smartphones, social media, and instant access to information.

Technology has made us faster and smarter in many ways. We can learn almost anything with a quick search. We can watch a training video in the recliner, look up a policy on our phone, or get an answer in 10 seconds. But there is a downside to that, too.

We live in a world where our attention is constantly being pulled in ten different directions. Social media gives us a dopamine rush every few seconds. We are rewarded for quick answers, quick opinions, and quick reactions. We are losing patience with the slower things that actually build people: listening, learning, repetition, humility, and trust.

I have heard this frustration from business owners, chiefs, company officers, and senior firefighters. I heard it recently from a manager talking about a new employee, who finally threw his hands in the air and said, "Can't they just Google that shi*t?"

Maybe they can. But Google cannot teach followership.

Google cannot teach someone how to take corrections without getting defensive. It cannot teach a new firefighter how to carry themselves in the bay, how to ask for help, how to support the crew, or how to understand that just because you have information does not mean you have experience.

Good followership is still learned the old-fashioned way. It is learned around the kitchen table, in the back seat of the rig, on the training ground, and in those little moments where somebody more experienced pulls you aside and says, "Here's how we do this, and here's why it matters."

Over the years, I have found that there are five simple stages to followership. They work for the new firefighter, the senior firefighter, the company officer, and, honestly, even the chief.

- Show up.
- Step up.
- Lead up.
- Know up.
- Lighten up.

They are simple, but they are not easy.

SHOW UP

Everything starts here.

Before I need you to save a life, run a fire attack, mentor the rookie, or make a difficult decision, I need you to show up.

That means being there physically, mentally, and professionally.

Show up on time. Show up squared away. Have your gear ready. Have the right attitude. Be where you are supposed to be, when you are supposed to be there, and do the job you were hired to do to the best of your ability.

For many people, this sounds too simple to matter. But if you have been around long enough, you know that the people who struggle later usually struggle here first. They are late. They are distracted. They are checked out. They think they are above the little things.

The fire service has always been built on the basics. The small things matter because the small things become the big things. A firefighter who cannot consistently show up prepared for training is probably not going to magically become dependable at three in the morning on a working fire.

Showing up also means asking questions.

Early and often.

I do not need a new firefighter to come in and try to impress everybody. I do not need heroics. I do not need somebody trying to prove they are the smartest person in the room or stack themselves above their peer group.

What I need is somebody who is curious, humble, asks questions, and is willing to learn.

One of the best young medics I ever worked with used to say, "I don't know yet, but I'll find out." There is a lot of wisdom in that. They were not pretending to know everything, but they were not waiting to be spoon-fed either. They were taking ownership of their own growth.

The officer has a role in this, too. If you want people to ask questions, you have to make it safe to ask them.

Too many firehouses still have a culture where the new person gets mocked, shut down, or told, "You should already know that." Then we wonder why they stop asking and why they never seem to grow.

The first stage of followership is not flashy. It is simply showing up consistently enough that people begin to trust you.

STEP UP

If you keep showing up, eventually your moment is going to come.

At some point, there is going to be a time when someone looks at you and says, "You've got this."

That is when I need you to step up.

The truth is that stepping up does not always happen in some huge, dramatic moment. Sometimes it is a structure fire or a difficult medical call. Sometimes it is much smaller. Maybe the officer is tied up, and somebody needs to take care of the nighttime meal. Maybe the station is a mess, and nobody else is moving. Maybe a probie is struggling, and you are the one who decides to help.

The range of step-up moments goes from small and ordinary to life-and-death serious. What matters is that when your moment comes, you do not shrink from it.

Most of these moments are what I call "figure it out" moments. There is not always going to be somebody standing beside you giving you step-by-step instructions. Sometimes you'll need to rely on what you have been taught, trust your training, and move forward.

That is why we train so much in this profession. We train because when pressure rises, we do not rise to the occasion. We fall back on our training. (Actually, I'd argue we do both!)

The people who step up successfully are not usually the most naturally talented. They are the ones who have paid attention, practiced the basics, and built enough confidence to trust themselves.

This is also where leaders have to be careful.

If we tell people to step up, we have to be willing to let them make mistakes. If we trust them enough to give them responsibility, then we need to trust them enough to occasionally stumble, learn, and get better.

Many organizations say they want initiative, but when someone tries something and it isn't perfect, they're criticized. That teaches people not to think. It teaches them to wait. It teaches them that the safest thing to do is nothing.

That is not what we want in the firehouse.

We want firefighters who are willing to act, think, and own the outcome.

LEAD UP

Once someone has shown up and stepped up enough times, they eventually earn something more.

Now I want them to lead up.

Leading up is one of the most overlooked skills in the fire service. Too many people think that if you are not the boss, your job is to keep your head down and do what you are told.

That is not followership. That is compliance.

Good followers help the people above them lead better.

They bring solutions instead of just complaints. They notice problems early. They give honest feedback. They support the mission and the people around them.

Maybe it is the firefighter who notices the rookie is struggling and quietly spends extra time helping them after dinner.

Maybe it is the engineer who comes to the captain and says, "I think there is a better way to organize the truck checks."

Maybe it is the lieutenant who respectfully tells the chief, "Sir, here is what the crews are really worried about."

Leading up takes courage because it means speaking honestly without being disrespectful. It means caring enough to contribute instead of sitting in the bay after the meeting, complaining to everybody except the person who can actually fix the problem.

