



State Firemen's and Fire Marshals' Association of Texas

# INFOFIRE



Vol. 47 / APRIL 2012

M A G A Z I N E



2012 CONFERENCE EDITION



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# INFOFIRE MAGAZINE

Vol. 47 / APRIL 2012

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2012 CONFERENCE EDITION

# ABOUT US

## President's Forum/Executive Board

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Front row (Left to right): Rex Klesel (President), David Wade (1<sup>st</sup> VP), Bill Gardner (2<sup>nd</sup> VP), Rusty Kattner (3<sup>rd</sup> VP), Paul Hamilton (4<sup>th</sup> VP)  
Back row (Left to right): Dawson Maples (Mascot), Ben Kennedy (Chaplain), Joe Ondrasek (Secretary), Jim White (Assistant Secretary), Rayford Gibson (Parliamentarian), Chris Barron (Executive Director), Bryan Rickert (Immediate Past President)

## PRESIDENT'S FORUM



By the time you read this article the Planning Conference has come and gone and the Spring District Meetings will be in full swing. It is the intention of the Executive Board to have at least one - and

many times four or five - Board Members at each of the District Meetings. The reason for this is to hear you, and when possible, to address your concerns, and also to inform you and your Fire and EMS Departments about issues impacting you as an Emergency Responder. The Executive Board travels thousands of miles each Spring and then again each Fall to attend your District Meetings to be there for you. I want to thank them for taking time out of their busy schedules to attend these meetings.

The Austin Staff had done a phenomenal job this year receiving and administrating grants in the form of education and equipment and has had a very positive bottom line financially. I also want to thank all of the SFFMA Committee Members for your dedication to the Association, without your service there would not be an Association.

Please make plans to attend this year's Convention in Houston, as the Host District is working hard to have this 136<sup>th</sup> Annual Training Conference and Convention both educational and pleasurable.

I look forward to seeing everyone at the upcoming District Meetings.

*Rex W. Klesel*

Rex W. Klesel  
SFFMA President

# Lone Star Tribute

Be part of the Lone Star Tribute and help us raise money for our new building by donating and having your name, department or corporation be part of our new facility.

We are offering various levels of sponsorships, such as:

- Walkway Brick Purchases w/ Sponsor Name
- 12x12" Tile in Walkway
- Sitting Bench
- Exhibit Display Sponsorship
- Parking Space Logo,
- Logo Sponsorship in Sales Area
- Room Sponsorship

For more information please visit: [www.sffma.org](http://www.sffma.org)



As we start to approach the spring and summer months the fire service starts preparing for

responding to wildfires and the hopes of a slower fire season ahead. We are doing our part to try and assist fire departments throughout Texas by continuing the Texas Wildfire Relief Program, raising money for the program and then issuing out awards for wildland protective clothing. In mid-March, we issued out over \$120,000 worth of awards to departments who applied for assistance. Due to the overwhelming success of the program we have had to find additional vendors to help fulfill orders and be able to get the wildland gear in the hands of the fire departments in a timely manner. We are continuing to process applications and orders and are doing everything we can to encourage manufacturers and suppliers to fill the Texas orders as soon as possible. The weather experts say that the conditions are lining up for another active fire season which might be on a more regionalized basis. We want Texas firefighters prepared and ready to respond with the appropriate personal protective clothing for the conditions. If you know of a company, organization, association, etc. that might be willing to help firefighters out, please have them contact me so that we can discuss the various opportunities to assist. Our new certification standards have rolled out and although there was some confusion in the beginning, our program has raised the bar to bring our certification in line with NFPA Firefighter I and II standards which are nationally based standards for firefighting. Having our

firefighter certifications mirror national standards will allow for an individual to have other opportunities to be a firefighter in another state but most importantly have the knowledge and skills needed to perform a job to the best of their ability. Standards which have been recognized all across the US which have been tested, adopted, and modified as technology and techniques in the fire service continue to improve. Unfortunately our database was not quite prepared for the changes and although we had put in the requests for the changes in the early part of the fall, our database provider has been working hard to finalize all of the custom work for SFFMA Online for our members. Our database will also be upgraded over the coming months allowing for more flexibility for our staff and members. With the rollout of the upgraded database users will see a different look of the SFFMA Online login which will be more user friendly and easier to use. Several new features will include an ability to have a membership directory, show a members activity history and contact information and best of all a much improved Sales experience! Also with the upgrade we will see a new mobile based version of our website allowing for someone with a smartphone to have the same functionality as a user would on a laptop or desktop. The DHS grants we received for over \$1.2 million are going well. We are continuing to offer the FREE classes all over the state and provide as much material as we can to those departments who have implemented a program in their area. We are hoping that a recent amendment to utilize some left over money from our first grant will result in an additional PSA in Spanish, banners for fire stations to help recruit new members

and an extended AD&D policy emergency providers. There are some exciting things coming to SFFMA in the coming months and the year. The Executive Board has adopted some new member benefits which are expected to bring additional opportunities and offers to our members. The Goldwasser Real Estate Corporation, the programs offered by AmeriDoc and Innovate Health Insurance Partners which will be highlighted in this magazine are just a couple of new member benefits we have to offer. I think you will find some of the offers are outstanding and provide a benefit unlike some we have. Other benefits that we continue to offer from our discounts on home/auto insurance from California Casualty, phone services provided by AT&T, Sprint, Nextel, and T-Mobile, travel and retail discounts from AMBA, Curb/Address Markings through Glowing Streets, Discounts on Funeral Services from Dignity Memorial, discounts on EMS supplies/equipment from NCEMSC, or home alarm monitoring from Monitronics are just a few of the benefits we offer. Please visit [www.sffma.org](http://www.sffma.org) for full benefits listing. If we don't have your email address, you are not getting your free monthly newsletter we offer to our members. Please log in to SFFMA Online and update your contact information. We will be glad to help you log in if you need assistance. Please let us know how we can help provide a better service to you!

Be safe and thank you for your commitment to the emergency services!

Chris Barron  
SFFMA Executive Director

## SFFMA STAFF

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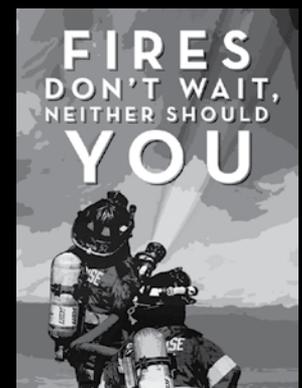
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To schedule a free Recruitment and Retention workshop in your area, contact SFFMA at 800.580.7336 or [recruitment@sffma.org](mailto:recruitment@sffma.org)

# ABOUT US

## Certification

### PARTICIPANTS

If you have ever wondered how the Certification Board makes decisions and updates the program, join us on Friday, June 8th, at 2:00 p.m. for their next meeting. Board meetings are open to the public, but we just ask that you let us know of your interest in attending to ensure we provide enough space.

In the past we always issued certificates with the name provided, but that did not give us enough consistent information to share with other state agencies if asked. In an effort to have more complete information available, and because we only store the last four digits of the Social Security Number in our database, the certification application forms now ask for full legal names.

Instead of just providing "Trey Jones" for the applicant name, we will need a full name like "Robert James Jones, III". We have also provided an extra line if the applicant would prefer to have "Trey Jones" appear on the certificate.

Additionally, we will update our database to reflect the full legal name, which will appear on the department's roster. The membership cards issued from SFFMA will show the legal first and last names, as it must be presented in order to receive some of the benefits such as discounts on car rental.

Mail is sent out using the "Informal Name" which defaults to the first name. If an individual is consistently called by their middle or other name, notate this by changing the field in SFFMA Online, or by notifying the Austin office.

If your department receives a request form from the Certification Department in Austin, please update to include full First, Middle, and Last names as well as any suffix (e.g., "Jr." or "III"). There is also space to provide an alternate or maiden surname to speed up processing of certificates that might have supporting documentation with differing information.

As always, if you have any questions about these policy changes, please contact me at the Austin Office.



Kevin Creamer  
Certification Administrator

### CERTIFICATION TRANSITION

There is still some confusion as to how the previous certificates now credit in the new Module-based program.

Previously issued certificates are still valid under the new program, the names have just been changed in the database.

Before 2012	After 01/01/2012	
Introductory	<b>Module 1</b> – Firefighter I (Intro) training completion	Firefighter I
Basic	<b>Module 2</b> – Firefighter I (Basic) training completion	
Basic Accredited	Basic Accredited – valid certification, new ones not issued	
Intermediate	<b>Module 3</b> – Firefighter I training completion	Firefighter II
Intermediate Accredited	Full Firefighter I certification	
Advanced	<b>Module 4</b> – Firefighter II (Advanced) training completion	
Advanced Accredited	Full Firefighter II certification	

Training transferred into the SFFMA program is credited as follows:

Documentation	Credits in Program as
TCFP Basic Firefighter (valid after 1993)	Module 1-4 objectives <u>and test</u> (must file applications)
TCFP Basic Academy Completion	Module 1-4 objectives (must file applications and test)
NFPA with IFSAC/Pro-Board	Module 1-4 objectives <u>and test</u> (must file applications)
NFPA without IFSAC/Pro-Board	Module 1-4 objectives (must file applications and test)

**NOTE:** Applications received in the Austin office after December 31, 2011 must be submitted in the Module format and meet the new guidelines for required objectives. The updated hand-written application is available on the Certification Page of the website under Applications and Forms.

### PANHANDLE REPRESENTATION UPDATE

At the last Certification Board Meeting in Houston, Panhandle District proposed a Certification Zone realignment. New district map divides the area into North (Zone 19) and South (Zone 12).

For more information contact the zone representative:

Zone 12  
**Morris Locknane**  
ZONE12 - ZONE 12  
PANHANDLE DISTRICT  
West Carlisle FD  
Phone: (806) 252-2840  
Email: [mjlock@xanadoo.com](mailto:mjlock@xanadoo.com)

Zone 19  
**Curtis Brown**  
ZONE19 - ZONE 19  
PANHANDLE DISTRICT  
Dalhart FD  
Phone: (806) 244-5454  
Email: [dalhartfd@hotmail.com](mailto:dalhartfd@hotmail.com)

**SFFMA Certification Department can be reached via phone at 512-454-3473 ext. 903 (Kevin Creamer) or ext. 904 (Joyce Stein) Email: [kcreamer@sffma.org](mailto:kcreamer@sffma.org) or [jstein@sffma.org](mailto:jstein@sffma.org)**

## MEMBERS

The Austin office SFFMA staff constantly tries to find ways of making information, documentation, etc. as readily available as possible. We have a vast amount of information on our website and even post reminders on the monthly e-Infofire.