Colin Powell talked about this in his leadership rules. He believed that good leadership depends on giving the right people the right lesson at the right time. In other words, not everybody needs the same thing. Some people need correction. Some need confidence. Some need more responsibility. Some need more guidance. That only happens when people are willing to communicate up and down the chain.

Powell also famously said, "The day soldiers stop bringing you their problems is the day you have stopped leading them."

That cuts both ways.

If you are the leader, create an environment where your people feel safe bringing you ideas, concerns, and problems.

If you are a follower, have the courage to bring them.

The right way to lead up is not to complain in the kitchen after everybody has gone home. The right way is to walk into the office and say, "Cap, I think we have a problem. Here is what I am seeing, and here are a couple of ideas that might help."

That is followership turning into leadership.

KNOW UP

The next stage is Know Up.

Know Up means understanding the bigger picture.

Too often, we only see the world from our own seat. The rookie sees one side of the problem. The officer sees another. The chief sees something completely different.

Everybody is looking at the same issue, but from different angles.

- The firefighter may be frustrated because staffing feels short and the station feels overwhelmed.
- The company officer may be trying to balance training, coverage, sick calls, and fairness across the shift.
- The chief may be dealing with budget cuts, city politics, lawsuits, and community pressure.

None of those perspectives is wrong. They are just different.

Good followers learn to know up. They try to understand what the people above them are carrying. They understand the mission, the pressures, and the reasons behind decisions.

That does not mean they always agree.

It means they take the time to understand before they judge.

One of the biggest problems in the firehouse today is that we often assume the people above us are stupid, lazy, out of touch, or do not care. Usually, that is not true. Usually, they are dealing with things we cannot see from where we sit.

The best followers know their own job, but they also know how it fits into the department's larger mission. They understand what matters to the officer, the chief, and the community.

They know up.

And when people know up, something powerful happens. They become more patient. They communicate better. They trust more. They stop acting like they are working against the department and start acting like they are part of building it. True alignment starts to happen.

That is the whole point.

LIGHTEN UP

The last piece of this, and one that does not get talked about enough, is to lighten up.

Hierarchical systems like the military, the fire service, law enforcement, and other high-performance, high-risk professions naturally put leaders on pedestals. Rank matters. Experience matters. Responsibility matters. When things go wrong, those leaders are accountable for the outcome.

I understand why that pedestal exists.

But I learned something years ago that has stuck with me ever since.

In 2015, I was deployed and standing in a Thanksgiving chow line. There was a Navy Admiral on board, and his wife had come out to spend time with the Sailors. A couple of young Sailors were in front of her, and they were a little star-struck. That is normal. Junior folks do not get to see four-star Admirals very often, and when they do, it is usually at a distance, in formation, or during an all-hands call.

They were talking quietly to each other, wondering what the Admiral must be like, all the things he had probably done, the level he had reached.

She leaned in and said something that cut through all of it.

"And he still picks up the dog's crap in the backyard."

It was perfect.

In one sentence, she humanized that Admiral. She reminded them, and honestly reminded me too, that no matter what rank someone holds, they are still a person.

They still have a family. They still have problems. They still have stress. They still have expectations on them that do not go away when they put on the uniform.

In many cases, those problems get harder as rank increases.

As a follower, it is easy to look up the chain and expect perfection. It is easy to assume your officer or your chief should have all the answers, make all the right decisions, and never get it wrong.

That is not reality.

They are going to make mistakes. They are going to miss things. They are not always going to explain every decision, and they are not always going to apologize the way you might want them to.

But the good ones will show you who they are over time.

They will be honest. They will be consistent. They will be transparent.

And when they are, you have to let them be human. Lighten up on some of the small stuff.

Not everything is a hill to die on. Not every decision needs to be dissected in the bay after the meeting. Not every frustration needs to turn into a complaint session.

Sometimes, the best thing you can do as a follower is recognize that the person above you is carrying weight you have not had to carry yet.

One day, you might. And when that day comes, you will want the people below you to give you a little bit of that same understanding.

That is the balance. We hold the standard. We expect accountability. But we also remember that we are all human.

So, lighten up.

SUM IT UP

At the end of the day, followership is not a weakness. It is not blind obedience, nor is it “stay in your lane” and keep your mouth shut. It is a skill, and more importantly, it is the foundation of everything we say we want in leadership.

When people Show Up, they build trust. When they Step Up, they build confidence. When they Lead Up, they build ownership across the team. When they Know Up, they build understanding of the mission and the bigger picture. And when they finally learn to Lighten Up, they build perspective, remembering that every person in the chain of command is human and carries weight in ways others may not see.

Put all five together, and something powerful starts to happen in a firehouse. The culture shifts. The noise settles down. People stop pointing fingers and start taking responsibility. Leaders feel supported rather than isolated, and followers begin to grow into leaders without even realizing it.

In a profession where everything we do is built on trust, maybe the answer is not more complexity, more policies, or more lectures. Maybe it is getting back to the basics of how we show up for each other every day. Show up. Step up. Lead up. Know up. Lighten up.

That’s leadership.