Still, we urge you to take the time to find out about the benefits SFFMA offers. Tell your friends, neighbors, and co-workers. There are membership opportunities for everyone, and we want to continue to expand. There's power in numbers, and more members means more benefits for you!

With the summer coming up, a lot of members will be looking for travel deals, remember we have a new benefit that can help you with that search. Look into taking a Funjet.com vacation! It'll save you some money and they have a functional and easy to use website with daily deals and member discounts.

Every member of SFFMA has an SFFMA ID#. This number is unique and important when it comes to your membership. Think of it as your account. Very soon this unique number will provide members with an array of networking opportunities and change the functionality of your online account forever. I urge you to ask about your SFFMA ID#. It's especially important if you're on a department roster. The changes will occur soon, so stay posted!

A great part of our membership prefers to opt out of any online/computer activity and we are aware of this, however it's important to keep the lines of communication open. If you don't like to use SFFMA Online let us know about any changes you need to make to your membership via phone, letter or fax.

SFFMA just finished a very busy renewal period over at the Austin office, so please know that if you have not received your membership card and it's been over two weeks, we'll track it down for you! Shoot us a quick e-mail: [membership@sffma.org](mailto:membership@sffma.org) (NOTE: If you are a department affiliated member, please check with your department first; membership materials are sent to the departments).

Thank you for your continued support!



Diana Cardona  
Membership

## OPTIONAL EXTENDED POLICIES

### VOLUNTEER FIREMEN'S INSURANCE SERVICES

Eligible for reimbursement from Texas  
Forest Service under HB 3667.



In 2011, SFFMA adopted a "New" Accidental Death and Dismemberment Insurance Program as an enhanced benefit to our members. This new program offers more benefits and broader coverage. For only \$10 a year, your beneficiary will receive a \$20,000 benefit in the event of your ON-DUTY accidental death (including travel to & from authorized activities). In the event of an OFF-DUTY accidental death, a \$10,000 benefit will be paid. In addition, if you suffer a Severe Burn over 20% or more of your body, a lump sum benefit of \$5,000 is paid.

It is important to know that **IF** a department chooses the additional policy for their members there is an age reduction schedule. **IF** a department member is above the age of 70 the following applies: Member Age 70-79 the policy pays 50% of amount otherwise payable. Member age 80+ the policy will pay 25% of amount otherwise payable. Please be sure to be aware of these stipulations and inform your set beneficiaries. SFFMA will keep a record of payment for this policy and report it to VFIS. This is only a brief description of the coverage available. For complete details of coverage including limitations and exclusions, please review the Group Accident Insurance Certificate, available online at [www.sffma.org](http://www.sffma.org). For specific coverage questions, contact Barbara Marzean at VFIS of Texas at 800-252-9435.

### NATIONAL VOLUNTEER FIRE COUNCIL EXTENDED POLICY



SFFMA has also partnered with the National Volunteer Fire Council to offer your department members additional benefits!

Why would you want to join NVFC? For Only \$12 a year, your beneficiary will receive a \$20,000 benefit in the event of your death. You need to be a member on a department roster to be eligible for NVFC membership at the reduced price of \$12.

Benefits to NVFC membership include:

- \$10,000 AD&D benefit and \$20,000 LODD benefit
- Subscription to the NVFC quarterly newsletter, Dispatch
- Member access to the NVFC website
- Personalized membership card
- Access to the bi-monthly NVFC Email Update Service
- Discounts on NVFC Publications and Materials
- Subscription to the NVFC, Heart-Healthy Firefighter, Junior Firefighter and Fire Corps E-Updates

**Both of these options are an additional coverage. Yes, that's in addition to the \$3,000 Accidental Death and Dismemberment Benefit and \$5,000 Immediate Line of Duty Death benefit that SFFMA offers our members.**

**They are completely optional, and you can also choose to have both at once.**

#### NEW SFFMA BENEFITS PROVIDERS:

AmeriDoc (see page 16)  
Goldwasser Real Estate (see page 31)

For more information about membership benefits, please contact Diana Cardona at 512-454-3473 ext. 906 or [membership@sffma.org](mailto:membership@sffma.org).

# ABOUT US

## T-Flag/ EMS



### T★FLAG Update

Fellow Texas Firefighters  
By Dan Key  
Interim Chairman  
SFFMA T-Flag Committee

President Klesel has appointed me to fill the unexpired term of Chief Steve Perdue, who passed away in December, as Chairman of the T-FLAG committee. I agreed to do my best to meet the challenge of assuming Steve's position knowing that the task of filling his shoes would be a large one. First, let me say that Steve did a great job as T-FLAG Chairman during the past 3 legislative sessions during which I have served on the committee. He was well known at the Capitol and spent countless hours walking the halls, talking with members and staff, attending legislative committee hearings as well as sitting in the galleries during House and Senate sessions when bills that affected Texas Firefighters were going through the legislative process. That "process" can sometimes be a very long, drawn out process and can wear out even the strongest. But not Steve. He was there for us time and time again. Many times in success, sometimes in failure, and sometimes when bills just went away. Steve will be missed.

President Klesel and First Vice President Wade have both stressed to me the importance of maintaining the momentum of the T-FLAG committee through the June conference in Houston and the run up to the 83<sup>rd</sup> Legislative session which will start in January 2013 in Austin. Meetings have already been held in Austin with Director Barron and our Lobbyist, Mr. Blocker, to keep that momentum going. We are moving forward with plans

for the 2<sup>nd</sup> annual Legislative Day at Texas A&M Municipal Fire School in July. This has been expanded to a 2-day event this year with Legislators attending on Wednesday, July 25<sup>th</sup> and legislative staff members attending on Thursday, July 26<sup>th</sup> of fire school week. Each day the guests will be bussed to College Station from Austin, given a tour of the Brayton Field complex, given an opportunity to participate in training evolutions, meet with their constituents who are attending fire school and return to Austin in the late afternoon. This event was very well received last year and it is hoped that it allows the Legislators and their staff members a chance to learn more about what firefighters do to prepare to serve the citizens of our state.

During the Legislative session next year the annual Fire Fighter Legislative Day will be held on March 20, 2013. This very successful event will include a memorial service recognizing fallen firefighters, visits to Legislators to gain support for fire service related bills, and a fish fry luncheon on the grounds of the Capitol. The fish fry is a very well attended event which provides us with a lot of goodwill with members and staffs at the Capitol.

Legislatively, one of our key areas of focus will be to restore full funding of the 2604 Grant program which was significantly reduced last session due to severe shortfalls in the state budget. Keep in mind that funding for this program comes from fire insurance premiums but spending of the funds must be approved by the legislature, and therefore comes under the limitations of state budgeting guidelines. Other legislation that could come up involves TIFMAS liability for industrial responders, ESD tax rate increases, Wildfire impact funding and our favorite "Black Hydrant" amendments. There are some discussions about changing certification requirements for TIFMAS deployment that we will be watching for sure. The Fire Fighters Pension Commission is

due for Sunset Review during this session as well. If you have fire service related issues that might warrant legislative action, now is the time to get the process rolling. The issue needs to be well thought out, explained and preferably something that will have an effect on the Texas fire service in general rather than a narrow local focus, if possible. Relay the information to me or members of TFLAG and it will be discussed.

This brings me to my final and most important point. The 21,000+ members of SFFMA, their families and friends represent a very powerful force in the State of Texas. We are well respected in the eyes of our communities and at the state level as well. I would ask each of you, if possible, to get to know your local, county and state officials better and develop a good relationship with them so that when the time comes that we need support for legislation we can call on those folks for support. It has been proven time and time again that when the Fire Service pulls together there is not much we can't accomplish. As a way of enhancing the influence we can have legislatively, it may be time to start the discussions again about forming a political action committee (PAC) for fire service related legislation. This "Fire PAC" would allow us to compete on a more even playing field and allow us to further develop our relationships at the Capitol.

I appreciate the opportunity that I have been given to lead this important committee and ask for the continued support of each of you, my fellow Texas Firefighters. Please, feel free to contact me with any questions or comments you may have. I look forward to seeing you in Houston at the conference.

Sincerely,

*Dan Key*

Dan Key  
Cell: 281-923-7670  
Email: dannykey@yahoo.com

**EMS Update**  
by Tim Smith, BSN,  
RN, EMT-P  
Chairman Texas  
EMS Board



Hello to all fire and EMS'ers out there. The year is flying by and convention time will be here before we know it! Your Texas EMS Board has been busy this year. We are currently working a variety of projects for EMS. Included in these is a new SFFMA EMS certification for completing certain TEEX EMS Leadership courses. This important project is spearheaded by Dennis Gifford of the Lumberton Fire Department. There will be more to come on this project.

As a reminder, spring meetings are upon us and that means nominations for EMS Provider of the Year will also be due. All nominations must be submitted to local Districts by a fire department on or before the District's Spring meeting. Submissions must be received with a letter from the fire department and signed by the Fire Chief, Assistant Chief or President.

One nominee from each District should be submitted in a sealed envelope to the state SFFMA office no later than the 4<sup>th</sup> Monday in May. Submissions must be received with a letter from District and signed by the District President or Secretary. The state SFFMA office will log in the submissions as received and leave the submissions unopened. The FFOY committee will meet during the last week of May to open the submissions and to select the three finalists based on the above criteria. Nominees will be notified of the results and the selection announced at the annual convention in Houston.

Please take the time to honor one of your own for this very important award.

Thanks for your interest in Texas EMS. As always, we invite your input and welcome your suggestions on the best way to continue to provide the very best prehospital care for our citizens.

**Tim Smith, BSN, RN, EMT-P**  
Fire Chief/EMS Director  
West Carlisle Fire/EMS

### NEXT EMS MEETING

June 9, 2012  
5:00 pm  
Crowne Plaza Houston

# 2012 ANNUAL AWARDS

## FIREFIGHTER OF THE YEAR

Nominee's department MUST be a member of the State Firemen's and Fire Marshals' Association of Texas.

Nominee MUST hold current individual membership with SFFMA.

Each nominee will be considered on a Point System to determine the three finalists. The areas to be considered are:

- |  |   |
|--|---|
| 1) Leadership abilities including<br>Leadership positions held<br>Work knowledge<br>Communications<br>Creativity and Innovation<br>Attitude<br>Interaction with others | 3) Involvement in SFFMA, both state and district level<br>4) Community involvement, both church and civic<br>5) Acts of heroism in a fire-related act or act of bravery<br>6) Accomplishments/awards received<br>7) Certifications held<br>8) Letters of Recommendation (no more than 4 please)<br>9) Pictures may be submitted (No more than 4 please) |
| 2) Dedication to training and/or introduction of new and innovative training methods   |   |

All nominations must be submitted to local Districts by a fire department on or before the District's Spring meeting. Submissions must be received with a letter from the fire department and signed by Fire Chief, Assistant Chief or President.

One nominee from each District should be submitted in a sealed envelope to the state SFFMA office no later than the 4<sup>th</sup> Monday in May. Submissions must be received with a letter from the District and signed by the District President or Secretary.

The state SFFMA office will log in the submissions as received and leave the submissions unopened. The FFOY committee will meet during the last week of May to open the submissions and to select the three finalists based on the above criteria. The nominees will be notified of the results.

The three finalists will be interviewed by the FFOY committee on Saturday morning at the state convention. All nominees will be recognized and the winner will be announced on Sunday at the 1<sup>st</sup> Business Meeting. All submissions will be returned to the Districts after the state convention.

## EMS RESPONDER OF THE YEAR

Nominee's department or agency must be a current Active Member of the State Firemen's and Fire Marshals' Association of Texas.

Nominees must be a current Individual Membership in the State Firemen's and Fire Marshals' Association of Texas.

A nominee could be considered because of past heroism in an EMS-related act, act of bravery, dedication to training or introduction of new and innovative training methods.

Leadership abilities to be considered are:

- 1) work knowledge,
- 2) communications,
- 3) creative ability,
- 4) innovation,
- 5) attitude,
- 6) interaction with other people

Community involvement considered, either church or civic.

A nominee should be considered for the committees he/she may have chaired or served on and how these committees functioned under his/her guidance.

Nominees will be considered on a point system, giving points for their contributions in the above various areas.

There will be a personal interview conducted with the top three finalists.

To win the State Award as EMS Responder of the Year, nominees do not have to be an agency officer or chief.

All nominations for EMS Responder of the Year must be submitted to a local District Association, on department or agency letterhead and signed by the department or agency chief officer or executive, assistant chief or executive and/or department or agency President.

The district offices will conduct submissions of District nominations to the SFFMA State Office. Submission of winning nominees must be on a district letterhead, and/or signed by the President or Secretary of the district.

One nomination from each District President/Secretary shall be submitted to the SFFMA State Office by fax, email, or postal mail by the 3<sup>rd</sup> Monday in May.

Copies of Certificates and pictures may be included (but no more than four (4) of each).

**DEADLINE IS MAY 28, 2012.**

## Annual Memorial Service

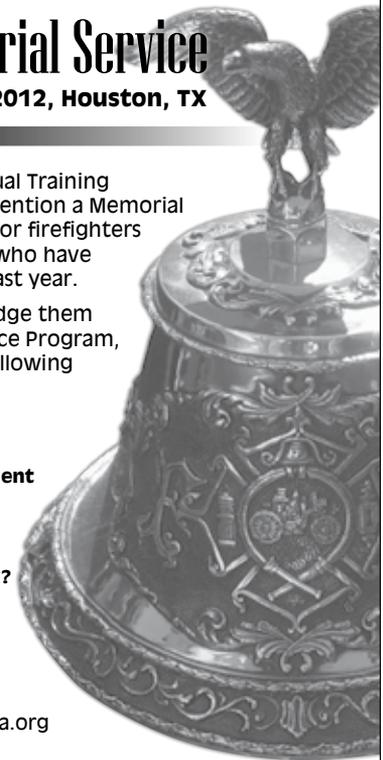
June 10, 2012, Houston, TX

Each year at the Annual Training Conference and Convention a Memorial Service is held to honor firefighters and first responders who have passed away in the past year.

In order to acknowledge them in the Memorial Service Program, please provide the following information.

- Name
- Fire/ EMS Department
- Date of Death
- Active or Retired
- Did death occur in the line of duty?

4450 Frontier Trail  
Austin, TX 78745  
Fax: 512-453-1876  
Email: gglass@sffma.org



**SUBMISSIONS ARE REQUIRED NO LATER THAN MAY 21, 2012.**

## 2012 BLONDY RUCKER MEMORIAL GOLF TOURNAMENT

June 11, 2012 - 1:00 pm

Wildcat Golf Club  
12000 Alameda Rd.  
Houston, TX 77045

Registration form is available at [www.sffma.org](http://www.sffma.org)

Registration Fee: \$75.00 per player

TO SECURE YOUR SPOT IN THE TOURNAMENT, YOU MUST PRE-REGISTER BY MAY 31, 2012. NO REFUNDS WILL BE ISSUED AFTER MAY 31, 2012. Non-SFFMA members are required to send full payment with their registration. Pre-registered SFFMA members can pay on Saturday, June 9, 2012.

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# CONFERENCE

## 2012 Constitution and By-Law Proposals

At the 2012 Planning Conference in January, several proposed amendments were submitted to the

Constitution and By-Laws committee for consideration to be placed on the ballot at the June 2012 conference.

All but 1 of the 7 proposals were submitted by or for the SFFMA Executive Board who are working very hard to properly best represent the interests of our association and its members.

These 7 proposed changes will increase our department dues by \$20.00 and our individual membership dues by \$10.00, and shall be directed into a "restricted fund" dedicated to construction and maintenance of a new SFFMA Office to help us improve and expand our association services to our membership.

1 of the 7 proposals was submitted by a Rio Grande District Association and it concerns some clarification of duties for the Conference Site Selection Committee.

The Constitution & By-Laws Committee has reviewed all the proposals in great detail and fully supports them in their entirety. We strongly recommend the passage of these proposals as they are placed on the Ballot for your vote on June 13<sup>th</sup>, 2012 while attending our 136<sup>th</sup> Annual Conference & Convention in Houston.

These proposals will be available for review in a number of places. Please be sure to review them with your department delegates ahead of time, and ask any questions if you have them. This will help the lengthy voting process move much more smoothly.

Please contact the Constitution & By-Laws Committee Representative from your District, anyone on the Constitution & By-Laws Committee, or any of the Executive Board Members if you should have any questions.

### **Dennis M. Gifford**

Secretary - Constitution & By-Laws Committee  
Secretary – East Texas District

### **PROPOSALS 1 – 6 WERE SUBMITTED BY SFFMA EXECUTIVE BOARD**

#### **PROPOSAL #1**

##### *Current Reading*

Article III – Duties of Standing Boards

Section 3. THE TEXAS INDUSTRIAL EMERGENCY SERVICES BOARD:

Section 3.4 Participation Requirements

2. Each Participating industrial organization or installation shall remit to the State Firemen's and Fire Marshals' Association the annual membership fee keyed to the number of employees in the organization or installation as follows:

Less than 200 employees \$250  
200 to 500 employees \$375  
501 to 1000 employees \$500  
1001 to 1500 employees \$675  
More than 1500 employees \$750

##### *Proposed Change*

Article III – Duties of Standing Boards

Section 3. THE TEXAS INDUSTRIAL EMERGENCY SERVICES BOARD:

Section 3.4 Participation Requirements

2. Each Participating industrial organization or installation shall remit to the State Firemen's and Fire Marshals' Association the annual membership fee keyed to the number of employees in the organization or installation as follows:

Less than 200 employees \$270  
200 to 500 employees \$395  
501 to 1000 employees \$520  
1001 to 1500 employees \$695  
More than 1500 employees \$770

The Association shall dedicate \$20 of the industrial organization membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

#### **PROPOSAL #2**

##### *Current Reading*

Article V – Membership Dues

Section 2. The dues of each department are to be according to the last federal census, and on a staggered amount according to the population.

The minimum annual dues of any department shall be \$75 on cities and towns form 0 to 1,750 population, \$115 on cities and towns of 1,751 to 5,000 population, \$135 on cities and towns of 5,001 to 10,000 population, \$155 on cities and towns of 10,001 to 20,000 population, \$175 on cities and towns of 20,001 to 30,000 population, \$200 on cities and towns of 30,001 to 40,000 population and \$255 on all cities and towns of 40,001 and over population.

##### *Proposed Change*

Article V – Membership Dues Section 2. The dues of each department are to be according to the last federal census, and on a staggered amount according to the population.

The minimum annual dues of any department shall be \$95 on cities and towns form 0 to 1,750 population, \$135 on cities and towns of 1,751 to 5,000 population, \$155 on cities and towns of 5,001 to 10,000 population, \$175 on cities and towns of 10,001 to 20,000 population, \$195 on cities and towns of 20,001 to 30,000 population, \$220 on cities and towns of 30,001 to 40,000 population and \$275 on all cities and towns of 40,001 and over population.

The Association shall dedicate \$20 of the department membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

#### **PROPOSAL #3**

##### *Current Reading*

Article V – Membership Dues Section 4. Fire Marshals offices, when duly certified by their political sub-division, shall be eligible to membership in this Association on the basis of \$75 annual membership dues.

##### *Proposed Change*

Article V – Membership Dues Section 4. Fire Marshals offices, when duly certified by their political sub-division, shall be eligible to membership in this Association on the basis of \$95 annual membership dues.

The Association shall dedicate \$20 of the Fire Marshals office membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

#### **PROPOSAL #4**

##### *Current Reading*

Section 5. The regularly organized district, county, rescue association, industrial, and other fire service organization or individuals hereinafter recognized by Executive Board of this Association shall be eligible for membership in this Association upon payment of \$100 annual dues.

##### *Proposed Change*

Section 5. The regularly organized district, county, rescue association, industrial, and other fire service organization or individuals hereinafter recognized by Executive Board of this Association shall be eligible for membership in this Association upon payment of \$120 annual dues.

The Association shall dedicate \$ 20 of the organization membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

### PROPOSAL #5

#### Current Reading

Article V – Membership Dues  
Section 6. Sustaining members of the Association, which includes manufacturers, jobbers, distributors, and/or sales personnel of fire apparatus, equipment, and accessories, may obtain sustaining membership in this Association upon payment of \$150 annual dues. Only sustaining members will be eligible to contract for exhibit space at the Annual Training Conference and Convention.

#### Proposed Change

Article V – Membership Dues  
Section 6. Sustaining members of the Association, which includes manufacturers, jobbers, distributors, and/or sales personnel of fire apparatus, equipment, and accessories, may obtain sustaining membership in this Association upon payment of \$170 annual dues. Only sustaining members will be eligible to contract for exhibit space at the Annual Training Conference and Convention.

The Association shall dedicate \$20 of the sustaining membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

### PROPOSAL #6

#### Current Reading

Article V – Membership Dues  
Section 9. Any person interested in the fire service may become an individual member of this Association by the payment of annual dues in the amount of \$20 per year which includes individual membership and allows for the eligibility of any other benefits which may be available to individual members.

#### Proposed Change

Article V – Membership Dues  
Section 9. Any person interested in the fire service may become an individual member of this Association by the payment of annual dues in the amount of \$30 per year which includes individual membership and allows for the eligibility of any other benefits which may be available to individual members.