THE ATTORNEY’S OFFICE

HOT TOPIC

[Click on this PDF to see notes from DOL related to Prevailing Wage Rates for Construction, Article 8](#)

PREVAILING WAGE RATE NOTES OPEN THIS LINK:

<https://cafda.net/information-on-the-nys-dol-prevailing-wage-rates-for-fire-districts/>

CRIMINAL CONVICTIONS AND THEIR IMPACT ON MEMBERSHIP AND EMPLOYMENT

Reprinted from AFDSNY Fire District Affairs

EXECUTIVE SUMMARY

Fire districts and departments in New York must navigate complex legal requirements when evaluating applicants or current members with criminal convictions. By law, only arson convictions automatically disqualify a person from fire service membership or holding a fire district office. Other convictions require individualized consideration under Article 23-A of the Correction Law, which mandates a balancing test to weigh the applicant’s rehabilitation, the nature and severity of the offense, time elapsed, age at conviction, and public safety concerns.

The 2024 Clean Slate legislation further complicates evaluations by allowing certain convictions to be expunged, meaning that employers may encounter criminal records that are no longer legally actionable. Boards must follow strict procedures, document their decisions, and ensure applicants provide necessary certificates of conviction and disclosure information. Failure to adhere to these laws can create liability, while proper compliance offers legal protection and aligns with state policy emphasizing rehabilitation and reintegration.

WHY IT MATTERS

This guidance is critical because it balances public safety, legal compliance, and fairness. Fire districts must ensure that applicants and members are properly vetted without unlawfully discriminating based solely on prior convictions. Following statutory procedures protects the organization from lawsuits, demonstrates due diligence, and provides a defensible record of decision-making. Moreover, careful application of the law ensures that individuals with prior convictions are given a fair opportunity for rehabilitation, aligning with state policy and minimizing the risk of denying service or employment based on outdated or irrelevant information. Proper documentation and adherence to the Correction Law balancing test safeguard both the fire service and the public it serves.

EXPLANATORY DETAILS

In workplaces, employers often face the task of evaluating candidates with previous criminal convictions and dealing with current employees who have been arrested or convicted of crimes. Fire districts and fire departments are mandated to screen new applicants for arson convictions. Additionally, in recent times, a

criminal record check for sex offense convictions has been included in the legal requirements for background checks of volunteer firefighter applicants.

Throughout history, numerous fire districts and fire departments have established rules, regulations, and bylaws that enforce automatic restrictions on membership and employment based Confidential Information on specific criminal convictions. However, under New York State law, the sole automatic restriction on membership pertains to an arson conviction to any degree. This restriction applies to membership in both the fire department and fire company, as well as to holding an appointed or elected fire district office. Importantly, it does not automatically restrict civil service employment.

The concept that any felony is grounds to reject an applicant or dismiss a current member or employee is not a concept that is supported by applicable statutory and case law.

It is crucial to understand that although the press, media, and the public often swiftly condemn volunteers, public officers, and employees upon their conviction of a crime and criticize your organization for not immediately cutting ties with them, in most instances, the law does not allow for such immediate action. The law establishes specific protections for individuals convicted of crimes to safeguard their rights to future employment and access certain licenses.

New York State's public policy aims to rehabilitate individuals convicted of crimes and to provide them with opportunities so that they can once again become functioning productive members of society.

A nationwide initiative is underway to expunge criminal records, enabling individuals convicted of crimes to reintegrate into society and pursue employment and other opportunities. This effort suggests that clearing these records could alleviate the stigma associated with criminal histories and expand access to employment and other prospects for affected individuals.

More importantly, the "Clean Slate" legislation in New York State adopted in 2024 has created the potential for many convictions to be expunged from the records of people previously convicted of misdemeanors and felonies. This creates the real possibility that a fire service employer may act on information that is no longer valid.

Many perceive this as a practice filled with potential dangers for both private and public workplaces. Some focus on the dangers of previously convicted personnel being bad actors in the workplace. Others focus on the same people being victimized by an employer not following the law and providing due process before denying employment or membership.

It is essential to remember that New York State has specific laws governing how employers can handle the prior criminal records of job applicants and the convictions of current members or employees. Following these regulations and ensuring that both applicants and existing staff receive proper due process can shield you from potential legal consequences. Despite the ongoing social upheaval surrounding this issue, obeying the relevant laws is paramount.

The State Legislature, in collaboration with the Governor, holds the authority to enact laws that establish additional impacts for criminal convictions. This might involve mandating registration with the state for individuals convicted of specific crimes, such as those listed on the sex offense registry. Furthermore, the state can stipulate that individuals with certain convictions are ineligible for state licenses or types of employment. For instance, someone convicted of arson to any degree may be barred from becoming a member of a volunteer fire department.

When the state has created a prohibition, the work of the local fire department and Board of Fire Commissioners is completed when the criminal conviction to which the prohibition applies is uncovered. The applicant certainly has a right to show that the report is not accurate, and they do not stand being convicted of the crime, but if the report is accurate the application can be rejected. On the other hand, if no ban has been created, the applicant has a right to further consideration.

A volunteer fire department and Board of Fire Commissioners can inquire about whether an applicant has been convicted of a crime. It should not inquire about criminal accusations and arrests that have not borne convictions unless the charges are currently pending before a criminal court.

If the background check uncovers a previous criminal conviction (excluding arson convictions), the procedure outlined in Article 23-A of the Correction Law must be followed.