The Association shall dedicate \$10 of the individual membership dues to a building fund to be used exclusively for the construction, purchase, renovation, repairs or addition to a building or for the purchase of land.

### PROPOSAL #7

SUBMITTED BY: RIO GRANDE VALLEY FIRE FIGHTER'S AND FIRE MARSHALS' ASSOCIATION

#### Current Reading

Article IV – Duties of Working Committees  
Section 14. Site Selection Committee: it will be the duty of the committee to visit prospective sites, negotiate with the appropriate facilities and bring the recommendations to the Executive Board for approval and then to the Convention Delegates for a vote of acceptance or rejection. This Committee shall consist of the Executive Director, the Association Meeting Planner, two (2) representatives for the current Executive Board and two (2) Past Presidents who shall be appointed by the incoming Association President after each Annual Conference & Convention proceedings.

#### Proposed Change

Article IV – Duties of Working Committees  
Section 14. Site Selection Committee: it will be the duty of the committee to receive proposals, visit all prospective sites, and negotiate with the appropriate facilities. All proposals will be reviewed and top three (3) sites shall

be visited. All sites shall be visited before the Annual Conference in June, so recommendations could be made to the Executive Board. Then the Executive Board shall recommend the top three (3) sites for the Convention Delegates to vote for acceptance or rejection. The Executive Board shall have their recommendations submitted by the end of the Annual Conference so prospective sites can be placed on the ballots for the Annual Conference & Convention Proceedings. This Committee shall consist of the Executive Director, the Association Meeting Planner, two (2) representatives from the current Executive Board and two (2) Past Presidents who shall be appointed by the incoming Association President after each Annual Conference and Convention proceedings.

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newsletter@sffma.org

## SFFMA PLANS FOR NEW BUILDING & PROPERTY SIGN

SFFMA continues to work with the architects and officials from Travis County ESD #5 to work out the details of the design of the new building and monument sign for property. The ESD is in its final stages of the development of the fire station and a sign located next to the road which will offer an LED board and the logos of the ESD and SFFMA. The new 12,000 square foot SFFMA building design is also being worked on with the architects to allow for ample parking spaces, storage, meeting and office space. It will also allow for the expansion of office space if we need it in the future or we partner with another organization. We hope that if the By-law changes go through it will allow us to afford the payments to the building, we will be able to start construction in the late summer or fall.



SFFMA New Building - North Elevation



SFFMA New Building - East Elevation

## The NFPA Process

## The NFPA Process

By Kenn Fontenot, Louisiana  
Director, National Volunteer  
Fire Council

The National Fire Protection Association (NFPA) standards have a significant impact on the fire service. Documents such as NFPA 1001 Standard for Fire Fighter Professional Qualifications, NFPA 1403 Standard on Live Fire Training Evolutions, NFPA 1500 Standard on Occupational Safety and Health, and NFPA 1901 Standard for Automotive Fire Apparatus are just a few of the many standards that the fire service uses as a basis for training, certification, and the acquiring of equipment.

The National Volunteer Fire Council (NVFC) strongly encourages all members of the fire service to be active in the development and review process for the NFPA standards. Standards and Codes are a key component of the NVFC's B.E.S.T. practices for health and safety. The B.E.S.T. practices, which make up the NVFC's Health and Safety Priorities, cover the four main focus areas of Behavior, Equipment, Standards and Codes, and Training. Learn more about all of the B.E.S.T. practices on the NVFC web site at [www.nvfc.org/health\\_safety](http://www.nvfc.org/health_safety).

#### Overview

Many wonder how the NFPA standards come into existence or how they are revised. The purpose of this article is to help clarify how standards are written, by whom, and how you, the user, can influence what goes into these documents.

Technical Committees (TC) for the various standards are formed consisting of volunteers, either individually, representing an organization, or having expertise and subject matter knowledge. NFPA balances the committee membership by selecting from various groups including users, labor, manufacturers, installers, applied research, enforcing authority, insurance, consumer, and special expert. This is to preclude one section from dominating the group. Each TC has an NFPA staff liaison to ensure that the codes and standards development process is followed.

Existing standards are revised approximately every five years. The revision cycle takes about two years and involves a five-step process. Individuals and organizations are encouraged to offer input and can influence the revision during several steps within the cycle.

Guiding principles for the NFPA Codes and Standards-Making System include due process, openness, and consensus. The following is a brief overview of the five-step process.

#### Step One: Call for Proposals

A public notice is made approximately two years before the document revision is complete. The public is encouraged to submit proposals to

the NFPA Standards Administration. You do not have to be a member of a TC to have your concern heard. The proposal does need to be on a Proposal Form, which is available on the NFPA web site at [www.nfpa.org](http://www.nfpa.org). Proposals can seek to clarify, add, or delete components of the standard. Any proposals received after the proposal period has closed will be held until the next cycle.

#### Step Two: Report on Proposals (ROP)

The submitter of the proposal does not need to be present at the ROP meeting. By process, the TC is required to consider and act upon all proposals. Proposals can also be submitted by members of the TC at the ROP meeting.

The TC will review all proposals for merit and discuss the limited options available to the committee. Each proposal is voted on in terms of the actions by the committee: accept, reject, accept in principle, accept in part, and accept in principle and in part. With the exception of the committee vote to "accept," the TC must also substantiate the reason for voting, which will become part of the ROP record. This vote is a simple majority vote made by the members of the committee present that allows the proposal to move to a "letter-ballot" (written ballot). It is not necessarily a reflection of the committee to accept the revision at this time. The letter-ballot is sent to all members of the committee after the ROP meeting is completed.

As part of the letter-ballot, TC members are balloted to accept, reject, accept in principle, accept in part, or accept in principle and in part. With the exception of the committee vote to "accept," the TC member must also substantiate the reason for voting.

The actions of the TC and the results of the simple majority vote and the two-thirds majority letter-ballot vote are published as part of the ROP and made public on the NFPA web site and in print. Anyone submitting a proposal will receive a printed copy of the results.

#### Step Three: Report on Comments (ROC)

Once the ROP is released, period for public comment is open. No new proposals can be submitted, but the proposals that were acted on by the TC can be addressed on a Comment Form and submitted to the TC for review and action. Again, an individual or organization can have input or influence on the standard. The letter-ballot by the TC does not mean that a proposal is complete. The public can request with substantiation the reason for the revision to be revisited. For example, the public may ask that a deleted item be returned to the standard, or else the public comments may ask for items to be removed. Minor changes in wording for syntax or grammar will also be considered.

The TC will convene to review and act on each public comment. Each comment is voted on in terms of the

actions by the committee: accept, reject, accept in principle, accept in part, and accept in principle and in part. With the exception of the committee vote to "accept," the TC must substantiate the reason for voting. This will become part of the ROC record. This vote is a simple majority vote made by the members of the committee present that allows the item to move to a letter-ballot. It is not necessarily a reflection of the committee to accept the revision at this time. The letter-ballot is sent to all members of the committee after the ROC meeting is completed.

As part of the letter-ballot, TC members are balloted to accept, reject, accept in principle, accept in part, or accept in principle and in part. With the exception of the committee vote to "accept," the TC members must also substantiate the reason for voting.

Before the results of this phase of the cycle are published, the Technical Correlating Committee (TCC) is convened to review and verify that there is no overlap between standards that would cause significant impact to the documents. The TCC then conducts a letter-ballot with a three-quarters majority required vote to accept, reject, accept in principle, accept in part, or accept in principle and in part. With the exception of the committee vote to "accept," the TCC must also substantiate the reason for voting.

The actions, simple majority vote, and two-thirds majority letter-ballot vote by the TC, and the actions and letter-ballot vote by the TCC are all published as part of the ROC and made public on the NFPA web site and in print. Anyone submitting a proposal will receive a printed copy of the results.

#### Step Four: Technical Committee Reports (TCR) Session

At the NFPA Conference each June, the TCR can be submitted with certified motions. In other words, it is another opportunity for a standards document to be revised based on motions that are presented prior to the convening of the Conference. This is accomplished by the submitter filing for a Notice of Intent to Make a Motion (NITMAM) to be submitted to the NFPA. The Motions Committee of the Standards Council reviews and certifies the motion. The motions can only be on the items based on the ROP and ROC. There are limitations as to who can make a motion. The motion is placed on the agenda and anyone can speak to the issue. The vote is made by the NFPA general membership present. Successful motions are then letter-balloted through the respective TCs and TCCs.

#### Step Five: Standards Council Issuance

All the steps previously outlined are documented and written in a way that reflects the concerns of all who participate in the process. From the proposals that are submitted by the individual or organization, the substantiations, the letter-

balloting, the publications, and the public comments become part of a public document transparent for all to see. Appeals can be made to the Standards Council if someone believes the process was not followed. Once the appeals are heard and acted upon, the Standards Council will issue the standard. The standard is published with all the revisions and the cycle is complete.

While the process appears to be complex and detailed, it is understood that this process is valid. The NFPA Codes and Standards have saved lives and property.

#### In Closing

Unfortunately many times the fire service does not take advantage of the process until the document is validated and final. Then there is a general pulling of hair and gnashing of teeth and the feeling that the NFPA has caused the sky to fall.

Hopefully, this article has clarified the NFPA standards revision process and how to participate. When standards affecting you are due for revision, get involved in the process. Write proposals. Suggest changes. Add, delete. Become acutely aware of the timing of both proposals and public comment periods. When the document is released for public comment and the proposal you submitted is rejected, write a comment. This will ensure that the TC has given thoughtful consideration to your suggestion. Additionally, consider volunteering to sit on a Technical Committee.

The fire service should take a more proactive approach to the NFPA Codes and Standards Process. This assures that your needs and concerns are being considered and if justified, additions, changes, or deletions are made to the documents. Your input has a strong impact on the Technical Committee and the resulting standard. Be part of the process - you do have an influence.