While individuals may hold personal opinions regarding which crimes should disqualify someone from obtaining specific licenses or employment opportunities, the members of both the volunteer fire department and the Board of Fire Commissioners, tasked with evaluating membership applications, cannot afford to rely solely on personal opinions. Instead, they are obliged to follow the statutory procedures for assessing a conviction and deciding upon each applicant's eligibility. Implementing a procedure will function as a safeguard against allegations of unjustly rejecting an applicant's application for membership or employment.

There is always the possibility that a fire district will face a lawsuit for the acts of a person hired or approved for membership despite the fact that he or she has a criminal record. Following this process will serve as a defense to a claim that the Board negligently approved or hired the person in a lawsuit where a third party might seek to hold them accountable for the conduct of that person with the criminal record.

It is important that a process is followed and that it is documented.

If your organization rejects the applicant, the applicant can request a written explanation for the rejection under the statutory scheme. Correction Law § 754 [McKinney]

The right to this explanation makes it even more imperative that your organization follow the statutory process to approve or reject the application.

What exactly is the procedure that must be followed? The statutory scheme explains the basis for rejecting an applicant and the balancing test that must be followed. By "balancing test" we refer to the factors the statutes direct the Board to consider as it weighs the right of the applicant to employment or membership against the facts that might weigh against the hiring or appointment. The Board will balance those factors and the interest of the applicant.

How does the fire department membership or the Board of Fire Commissioners determine the existence of a "direct relationship"? How could they demonstrate that employing or admitting this individual would pose an unreasonable risk to property, the safety, or welfare of specific individuals, or the public? Correction Law § 753 outlines an assessment process or balancing test for them to utilize in evaluating the effect of this prior conviction on the individual's capacity to serve.

First, you need to consider the fact that New York State wants you to consider appointing or hiring this person. It does not want a person rejected solely because they have a criminal conviction(s) on their record. More of a basis must be developed to justify the denial. Furthermore, New York State requires an explanation regarding why the tasks and obligations associated with this position or membership are deemed unsuitable for an individual with a criminal record. Are the job responsibilities such that they involve handling finances, while the individual has been convicted of offenses related to financial misconduct or embezzlement? Do the duties involve interacting with children, whereas the individual has a history of mistreating them? If there is intent to reject employment or membership, it is crucial to establish a clear connection between the job requirements and the inadequacies demonstrated by previous criminal behavior. Does a conviction for the prior criminal offense render the person unfit for the position they are seeking?

What leads you to believe this is the case?

What is the timeframe since the person's conviction?

A significant gap between the conviction and the application date tends to benefit the applicant, whereas a more recent conviction tends to work against them. At what age did the person commit the offense?

Generally, offenses committed at a younger age are viewed more favorably for the applicant, while those committed as mature adults tend to work against them. What is the severity of the offense?

Was it a violent crime? These are considerations to be assessed. You must also consider the information given by the applicant. Ensure that your application explicitly requests disclosure of prior criminal convictions. If the applicant fails to disclose a prior criminal conviction that has not been sealed by the court or by operation of law, you have the right to deny the application due to the failure to provide accurate information. In such cases, there is no need to address the criminal conviction(s) in the evaluation process. Make certain that your application requires a person who has been convicted of a crime to provide a certificate of disposition from the court in which they were convicted. Make this a part of the application process and treat an application without this document as incomplete until the certificate(s) is provided.

Ensure that individuals disclosing a criminal conviction are guided in the application form to provide in writing any information they wish to bring to your attention, aiding in the review and assessment of their prior convictions as well as presenting evidence of post-conviction rehabilitation and good conduct. It is not necessary to grant the applicant a hearing. Allowing them to submit information in writing fulfills this aspect of the evaluation process.

Under Town Law §176-b a Board of Fire Commissioners in a fire district must approve or reject an application for membership in its fire department within “forty days after service of written notice of election to membership shall have been made by the secretary of the fire company upon the secretary of the board of fire commissioners, either personally or by mail.” Town Law § 176b [McKinney]. Please note that “by mail” in a statute relates to utilizing the U.S. Postal Service unless the statute specifically authorizes a digital alternative. If the Board fails to act within the designated timeframe, the membership application is deemed approved by operation of law.

Rejecting an application for submission of a false statement is not a rejection due to a criminal record. Note that if misconduct pertains to falsification of an application or other documents concerning criminal conviction, such conduct (falsification) is not subject to the Correction Law's balancing test.

The Board of Fire Commissioners should establish a regulation stipulating that failure to disclose a criminal conviction or any form of falsification on an application constitutes misconduct. Such misconduct may lead to disciplinary measures, including potential removal from membership or employment, once the falsification is uncovered, regardless of the timing.

The Board of Fire Commissioners should have a rule in place that members and employees must disclose a criminal conviction to their supervisor within a limited period after the jury verdict or entry of a guilty plea. The Board of Fire Commissioners should implement a regulation stating that a criminal conviction for an offense committed while an individual is a member or employee constitutes misconduct.

Such misconduct should subject the member or employee to disciplinary action. During the disciplinary proceedings, the fire department or fire district body tasked with hearing the case will utilize the balancing test and regulations outlined in the Correction Law to determine a suitable course of action.

In the end the decision is a matter of Board discretion, but following the correct process and keeping documentation is critical.

POSITIVE OUTCOMES AND CHALLENGES FOR THE FIRE SERVICE

POSITIVE OUTCOMES

- .

FIRE SERVICE CHALLENGES

- .

SATISTICS FOR THE FIRE SERVICE

FIREFIGHTER HEALTH AND SAFETY – PROTECTING OUR OWN

FIREFIGHTER FATALITIES IN THE UNITED STATES

In 2025 we experienced 78 LODDs reported nationally.!

- Data from US Fire Administration on LODD: <https://apps.usfa.fema.gov/firefighter-fatalities/>
- Information on FF injuries and deaths from the Secret List: <https://www.firefighterclosecalls.com/>
- Information of Fire Apparatus MVCs: <https://www.emergencyvehicleresponse.com/>

Fire Apparatus Accidents

- Two Adamsville, Ohio Fire Department firefighters were injured after a tanker crashed while responding to a reported house fire in Muskingum County. The crash happened when the volunteer fire department tanker reportedly went off the edge of the roadway, flipped down an embankment, and struck a tree before coming to rest upright.
- A woman and child were critically after her SUV crashed into a fire truck on Interstate 10 in Chambers County, Texas before glancing off the truck and striking a Mercedes-Benz, causing that vehicle to flip over. The preliminary crash investigation indicates an empty Hankamer Volunteer Fire Department truck was positioned partially in the outside lane and the shoulder with its emergency lighting activated and assisting with a crash. No firefighters were injured, but apparatus sustained body damage and is out of service.
- A tanker truck from the Waynesville, Ga. Volunteer Fire Department overturned on Highway 82 in Brantley County. The wreck happened on the westbound side of the roadway at the Satilla River Bridge. No injuries were reported, but the tanker is out of service for major repairs.
- The Lima, Ohio Fire Department said in a social media post that a fire engine responded to a “emergency scene” on I-75 when a semi hit it. The unit is OOS until it can be repaired.

Firefighter Maydays, Serious Injuries and Deaths

- Engineer Steven Decker, 61, was planning to retire in November after 30 years with the Chicago Fire Department, but died during a recent training exercise.
- Three firefighters, two medics treated after Indianapolis carbon monoxide incident.

THE BUILDING AND FIRE CODE ISSUES – WEEKLY REPORT ON FIRE FATALITIES

- Home Fire Fatalities in the News: <https://apps.usfa.fema.gov/civilian-fatalities/>

Fire Deaths in 1&2 Family Dwellings in NYS	29
5/10/26 Hempstead, Suffolk Co. 2 victims (in a vacant boarded up dwelling)	
Fire Deaths in any type of Dwelling in NYS	71
Fire Deaths in 1&2 Family Dwellings Nationally	518
Top 3 States with the greatest 1&2 Family Deaths	#1 PA/ 44
	#2 OH 34
	#3 NY 29
Civilian home fire fatalities in 2026: 832	
Both the states of Maryland and California as well as Wash. DC require sprinklers in 1&2 family dwellings.	
According to realtors and builders only old homes burn, so sprinklers are not needed in new homes: so my question to you is; when does a new home become an old home?	

NOTE: The New ICC Code-NYS Edition went into effect on December 31st 2025 although the implementation of the energy code provisions have been withdrawn until further notice.

****Clarkstown advances plan for affordable first responder housing**

Diane Caruso

Clarkstown, Rockland County, is moving ahead with a plan to create affordable housing for volunteer first responders, following the town board's approval to purchase the former St. Paul's convent at 83 Gilcrest Road.

The property, located in Valley Cottage, is expected to become home to volunteer firefighters and ambulance corps members once the development is complete.

The town board approved \$930,000 for its purchase during a special meeting on Tuesday morning before the swearing-in of James Fay as police chief.

Supervisor George Hoehmann said the vote came after the town reached an agreement with the Archdiocese on Monday. He also noted that Clarkstown will be able to use a \$500,000 grant toward the project.

Clarkstown will take ownership of two buildings on the St. Paul's property and develop up to six affordable rental units designated specifically for volunteer first responders. Officials expect to close on the property in July.

"Get some young people — or not so young people — that are volunteer firefighters and volunteer EMS workers to be able to live here. And it can be a way in which we can help sustain our first responder base," Hoehmann said. The supervisor said he hopes the first responders will be able to move in before the end of the year.

Pottstown (PA) Phillies, Goodwill Fire Companies Merge Administration

Evan Brandt, The Mercury

More than 10 years after an attempt to merge the borough's four fire companies collapsed, two of the companies have put their administration under one roof.

In a press release, the borough called it "a strategic restructuring initiative developed collaboratively by Goodwill Fire Company and Phillies Fire Company to streamline fire service operations by centralizing the employment and administration of current Phillies career driver personnel under Goodwill Fire Company."

The Phillies Fire Company will continue as an active and authorized fire service provider with a continued focus on volunteer operations. Phillies Fire Company will continue to operate out of its current station at the corner of Chestnut and Penn streets with its volunteer membership and apparatus, maintaining its identity, according to the release.

Since 2024, Phillies career staff have operated out of Goodwill Fire Station following structural issues at the Phillies building (a hole in the floor), which have since been resolved. During that time, both companies realized the arrangement gave the department "operational flexibility," said Goodwill Fire Chief Kevin Yerger.

"Leadership from both organizations recognizes that this transition would not be possible without the strong working relationship, open communication, and mutual respect that have been established between the Phillies Fire Company and the Goodwill Fire Company," Phillies Chief Joe Groff, Phillies Vice President Charlie Pierce, and Phillies President Chad Quinter said in a joint statement. "Over the course of this process, both companies have remained committed to ensuring that the focus remains on public safety, employee support, and continued professional service to the community."