*Kenn Fontenot is the National Volunteer Fire Council's Louisiana Director and Chair of the NVFC Health and Safety Committee. He is also a Charter Member and First Fire Chief of the LeBlanc Volunteer Fire Department. Fontenot is a Principal Member on the NFPA 1001 standards committee and Alternate Member of NFPA 1021, is the Regional Fire Training Coordinator at the Louisiana State University Fire and Emergency Training Institute, and is a Past President of the Louisiana State Firemen's Association. He holds an Associate's Degree in Fire Science.*



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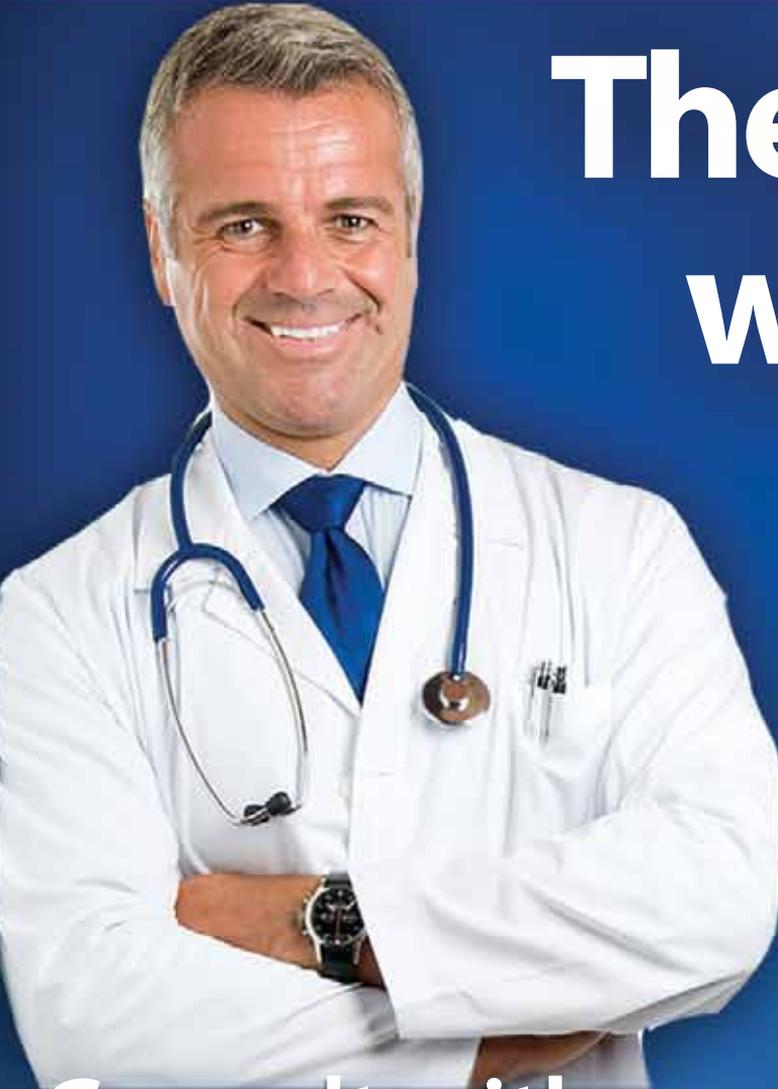


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SFFMA 4<sup>th</sup> Vice President

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  - Credentials Committee
  - Constitution and By-laws Committee
  - Sergeant at Arms Committee

### NORTH TEXAS DISTRICT

- Firefighter of the Year 2010
- Past President
- Past Secretary

### ALVARADO FIRE DEPARTMENT

- Joined Alvarado FD in 1977
- Fire Chief for Alvarado since 1989

### CERTIFICATIONS

- SFFMA - Advanced
- TCFP - Head of Department

Email: [vanwinkler@cityofalvarado.org](mailto:vanwinkler@cityofalvarado.org) Phone: 817.538.2313

# CHIEF RICHARD B. GASAWAY

**Hello** to all my first responder friends in Texas!

I am really excited to be joining you to celebrate the 136<sup>th</sup> Annual Conference of the State Firemen's and Fire Marshals' Association. I am honored to have the opportunity to share two very powerful safety messages during my visit.

First, on Sunday I will be delivering an address entitled "A Recipe from Hell's Kitchen." During my evaluation of hundreds of first responder casualty incidents I found there were disturbing themes that tied many of these events together. I will share with you the "recipe" that may reveal your organization is on its way to having a catastrophe. Of course, I will also share with you how to change the recipe to improve the safety of your members.

Then, on Monday I am going to discuss some really important (and cool) things I learned while conducting research on how first responders make decisions under stress. I'll share with you some amazing things I discovered as I studied a bunch of "B. S." (brain science). But don't worry. I'm not going to try to impress you with a bunch of scientific gobbledegook. The lessons are too important to risk any misunderstanding. This program has been described as a "wake up call" for all first responders. You're not going to want to miss it!

I am on a journey to help first responders see the bad things coming in time to change the outcome. Thanks for coming aboard and riding along with me for a few hours. I am confident you'll find your time well-spent!

*Chief Richard B. Gasaway*

Richard B. Gasaway  
PhD, EFO, CFO, MICP



Chief Richard B. Gasaway, PhD, EFO, CFO, MICP

Richard B. Gasaway entered the fire service in 1979 and has served as firefighter, paramedic, lieutenant, captain, assistant chief and fire chief in 6 fire and EMS agencies in West Virginia, Ohio and Minnesota. After completing his 30-year fire service career, Chief Gasaway now splits his time among four endeavors: He is the founder and Executive Director for the Center for the Advancement of Situational Awareness and Decision Making; Chief Scientist for the Public Safety Laboratory, Chancellor of the Credentialing Board for the International Society of Fire Service Instructors and Founder of the Public Safety Training Network.

Chief Gasaway holds bachelors, masters and doctoral degrees in finance, economics, business administration and leadership. He is a resident faculty member at the National Fire Academy and is an instructor in the Executive Development Program for the Maryland Fire & Rescue Institute. He is a graduate of the National Fire Academy's Executive Fire Officer Program and is an Accredited Chief Fire Officer through the Commission for Public Safety Excellence.

As a professional speaker and author, Dr. Gasaway has contributed to more than 150 books, book chapters and journal articles on topics related to leadership, safety and decision making. His best selling book, *Fireground Command Decision Making*, serves as a popular read for developing and experienced incident commanders. His high-energy, humor filled presentations are a favorite with emergency service providers and have earned him over 1,000 program and keynote address invitations throughout the United States, Canada, The United Kingdom, The Netherlands, Australia and Borneo.

Dr. Gasaway has been the recipient of several prestigious honors including the American Heart Association's Phoenix Award, the C. B. Shingleton Academic Scholarship, the William J. Litzinger Outstanding Instructor Award, and the British Fire Journal – W.L. Gore Research Excellence Award.

Chief Gasaway hosts the *Leader's Toolbox* on Firehouse.com – a monthly podcast radio program that addresses leadership challenges in emergency services. The program has enjoyed more than 150,000 downloads making it one of the most popular fire service leadership podcast shows on the Internet.

## KEYNOTE ADDRESS - SUNDAY, JUNE 10TH - 2:00 PM

A recipe from Hell's Kitchen: Sharing the ingredients for catastrophe and success.

The surest way to create a first responder casualty event is to follow a simple eight-step recipe. This keynote address shares the secret ingredients that when combined, in the right proportions, will produce a bitter catastrophe. But it doesn't have to turn out that way. Come and learn a better recipe to improve the safety of your first responders.

## TRAINING PROGRAM - MONDAY, JUNE 11TH - 10:00 AM - 6:00 PM

Mental Management of Emergencies: Improving situational awareness and decision making under stress.

Since the inception of the National Firefighter Near-Miss Reporting System in 2005, the leading contributing factors to near-miss events have not been related to equipment or procedures or training. The leading contributing factors are situational awareness and decision making. Likewise, the line-of-duty death investigation reports by the National Institute of Occupational Safety & Health continually identifies issues with situational awareness and decision making as leading contributing factors in casualty events.

Organizations with great equipment, sound procedures and quality equipment are still killing dozens of firefighters annually at emergency scenes. If we are going to reduce emergency responder casualty incidents, we must first improve their ability of our responders to develop and maintain strong situational awareness and to understand how to make decisions under stress. This program focuses on improving the understanding of situational awareness and decision making.

The program explores and discusses:

- 6 ways your decision making are impacted by physical and mental stress
- 7 step process for how experts make decisions in high stress, dynamic, rapidly changing environments;
- 4 essential components to making decisions under stress
- 4 levels of competency in the development of expertise including tips for how to accelerate the development of expert-level performance
- how decision making is influenced by pattern matching, mental modeling, sense-making and information chunking
- 3 levels of situational awareness including how to develop and maintain each

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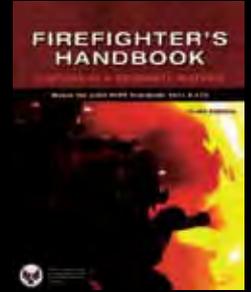
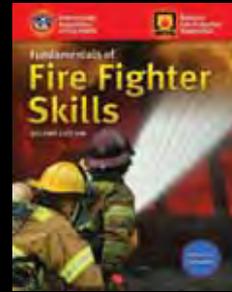
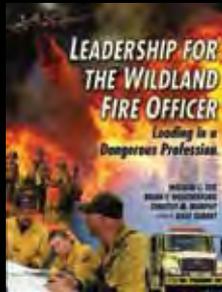
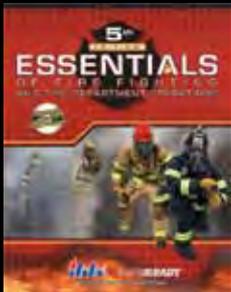


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# CONFERENCE INFORMATION

June 8 - 13, 2012

Houston, TX

## MAIN EVENTS

### EXHIBITS

Reliant Park  
Exhibit Hall E2 and E4  
Saturday, June 9, 2012  
9 AM - 5 PM

Transportation from the Crowne Plaza Hotel will be provided during Exhibit hours.

### PRESIDENTS' RECEPTION

Crowne Plaza Houston near Reliant Park  
Saturday, June 9, 2012  
7 - 9:30 PM

Rex Klesel and Donna Chudalla invite you to join them for a poolside party at the Crowne Plaza Hotel. Refreshments and music provided.

### DRIVING CONTEST

Green Parking Lot - next to Crowne Plaza  
Sunday, June 10, 2012  
7:30 - 9:30 AM

Sign up to test your ability at a timed obstacle course or come cheer for a friend.

### MEMORIAL SERVICE

Crowne Plaza or Reliant Park  
Sunday, June 10, 2012  
10:30 AM - 12 PM

To honor those who passed away in a line of duty or non-line of duty in the past 12 months.

### BUSINESS SESSIONS

Crowne Plaza Houston near Reliant Park  
Sunday, June 10 (2 - 5 PM), Monday, June 11 (8 - 9:30 AM)  
Wednesday, 13 (8 - 10:30 AM)

Business Sessions include Fire Service Agency Reports, Executive Director's Report, Committee Reports and Updates, Keynote Speaker and delegate voting (Wednesday).

### GOLF TOURNAMENT

Wildcat Golf Club  
Monday, June 11, 2012  
1 - 5 PM

Golf Tournament has on average 60 players. Registration fee is \$75 per player. Everyone wanting to participate in the Golf Tournament must be pre-registered by May 31, 2012. SFFMA members can pay on Saturday, June 9, 2012 at the Exhibit Hall, non SFFMA members have to submit full payment with registration. Refreshments are provided at no additional cost.