"This restructuring builds on a model that is already working. By aligning administrative responsibilities for career staff under Goodwill, we can improve coordination and efficiency while preserving the important role that Phillies plays in volunteer firefighting," Fire Chief Frank Hand said in the release. This approach positions us to better meet the evolving challenges facing the fire service."

As part of this next phase, and effective July 1, Goodwill Fire Company will assume responsibilities for the employment and administration of three Phillies career driver personnel. This transition maintains the overall number of career drivers within the fire department and will maintain or improve response times through enhanced coordination and more efficient deployment of personnel, according to the borough.

"Also, effective July 1, 2026, the borough will reallocate a portion of its annual funding currently provided to Phillies Fire Company to Goodwill Fire Company to reflect the proportionate shift in administrative

responsibility for career personnel. This funding adjustment does not increase the borough's overall costs," the release said.

"This is a thoughtful and collaborative effort led by the companies to strengthen our fire service model, and both organizations should be commended for their leadership and willingness to work together toward a shared solution," Borough Manager Justin Keller said in the release. "The borough is pleased to support that effort by aligning resources in a way that improves efficiency, enhances operations, helps control costs and maintains a high level of service for our community."

Nothing in Thursday's announcement affects the North End Fire Company, but it does seem to put an end to a rivalry between the Phillies and Goodwill that some say goes all the way back to the 1800s.

It was about 11 years ago when former borough manager Mark Flanders attempted to force the issue and consolidate all four companies into one. It failed.

At the time, the Empire Fire Company was already sharing quarters with Goodwill. Most of its apparatus has been sold or donated, and Empire now exists primarily on paper.

The Phillies were adamant in their refusal to join the merger agreement as it was proposed by the borough, saying it punished their company by blending it with the borough's three other companies, even though the Phillies had more funds and more volunteer firefighters at the time. In the end, the borough council blinked and rescinded its threat of de-certifying the Phillies, and things went on much as they had before.

Although it was not adopted at the time, then-council president Steve Toroney had proposed an option by which the Phillies would be "strictly volunteer" and have no paid drivers. That option has apparently come to pass under this new arrangement.

As a May 5, 2015 Mercury editorial noted, "volunteer companies depend on available manpower to fight fires, and that manpower is hard to come by on a weekday in the middle of the day. Decades ago, firefighters usually worked in the same towns where they lived and fought fires. Oftentimes, employers would let firefighters leave work to do their volunteer job as much for insurance in their businesses' fire protection as for any other reason."

But times have changed.

"Fire departments across the country continue to face increasing operational costs and a decline in volunteer participation," the borough wrote in its press release. "This initiative reflects an innovative shared services and operational alignment model as a means of maintaining high-quality emergency response in a cost-effective manner."

FIRE APPARATUS

Budget- & Time-Friendly Fire Department Apparatus Purchasing

Tom Shand & Mike Wilbur

KEY TAKEAWAYS

- By providing the availability of base models, numerous makers of fire apparatus give fire departments a way to take delivery of rigs more quickly and to incur a lower price than is the case with more-custom vehicles
- Even when a fire department opts to specify a pre-engineered, base model vehicle, they can request relatively minor custom design aspects that suit their operational and response needs.
- Minor customization that recently was been provided on pumpers for two departments included additional hosebed dividers and pump panel labels to match other units in the fleet.

The phrase "necessity is the mother of invention" often is attributed to the Greek philosopher Plato from his work "The Republic," where he espoused his thoughts on the vision of a society where decisions are based on using creative effort to solve a problem. Over the years, innovation often occurred when the existing practices or norms weren't capable of meeting the needs of the community. From a manufacturing perspective, this occurred during World War II, when virtually all industrial production was organized to provide materials to support the war effort, including the conversion of automobile manufacturing to build military aircraft.

Today, fire apparatus manufacturers are innovating to solve two big problems: cost to customer and delivery time.

PROGRAM APPARATUS

The fire apparatus industry is working through an all-time production backlog for new vehicles.

This has resulted in double-digit increases in acquisition costs, partially because of material cost increases and the effect of the Environmental Protection Agency's new engine emissions requirements for 2027.

The contract cost for a new apparatus is a combination of material costs, production hours to build the vehicle, engineering burden and overhead for the facility. Because of the extended build times, several manufacturers no longer offer a fixed-price contract. This leaves a fire department responsible for significant changes in material costs beyond those that are based on change orders.

In addition, when conducting preconstruction meetings for additional units, departments that developed particular designs for their apparatus based on response district and maintenance history have been advised that previously offered configurations or components no longer are available because of engineering effort or the effect on production schedules.

An example of how the apparatus industry has moved to meet individual customer needs was observed at a recent preconstruction conference. A change order was entered to provide a standpipe hose rack positioned above the right-side body compartments. The ensuing discussion resulted in at least 15 options for this one item, each with an associated design and cost.

Fully customized apparatus costs have risen above the point of being affordable in some instances. As a result, several apparatus builders of all sizes offer program apparatus that are designed and engineered at the factory level based on the most frequent configurations and built to meet a price point and to minimize production time. These base model vehicles have limited pre-engineered options. This allows departments to choose a configuration that most closely meets their needs while determining the final cost for the unit.

Further, base models, aka program apparatus, generally offer more rapid deliveries, because there is no preconstruction conference; the initial contract configuration is exactly what is built with no change orders.

FRACTION OF THE COST

The Howard County, MD, Department of Fire and Rescue Services (HCDFRS) operates from 14 fire stations. In 2025, the agency responded to more than 44,000 calls for service. With plans to build an additional station, the department's Bureau of Logistics has endeavored to provide a well-designed fleet of apparatus while working through the extended build times for vehicles that, in some cases, approach four years since initial contract. Several strategies have been utilized, including having frame rail replacements on pumpers on which the cab, body and drivetrain were in good condition as well as acquiring base model pumpers from Fouts Fire and Seagrave.

Two Seagrave TB50CA 1,500-gpm pumpers were placed into service by the department as Engine 91 and Engine 141. Each of the pumpers is outfitted with a stainless-steel body, a low rear hosebed, a front intake, a trash line and a front bumper that is steel reinforced.

Three Fouts Fire pumpers are built on a Spartan FC-94 chassis and have a 181-inch wheelbase and an overall length of 32 feet, 3 inches. They currently are assigned to Engine 11, Engine 61 and Engine 71. (One of the rigs is expected to be reassigned to the training academy after three additional new pumpers are delivered in 2027.) The vehicles are equipped with a 1,500-gpm pump, a 1,000-gallon water tank, a 172-inch-long aluminum body, roll-up shutter doors and enclosed ground ladders.

Working with the local dealership, the HCDFRS had a number of local modifications made to the cab, chassis and body to make the units more compatible with other pumpers in the fleet. The modifications included transmission reprogramming and adding front suction with swivel; a cab engine mounting plate; turn signals at the rear of the cab; a rear-body 2½-inch discharge; hosebed dividers; a cab brow light; floating hose trays; and poly rub rails. Pump panel labels were changed to match other units in the fleet; the same goes for Opticom emitter and radio equipment.

These pumpers enabled the department to provide new apparatus to enhance the fleet at a fraction of the cost of fully customized vehicles.

BASE MODEL WITH OPTIONS

Another example of acquiring a program pumper occurred in Winchester, VA, where the Shawnee Volunteer Fire and Rescue Department (SVFRD) operates two pumpers and two medic units. It is one of four stations that are staffed by the Winchester Fire Rescue Department. Replacing a 29-year-old pumper, which previously

was rebuilt, was problematic because of the extended lead time and associated costs. After reviewing several options, including a newer used apparatus, a Fouts Fire program pumper was ordered with several options to meet local needs. Assigned as Wagon 4, the vehicle includes cab and body-mounted equipment. The pumper also has crosslay and rear-body hose configurations that are laid out to match other units in the fleet.

IMMEDIATE DELIVERY POSSIBLE

Available program pumper apparatus design varies from manufacturer to manufacturer. Some of these are available for immediate delivery and might be the answer to address your fleet replacement issues.

GREEN ENERGY AND THE IMPACT ON THE FIRE SERVICE

Two Injured in Lithium Battery Explosion at TN Plant

Ben Benton, Chattanooga Times Free Press, Tenn.

Two people have been hospitalized following what has been described as an industrial explosion at Amaero Advanced Materials and Manufacturing in Cleveland, Tennessee.

Authorities got the initial call about 10 a.m. Wednesday, according to Cleveland Police Department spokesperson Capt. Evie West. Cleveland firefighters were first on the scene, followed by police, emergency medical services and support agencies. One employee was transported for treatment by ground, and another was taken by Erlanger hospital's Life Force helicopter to a burn center for treatment.

The Cleveland Fire Department said in a social media post the injuries were sustained in an industrial explosion at the plant on Innovation Drive in Cleveland's Spring Branch Industrial Park, south of town near Exit 20 on Interstate 75. The employees' injuries were said to be serious.

At Erlanger, firefighters prepared for possible hazardous materials while awaiting one of the patients, according to a Chattanooga Fire Department press release.

"Initially, it was believed the patient had come in contact with titanium dust," Fire Department spokesperson Lindsey Rogers said in the press release. "Chattanooga firefighters set up decontamination with assistance from Erlanger officials. *They entered the contained area outside of the emergency room to assess the patient and learned that the party had sustained burns from a lithium battery explosion.*"

Emergency officials made sure no hazardous materials were on the patient, Rogers said, then turned them over to hospital staff. The second patient was taken by Erlanger's Life Force helicopter to a burn center, according to Bradley County authorities. West, officials at the emergency services office in Bradley County and at the Chattanooga Fire Department said there was no information on which burn center was treating the second patient when contacted at 4:30 p.m. Wednesday by phone and email.

Amaero, a manufacturer of metals and alloys, began construction of a 130,000-square-foot, \$54.9 million manufacturing and research facility in 2023 at the Cleveland site. The facility serves as Amaero's hub for its titanium alloy powder production, advanced manufacturing, and research and development, according to information released in 2023.

Elderly CT Resident Rescued After Solar Panels Catch Fire on Roof

An elderly city resident was rescued after a fire broke out on the roof of a home due to solar panels catching fire, fire officials said. Waterbury Fire Department said Saturday it received the fire call at 12:17 p.m. Friday, with an elderly resident reported inside. Upon arrival, firefighters found that solar panels attached near the top of the roof had ignited and immediately extended an attack line to deal with the blaze, the department said. Firefighters helped the resident get outside as the interior of the home was surveyed for any additional fires, the department said. The burn was considered under control in six minutes, with no injuries to fire personnel or civilians, the department said.