### HOSPITALITY NIGHT

Crowne Plaza Houston Near Reliant Park  
Monday, June 11, 2012  
7 - 10 PM

Various candidates for office and other entities will be hosting Hospitality Suites at the Crowne Plaza on Monday evening. Food and drinks will be provided. Open to all conference attendees.

### PUMPER RACES

Reliant Park  
Tuesday, June 12, 2012  
3 - 5 PM

Pumper races for 3 and 6 men/ ladies teams. Team members don't have to be from the same fire department. Each 3 member team has to run 50' before performing the following: first member connects a hose to the truck, second member connects hoses together and third connects nozzle to allow water to flow until a stream emerges from the nozzle. 6 member team members have to connect hard suction hose to hydrant, pull hose from the hose bed and in an approximate straight line, connect to pumper on one side and to a nozzle on the other side, open valve on hydrant and allow water to flow until a stream emerges from the nozzle.

### AWARDS BANQUET

Crowne Plaza Houston near Reliant Park  
Tuesday, June 12, 2012  
7 - 9:30 PM

Sit-down dinner followed by the Awards Ceremony for the Driving Contest, Golf Tournament, Pumper Races, Poster and Photo Contests. Dress code: no shorts or flip flops, please. Each conference attendee will receive one (1) banquet ticket with their registration. Additional tickets can be purchased for \$30 each.

## SCHEDULE

### Friday, June 8, 2012

6 - 7 AM	Exhibits Committee Meeting
7 AM - 5 PM	Exhibitor Registration
7 AM - 5 PM	Exhibit Hall Move-In
8 AM - 12 PM	TIESB Meeting
12 PM	Executive Board Meeting
2 PM	Certification Board Meeting
3 PM	T*Flag Meeting
3 PM	TFA Board and Committee Meeting
3 PM	Fire Marshal Committee Meeting

### Saturday, June 9, 2012

7 AM	Past Presidents Breakfast (By invitation only)
7 - 8:30 AM	Constitution & By-laws Committee
7 - 8:30 AM	Finance Committee
8 AM	Poster Committee Meeting
8:15 AM	Firefighter/EMS Responder of the Year Interviews
8:30 AM	Sergeant at Arms Meeting
9 AM	Ribbon Cutting
9 AM - 5 PM	Exhibit Hall Open
9 AM - 5 PM	Registration inside the Exhibit Hall
9 AM - 5 PM	Golf / Driving / Poster Registration / TFA / Pumper Races
9 AM - 5 PM	Vendor Workshops
10 AM - 12 PM	Memorial Service Rehearsal
1 - 3 PM	TFA Workshops
3 - 4 PM	SFFMA Recognition of Exhibitors
5 - 6:30 PM	EMS Committee
5 - 10 PM	Exhibit Hall Move Out
5:30 PM	District Officers Meeting
7 - 10 PM	Presidents' Reception

### Sunday, June 10, 2012

7:30 - 9:30 AM	Driving Contest
8 AM	Firefighter of the Year Breakfast (By invitation only)
10 AM	Memorial Service Lineup
10:30 AM - 12 PM	Memorial Service
12:30 - 1:30 PM	Luncheon
	Mascot/ Sweetheart Reunion
2 - 5 PM	First Business Session
3 PM	TFA Scrapbook Judging
6 PM	Open night

### Monday, June 11, 2012

7:30 AM - 12 PM	Registration
7:30 - 8:30 AM	Poster Contest Judging
7:30 - 8:30 AM	TFA Business Meeting registration
8 - 9:30 AM	Second Business Session
8:30 AM	TFA Business Meeting
10 AM - 6 PM	Keynote Training
10 AM - 5 PM	Training Workshops
1 PM	Vernon "Blondy" Rucker Memorial Golf Tournament
2 PM	TFA Game day
6 - 9 PM	Hospitality Night Events

### Tuesday, June 12, 2012

7:30 AM - 12 PM	Registration
8 AM	Credentials Committee
8 AM - 3 PM	Training Workshops
11 AM	TFA Luncheon
1:30 PM	Pumper Race Team Captain Meetings
3 - 5 PM	Pumper Races
7 - 10 PM	SFFMA Awards Banquet/Dinner

### Wednesday, June 13, 2012

8 - 10:30 AM	Third Business Session
9 AM	TFA Board Meeting
1 - 3 PM	SFFMA Executive Board Meeting



# PLEASE ANSWER QUESTIONS BELOW

- Do you require special assistance during conference? Please specify. \_\_\_\_\_
- Do you have any severe food allergies or dietary restrictions? (Sunday luncheon & Tuesday dinner). \_\_\_\_\_  
 Vegetarian     Vegan     Gluten Free     Other \_\_\_\_\_

## TRAINING WORKSHOPS

	AM	9:00AM	10:00AM	11:00AM	PM	1:00PM	2:15PM	3:30PM
<b>SATURDAY</b>	EXHIBIT GRAND OPENING	<input type="checkbox"/> ULTRA-HIGH PRESSURE SYSTEMS <i>Bill Carroll</i>	<input type="checkbox"/> FIRST RESPONDER EDUCATION & INFORMATION FOR IMMTRAC <i>Andrea Legnon</i>	<input type="checkbox"/> PUBLIC SAFETY OFFICER'S & OTHER BENEFITS <i>David F. Wyrwas</i>	<input type="checkbox"/> NFPA 1901 - WHY IT'S IMPORTANT FOR YOUR FIRE DEPARTMENT <i>Paul Christiansen</i>	<input type="checkbox"/> NEW CAR TECHNOLOGY! DOES YOUR DEPARTMENT HAVE WHAT IT TAKES <i>Kirby Wilson</i>	<input type="checkbox"/> USING FIREHOUSE FOR SFFMA REPORTING <i>Mike Rogers</i>	
<b>MONDAY</b>	8:00AM		10:00AM		1:00PM		3:00PM	
			<input type="checkbox"/> MENTAL MANAGEMENT OF EMERGENCIES <i>Richard B. Gasaway</i>		MENTAL MANAGEMENT OF EMERGENCIES <i>Richard B. Gasaway</i>		MENTAL MANAGEMENT OF EMERGENCIES <i>Richard B. Gasaway</i>	
					<input type="checkbox"/> TEXFIRS I <i>Virginia Garza</i>		<input type="checkbox"/> TEXFIRS II <i>Virginia Garza</i>	
	2ND BUSINESS SESSION		<input type="checkbox"/> ISO WHAT YOU NEED TO KNOW - AN UPDATE ON TOOLS, RESOURCES AND THE FSRs <i>Robert "Butch" Cobb</i>		<input type="checkbox"/> 12 REASONS FIRE TRAINING CAN FAIL <i>Danny Hurt</i>			
			<input type="checkbox"/> PREHOSPITAL CARE OF THE ACUTE STROKE PATIENT <i>Tim Smith</i>		<input type="checkbox"/> FIREFIGHTER SAFETY, ARE WE GETTING BETTER AT IT? <i>Ronnie Sexton</i>			
			<input type="checkbox"/> NEW RULES FOR INSPECTION OF STATE-LICENSED FACILITIES <i>Mike Montgomery</i>		<input type="checkbox"/> FIREFIGHTER REHAB - Part I <i>Mike McEvoy, Ph.D., REMT-P, RN</i>		FIREFIGHTER REHAB - Part 2 <i>Mike McEvoy, Ph.D., REMT-P, RN</i>	
					<input type="checkbox"/> SFFMA CERTIFICATION WORKSHOP <i>Kevin Creamer</i>		<input type="checkbox"/> SFFMA CERTIFICATION TESTING <i>Kevin Creamer</i>	
<b>TUESDAY</b>	8:00AM		10:00AM		1:00PM		3:00PM	
	<input type="checkbox"/> SPECIAL SITUATIONS - THE HEAT IS ON! <i>Bob Koenig</i>				<input type="checkbox"/> TEXAS FIRE SERVICE 101 <i>Chris Barron</i>			
	<input type="checkbox"/> RESPONSE TO ELECTRICAL POWER PLANTS <i>Woody Cole</i>		<input type="checkbox"/> HAZMAT OFFICER, TAG YOU ARE IT! <i>R.W. "Bob" Royall</i>		<input type="checkbox"/> SAFETY OFFICER AT INDUSTRIAL INCIDENT <i>Stephen Greco</i>			
	<input type="checkbox"/> GROUND COVER - Part I <i>Mark Wobus</i>		GROUND COVER - Part II <i>Mark Wobus</i>		<input type="checkbox"/> SPRINKLER SYSTEMS <i>Neal Morton</i>			
	<input type="checkbox"/> FIRE CAUSE & ORIGIN <i>HCFMO Arson</i>		<input type="checkbox"/> BASTROP COMPLEX FIRE Q/A PANEL <i>Henry Perry</i>		<input type="checkbox"/> PUBLIC AND MEDIA <i>John Pape</i>			
	<input type="checkbox"/> BASIC PUBLIC INFORMATION & MEDIA <i>Francisco Sanchez Jr.</i>		<input type="checkbox"/> ON SCENE PUBLIC INFORMATION & MEDIA <i>Francisco Sanchez Jr.</i>		<input type="checkbox"/> SURVIVING THE FIREGROUND <i>Robert "Butch" Cobb</i>		PUMPER RACES	
	<input type="checkbox"/> THE RISK OF VEHICLE CONVERSIONS <i>Roy Mercer</i>		<input type="checkbox"/> SAFETY OFFICER II <i>John Hicks</i>		<input type="checkbox"/> TCFP - UPDATE <i>Don Wilson</i>			
	<input type="checkbox"/> The ABC's of DRT <i>Steve Arze, MD</i>		<input type="checkbox"/> ASSESSING & MANAGING THE EYES <i>Jay D. Cloud</i>		<input type="checkbox"/> THE STRUCTURE AND FUNCTION OF A BURN UNIT <i>James Cross, MD</i>			
			<input type="checkbox"/> SO...YOU WANT TO ADOPT... <i>Mike Montgomery</i>		<input type="checkbox"/> ARSON AS A TERRORIST WEAPON <i>Mike Montgomery</i>			
	<input type="checkbox"/> RECRUITMENT & RETENTION <i>Chris Barron</i>		<input type="checkbox"/> COURAGE TO BE SAFE - Part I <i>Dennis Gifford</i>		COURAGE TO BE SAFE - Part II <i>Dennis Gifford</i>			
			<input type="checkbox"/> TRAIN THE TRAINER - READY, SET, GO <i>Jerry Williams</i>		<input type="checkbox"/> COMMUNITY WILDFIRE PROTECTION PLAN <i>Justice Jones</i>			

THANK YOU!