Utility companies responded to the area to ensure the safety of the remaining panels and other infrastructure, the fire crew said.

NEIGHBOR'S HELPING NEIGHBORS, thank you for your support!!

Gansevoort Fire Department Breakfast

Sunday May 17 Breakfast will be served starting at 8AM. The last breakfast until fall will be held on **Sunday June 21st**/Father's Day.

Clifton Park Fire Department Breakfast

Next Breakfast will be held in October at a date to be announced.

Speigletown Fire Department Breakfast 2nd Sunday of each month

Sunday October 11th from 7:30 to 11:30, \$10 adults, \$5 children, under 5 free

We salute all of the kitchen help who hustle, giving up their Sunday mornings, to make these events special for all the attendees and work hard to support their fire company's. Thank you for your tough work and dedication.

GENERAL INTEREST TO ALL

America's firefighter shortage hits crisis level as emergency calls triple, putting lives at risk

Angelical Stabile, Fox News

America is experiencing staffing shortages at fire departments across the country, putting the safety of communities and firefighters at risk.

In an interview with Fox News Digital, career firefighter Jason Cerrano, based in St. Louis, Missouri, shared just how understaffed the industry is.

According to data from IDEX Fire and Safety, where Cerrano is a director for research and development, there has been a "huge shift" in the fire service.

When Cerrano started in 1999, departments were "pretty loaded up," sometimes to the point where there weren't volunteer positions available. There was also a "huge influx" following 9/11, he said.

Although the fire service has "always been amazing" at community outreach through efforts like fire prevention programs, Cerrano suggested that recruiting is one thing departments never had to do.

Over the last two decades, departments have seen a "steady decline" in volunteers, down from about 900,000 to 700,000, according to Cerrano.

Meanwhile, career firefighting (full-time, paid fire departments) has only seen about 30,000 to 40,000 more jobs added in those two decades. Over that same period, call volumes have tripled.

FIRST RESPONDERS AT RISK

Fewer firefighters on the ground automatically increases the risk when responding to a fire, according to Cerrano.

"The fire ground is random; things happen, whether it's a fire or a car accident or something else – it's an unstable environment, or we wouldn't be there," he said.

"Every time ... there's something you can't imagine that throws a wrench in it, so the more people you have who can evaluate those things and see something coming at you from the side, that's the most important thing."

The fire service has already made internal improvements to ensure the health of firefighters, including calmer wake-ups, initiatives to keep gear clean, and increased awareness around [cancer prevention](#) and environmental risk factors, Cerrano noted.

"The fire service is at risk in so many different ways, and people need to understand that the more people out there, the safer," he said, emphasizing the need for [technology that can help firefighters](#) do their jobs in a "steady, consistent manner."

WHY NUMBERS ARE LOW

Most people consider career departments (full-time firefighting) as a steadier job, but any kind of firefighting is a "good career" with "good benefits," according to Cerrano.

Especially with [Gen Z](#) entering the workforce, this younger generation of workers is looking for more in return from their day-to-day jobs than previous employees, he noted.

While the fire service is "great at being traditional," Cerrano suggested that it could "step up" its involvement with emerging technology, as branches of the military have.

"We need to celebrate our tradition and use it in our work habits and our environments around the engine houses," he said. "But I think when it comes to our tools and the way we do things, we have to start moving forward if we're going to bring in those new recruits and retain them."

QUALITIES OF A GREAT RECRUIT

While potential new firefighters do need to be qualified for the job, it doesn't require being a "straight A student" to get through the training and education, according to Cerrano.

t does, however, require a willingness to get dirty, wake up in the middle of the night and handle yourself in emotional circumstances, he said.

TAKE A MOMENT TO SMILE

I thought the dryer made my clothes shrink. Turns out it was the refrigerator!

CLASSIFIED

CAFDA IS SEEKING A TREASURER FOR OUR FIRE SERVICE NOT-FOR-PROFIT ASSOCIATION.

Our current excellent treasurer has announced that he will be giving up the position as soon as we find a replacement due to increased workload with his own business. Any candidate should be familiar with Quick Books and the structure and operation of a not-for-profit organization as well as some familiarization with the operation of fire districts in New York State. CAFDA offers a stipend which won't make you rich, but you get to hang out with some great people, get free meals prior to meetings and trying to provide a service to fire district officials. The Association requires our treasurers to be bonded. If you are interested let us know by providing a resume and cover letter to secretary@cafda.net.

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Skip Smith, Commissioner, West Crescent/Saratoga

Joyce Petkus Treasurer Greenfield/Saratoga,

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Art Hunsinger, Ex-Officio Member Clifton Park Fire District.

We would consider expanding the number of Directors if individuals from other counties would volunteer to participate!!

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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 join in!

If your Fire District is a member, you are a member!!

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

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

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

518-407-5020

[Wish to become a member of CAFDA, go to CAFDA.net/membership to apply.](http://CAFDA.net/membership)

CAPITAL AREA BUSINESS PARTNER'S

Business Partner Applications Available At: WWW.CAFDA.NET

Stay tuned for some new Business Partners for 2026.

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

We want to thank all of our Business Partners for renewing their partnership for 2026. You are invited to our monthly membership meeting and to any of our social events..

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