# CONFERENCE HOST HOTEL

Crowne Plaza Houston  
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## 2012 TEXAS FIREMEN PHOTO CONTEST

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Life-Saving Acts

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DEADLINE TO ENTER IS  
FRIDAY • MAY 18, 2012

Anyone can enter the contest with the  
**EXCEPTION** of professional photographers,  
no minimum age requirement.



# VFD Assistance from Texas Forest Service

by April Saginor

Email: [asaginor@tfs.tamu.edu](mailto:asaginor@tfs.tamu.edu)



Almost 4 million acres of Texas land burned in an unprecedented wildfire season last year. Time after time, the 911 alarm sounded, and firefighters scrambled aboard battle-worn engines and headed to the scene.

Many faced organizational and personal tragedies of their own. Hundreds of responders felt the gut-wrenching frustration of seeing homes go up in flames, despite their best efforts to save each and every one. Some firefighters even lost their own homes while battling to protect those of others.

When flames engulfed the fire stations in two small Texas communities last year, it seemed like things couldn't get much worse. Fire destroyed the 356 Volunteer Fire Department station in Trinity County in July 2011. The small department operates on an annual budget of just \$5,300, provided primarily by county government. They're staffed with 18 firefighters, none of whom are paid.

Responding to a call from the county sheriff's office on the morning of July 17, Chief Travis O. Bryan and other volunteers headed to the station to battle the blaze.

By the time the fire was extinguished, 356 VFD had lost its fire station, two brush trucks, a rescue truck and a tanker truck – all worth about \$400,000.

"We lost everything from the slab up," Bryan said.

Within days of the tragic blaze, officials with Texas Forest Service's Helping Hands Program contacted 356 VFD and made arrangements to provide a pumper/tanker, protective clothing and a sizeable delivery of fire equipment.

Not long afterward, the department applied for and received an emergency grant through Texas Forest Service's Rural Volun-

teer Fire Department Assistance Program to help it acquire a new replacement brush truck loaded with a hose and generator. The total value of the items provided by Texas Forest Service is \$48,572 – more than nine times the department's annual budget. Texas Forest Service, a member of the Texas A&M University System, operates nine assistance programs for the state's 1,900 fire departments.



356 donation: Texas Forest Service's Helping Hands program delivered a new truck to 356 VFD in Trinity County after the station was damaged by fire.

"The efforts of the Texas Forest Service got us back to fighting fire in our area and providing mutual aid to the surrounding communities," Bryan said.

Trinity County is located within an area designated by Texas Forest Service as the "East Branch" of the state. The branch covers 42 counties – each of which saw significant wildfire activity in 2011. East Texas fire departments and Texas Forest Service responded to 2,439 fires that burned 191,598 acres during the 2011 fire season. One such blaze – the Bearing Fire on June 17, 2011 – wiped out 20,222 acres and destroyed an estimated 30.6 million cubic feet of timber, valued at \$18.3 million. It was important for the volunteers to get back to protecting their community as the fire season raged on, Bryan said, noting that the closest fire department to 356 VFD is about 15 miles away.

"During the height of fire season, we didn't stop running," he said. And it wasn't just Texas Forest Service that assisted 356 VFD. Departments from all over the nation sent donation checks. A pumper truck came from South Carolina, and fire departments in Louisiana and Missouri sent hand

tools and bunker gear.

The 356 VFD's small group of volunteers can now respond to fires, but the department still struggles. The firefighters communicate by cell phones and keep their fire trucks parked at a gated location where they can be monitored during the day. The volunteers remain, however, committed to defending the homes and lives in the community where they live.

"We really appreciate the help from our community and the citizens of the state of Texas and beyond," Chief Bryan said, "and we extend a special thank you to Texas Forest Service. They really came through for us."

As the 2011 winter holiday season approached, another tragedy struck.

Firefighters in the South Texas community Linn-San Manuel were enjoying a holiday party on Dec. 10 when they received the 911 call that their fire station was engulfed in flames.

Although the blaze wiped out the building, a pumper truck, rescue gear and other equipment, the firefighters felt fortunate. No one was injured, and a tanker truck and two brush trucks escaped harm because they were on call with the volunteers at the holiday party.

Chief Domingo Hinojosa, Jr. said responding to a fire at his own station was something he never thought he'd have to do.

"It felt like somebody had ripped

my heart out of my chest," he said. "It was really emotional. Our firefighters felt completely helpless not being able to put out our own fire. We just had to stay strong."

The fire department has no paid members and, like other departments across the state, had a year of vigorous activity in 2011. During last year's unprecedented fire season, the 40 counties in Texas Forest Service's "South Branch" responded to 65 fires that burned 235,413 acres.

The 24 volunteers at Linn-San Manuel VFD serve an area that is primarily ranch land, and about 90 percent of the department's calls are wildfires in grass or brush, rather than structure fires, Hinojosa said.

The department receives a "per-call" rate from Hidalgo County, meaning they receive funding based on each fire response. The organization has an annual operating budget ranging from \$30,000 to \$60,000 per year plus donations, Hinojosa said.

Upon hearing that the Linn-San Manuel VFD building was destroyed, neighboring departments stepped forward with offers of equipment and tools. Officials already had been raising funds for a new station, and the process was expedited after the winter blaze.

Texas Forest Service's Helping Hands Program offered rapid assistance with a pumper truck, fire equipment and protective gear – worth a total of \$36,584.



The Linn-San Manuel Volunteer Fire Department station was engulfed in flames on Dec. 10, 2011 and lost a pumper truck, rescue gear and other equipment.

"We've had an outpouring of support, tremendous support," Hinojosa said. "We never had a lapse in service. It's really important to arrive before a fire gets too big. With the help we've received, we're able to continue to serve and protect our community." The department is now temporarily housed in a former post office located next to the fire station that burned. The volunteers use radios on loan from the county emergency management office and are hoping to be in a new permanent home by the end of the year. Hinojosa said his No. 1 priority is to protect the homes and families of Hidalgo County.



Linn-San Manuel VFD: The Helping Hands program allows fire departments to donate equipment that is then redistributed to fire departments in need.

"In 2008, we had a fire that burned 64,000 acres," he said. "It devastated our community. We lost a lot of cattle and burned a lot of ranchland. Since then, our strategy has always been to stop each fire before it gets that big. We do it for our community."

It's departments like 356 VFD and Linn-San Manuel VFD – and the hundreds of others throughout the state of Texas – that protect citizens from harm. Staffed with volunteer and paid members who routinely put their lives on the line, volunteer fire departments are the primary first line of defense in emergency response.

Texas Forest Service's fire department assistance programs are a special initiative of state government designed to help fire departments accomplish their emergency response mission. Since its inception in 2002, the Rural Volunteer Fire Department

Assistance Program has awarded more than 17,500 grants to Texas volunteer fire departments, valued at more than \$154 million.

No other state offers a comparable suite of fire department assistance programs. In fact, Texas Forest Service has been nationally recognized seven times for assistance to underserved communities.

"Assistance like this occurs every week of every month and has been for more than 20 years," said Mark Stanford, Texas Forest Service's Associate Director for Forest Resource Protection. "Volunteers cycle in and out of fire departments, as do members of our staff. Yet the commitment to service, both by the fire departments and our agency, remains the same."

Joe Fox, department head for Texas Forest Service's Capacity Building Programs, said the agency is grateful for the work of local firefighters.

"Service as a firefighter and service on a volunteer fire department requires great personal initiative and a readiness to engage in daring action in times of danger," Fox said. "The operation of a community fire department is equally a challenging and expensive enterprise. Local fire departments desperately need continuing, sustainable financial support from their communities. Texas Forest Service is proud to work alongside and in close cooperation with local fire departments, and proud to offer a collection of assistance programs that help, in some small measure, to equip, train and protect fire departments and their members."



Lometa Fire Department donated a truck that was distributed to Linn-San Manuel through the Helping Hands program.

## Texas Forest Service's Fire Department Assistance Programs:

### Department of Defense Firefighter Property Program (FPP)

In partnership with the Department of Defense and the USDA Forest Service, Texas Forest Service administers the Firefighter Property Program (FPP), which provides excess military property to firefighting organizations.

### Fire Quench Program

Fire Quench is a Class A firefighting foam. It is available from Texas Forest Service offices throughout the state and is made available for sale to local fire departments. Fire Quench is sold in 55-gallon drums and 5-gallon pails.

### Firesafe Program

This program provides low-cost wildland and structural protective clothing, hoses, nozzles and other water-handling accessories to rural and small community fire departments.

### GSA Wildland Fire Program

The U.S. General Services Administration permits non-federal organizations to purchase wildfire suppression equipment through its catalog. The purpose is to help fire departments acquire standardized equipment, supplies and vehicles in support of wildland fire suppression efforts. Texas Forest Service provides enrollment sponsorship in this federal program.

### Helping Hands Program

This program provides used equipment to volunteer fire departments. By statute, liability relief is granted to donors in industry, business, cities and others that donate surplus fire and emergency equipment to the program. Texas Forest Service then distributes the donated equipment to needy fire departments across the state.

### Rural Volunteer Fire Department Assistance Program

**(HB 2604):** This program provides reimbursement grants to qualified fire departments to assist in the purchase of PPE, fire equipment, rescue equipment and training. It's designed to fund a full spectrum of cost-share projects and continues to make a significant impact on firefighters and communities.

### Rural VFD Insurance Program

This program provides reimbursement grants to qualified fire departments to assist in the purchase of workers' compensation insurance, life insurance and disability insurance for their members.

### Texas Intrastate Fire Mutual Aid System (TIFMAS) Grant Assistance Program

Provides grants to qualified fire departments to assist in the purchase of training, equipment and apparatus to not only strengthen fire departments but also support mutual aid mobilizations. During the 2011 fire season, TIFMAS mobilized 13 times with a total of 207 departments, 1,274 firefighters and 329 engines.

### VFD Vehicle Liability Insurance

The Texas Volunteer Fire Department Motor Vehicle Self Insurance Program (VFD Risk Pool) provides low-cost vehicle liability insurance to qualified volunteer fire departments.

### Contact us:

[texasfd.com](http://texasfd.com)

(936) 639-8100

(979) 458-6505

# IN MEMORIAM

## IN-LINE OF DUTY

**Larry Gale Nelson**  
Val Verde FD  
August 12, 2011

**Brody Fleming**  
Plano FD  
March 12, 2012

**Matt Waller**  
Memphis FD  
February 25, 2012

**Sr. Capt. Thomas W. Dillion**  
Houston FD  
March 14, 2012

## NON-LINE OF DUTY

**Odis Wells**  
Stafford FD  
May 7, 2011

**Carsten Meyer**  
Ingleside VFD  
December 11, 2011

**Lonnie W. Tiemann**  
Brenham FD  
May 29, 2011

**James (Jimmy) H. Fathauer**  
Brenham FD  
December 12, 2011

**Ralph Michael Harper**  
Lake Jackson FD  
June 18, 2011

**C.H. Boring**  
Rosenberg FD  
December 16, 2011

**Jerry Collier**  
Hereford VFD  
July 30, 2011

**Alex White**  
Bexar County South VFD  
December 20, 2011

**Honore Castro**  
McAllen FD  
September 6, 2011

**Nathan Watson**  
Canyon FD  
December 29, 2011

**Jack Jennings**  
Canyon FD  
September 23, 2011

**Patti Donnelly**  
TFA Past President  
February 7, 2012

**Chief EH "Butch" Derr**  
McAllen FD  
October 17, 2011

**Lloyd Thomas Graham**  
Conroe FD  
February 3, 2012

**Dee Keilers**  
Ozona FD  
November 1, 2011

**Sarah Elizabeth Truitt Chase**  
Aransas Pass VFD  
February 16, 2012

**Steve Perdue**  
Mineral Wells FD  
December 5, 2011

**Robert Capozzelli**  
Conroe FD  
March 23, 2012

NOTE: See page 9 for more information on how to submit names of those who passed away in the past year, to be included in the Memorial Service Program during our Annual Conference and Convention in June.



**Clement Howard Boring**  
1919 - 2011

Clement Howard Boring, Jr. was born in Rosenberg, Texas, February 3rd, 1919 and graduated from Rosenberg High School in 1935. He attended Baylor University and Draughn Business College. C.H. married Anne and they had nine children: Nita, Reggie, Wayne, Diane, Howie, Mike, John, Catherine, and Elizabeth. They have 17 grandchildren and 14 great

grandchildren. C.H. joined the Rosenberg Volunteer Fire Department in 1937 at the age of 18. This made him the youngest member of the department.

C.H. also served in the U.S. Navy during World War II where he saw combat in the Pacific on the U.S.S. Daniel T. Griffin. After the war, C.H. returned to the fire department. He became Assistant Fire Chief in 1948 and was Chief from 1955 until 1981. C.H. served on the Rosenberg Fire Department for a total of 44 years. His philosophy was, I will not send a firefighter into any situation that I would not go myself.

During his tenure at Rosenberg FD he was a member of the pumper race team which won many honors, both in district and state races. During the 44 years C.H. was a member they were state champions nine years, won first place at the State Fair of Texas in Dallas and also won the World Fair Championship in Seattle, Washington in 1961.

He served as president of both the Tri-Rivers and Gulf Coast District Firefighter Association, but the highlight of his career was in 1957 when he was elected fourth vice president of the State Firemen's and Fire Marshals' Association of Texas. He served as President in 1961. When he completed his term on the board, Major Jeff Stovall handed him the keys to the first fire chief's car. The car was purchased through donations from the citizens of Rosenberg. Fund raising was with the help of Gerald Matheaus, Rick and Gary who all later became fire chiefs at Rosenberg VFD. This is one of the many things C.H. was very proud of.

In 1981 he sold his family's business in Rosenberg. On May 14th, 2005 a firefighter statue was placed at the entrance of the Rosenberg civic center honoring him as fire chief emeritus. In 1997 C.H. and his wife Anne moved to Honolulu, Hawaii, and he was active in the Waikiki Baptist Church for many years. He passed away on December 16, 2011.



**Eugene Steven "Steve" Perdue**  
1948 - 2011

Steve Perdue, 63, the emergency management coordinator for Palo Pinto County and fire chief for Mineral Wells Volunteer Fire Department, passed away Monday, Dec. 5, 2011, in Mineral Wells, Texas.

He was born Feb. 12, 1948, in Ranger, son of the late Eugene and Ruby Wescott Perdue. Steve earned Bachelor's and Master's degrees from Tarleton State University and began his teaching career in the late 1960s with the Mineral Wells ISD where he taught chemistry and advanced science. After several years of teaching, Steve took a position as assistant principal of Mineral Wells High School. After leaving Mineral Wells ISD, Steve taught the EMT program at Weatherford College.

He also taught at the TEEX Municipal Fire School at Texas A&M. Steve believed in educating everybody and taught in most Texas counties with firefighters eager to learn. In March 1977, Steve joined the Mineral Wells Volunteer Fire Department where he held positions from the rank of firefighter to his current position of chief. He served on the legislative board of the State Firemen's and Fire Marshals' Association of Texas and was instrumental in starting and maintaining Tommy's Angel Tree in Mineral Wells. Steve was prominent in the acquisition of much-needed equipment for multiple fire departments, including Mineral Wells, through his tireless efforts in grant-writing.

Steve's faithful participation on the SFFMA T-FLAG Committee was invaluable as he worked session after legislative session to help protect and further the interests of all volunteer firefighters in this state. His influence on state and federal legislators alike was impactful and far-reaching as he fought time after time to ensure the decisions they made would be beneficial to the fire service. His presence will be greatly missed.



# CONFERENCE COURSE DESCRIPTIONS

## A-LA-CARTE WORKSHOPS SATURDAY, JUNE 9<sup>TH</sup> RELIANT PARK

**9:00 - 9:50 am**  
**Ultra High Pressure Systems**  
*Bill Carroll*  
General Manager - HMA

Discussion of the benefits of ultra-high pressure fire suppression systems.

**10:00 - 10:50 pm**  
**First Responder Education & Information for ImmTrac**  
*Andrea Legnon* - Tx Department State Health Services

ImmTrac Participation can: Help to ensure first responders receive immunizations to protect them against communicable diseases that they may be exposed to when responding to a disaster/emergency.

**11:00 - 11:50 am**  
**Public Safety Officer's and Other Benefits**  
*David F. Wyrwas* - VFIS

On average over 100 firefighters lose their life and over 80,000 suffer injuries while protecting their communities. This seminar provides an overview of benefits available to protect the financial security of the Firefighter and his/her family. Public Safety Officer's Benefit (PSOB), State Death benefits, Workers Compensation and supplemental line of duty benefits are discussed. The intent is to enhance awareness of the benefits to ensure injured and deceased firefighters receive all benefits available to them.

**1:00 - 2:00 pm**  
**NFPA 1901- Why it's Important for Your Fire Department**  
*Paul Christiansen* - Aerial Product Manager - Ferrara Fire Apparatus  
Critical safety items covered in 2009 edition of NFPA 1901. How to limit your liability by making sure your new apparatus purchases comply with NFPA 1901.

**2:15 - 3:15 pm**  
**New Car Technology! Does Your Department Have What it Takes?**  
*Kirby Wilson, Jr.; Paul Feley*  
Wilson Fire/Rescue  
New car technology rescue tools and computer training programs per NFPA.

**3:30 - 4:30 pm**  
**Using Firehouse for SFFMA Reporting**  
*Mike Rogers, Allison Dean*  
ACS Firehouse Software  
Overview of Firehouse Software for member departments that are currently using it.

## TRAINING WORKSHOPS MONDAY, JUNE 11<sup>TH</sup> CROWNE PLAZA HOTEL

### GENERAL

**10:00 am - 6:00 pm**  
**Mental Management of Emergencies - Improving situational awareness and decision making under stress**  
*Chief Richard B. Gasaway*

Since the inception of the National Firefighter Near-Miss Reporting System in 2005, the leading contributing factors to near-miss events have not been related to equipment or procedures or training. The leading contributing factors are situational awareness and decision making. Likewise, the line-of-duty death investigation reports by the National Institute of Occupational Safety & Health continually identifies issues with situational awareness and decision making as leading contributing factors in casualty events.

### FIREFIGHTER I

**1:00 - 2:45 pm**  
**TEXFIRS I**  
*Virginia Garza*  
Texas Department of Insurance - State Fire Marshal's Office  
Basic introduction to and instructions on completing a TEXFIRS/NFIRS report.

**3:00 - 4:45 pm**  
**TEXFIRS II**  
*Virginia Garza*  
Texas Department of Insurance - State Fire Marshal's Office  
TEXFIR/NFIS program update and data quality discussion.

### LEADERSHIP

**10:00 - 11:45 am**  
**ISO What You Need to Know - an update on Tools, Resources and the FSRs**  
*Robert "Butch" Cobb* - ISO Director, Community Mitigation Programs  
ISO - The Public Protection

Classification™ (PPC) program and the value it brings to your community. Join us at this important session to learn what every community should know and understand about ISO PPC program. Fire chiefs and community officials should use ISO as an objective source of information and support, knowing that insures use of the PPC program can provide economic benefit to their citizen-policy holders. Statistical data bears out the relationship between excellent fire protection - as measured by the PPC program - and lower fire losses. A community's investment in fire mitigation is a proven and reliable predictor of future fire losses.

**1:00 - 2:45 pm**  
**12 Reasons Fire Training Can Fail**  
*Danny Hurt*  
Training Officer Pleasant Grove FD  
*Rayford Gibson*  
TEEX-ESTI College Station  
Firefighting is a dangerous job whether you are a volunteer or a career firefighter, it is hard to get people to give up their time to train. Volunteer firefighting involves a large time commitment: volunteers must train at least one night a week for three to four hours. In this session we will talk about twelve reasons your fire department training can fail.

EMS  
**1:00 - 2:45 pm**  
**Prehospital Care of the Acute Stroke Patient**  
*Tim Smith, BSN, RN EMT-P*  
West Carlisle Fire/ EMS  
Prehospital care, assessment and clinical decision making.

**1:00 - 4:45 pm**  
**Firefighter Rehab and Medical Monitoring**  
*Mike McEvoy, Ph.D., REMT-P, RN* - EMS Coordinator Saratoga County, New York

The NFPA 1584, "Standard on the Rehabilitation Process for Members During Emergency Operations and Training Exercises" took effect in 2008. This presentation provides real world tools for implementing the standard. Properly conducted rehab increases the available manpower pool, allows firefighters to work harder and longer, decreases injuries and prevents

deaths on the fireground. The presenter will provide attendees with an overview of the standard with a focus on EMS and medical monitoring. Realistic and easy to accomplish mechanisms for implementation will be highlighted.

### SAFETY

**1:00 - 2:45 pm**  
**Firefighter Safety, Are We Getting Better at It?**

*Ronnie Sexton* - TMLIRP  
During this session, participants will discuss current issues and trends concerning firefighter safety and look to see if the fire service is improving in safety.

### POTPOURRI

**10:00 - 11:45 am**  
**New Rules for Inspection of State-Licensed Facilities**  
*Mike Montgomery*  
Fire Marshal - Harris County Fire Marshal's Office  
This workshop covers the new laws and rules for inspections of foster homes, day care homes and centers, assisted living and other health care facilities. Answers more questions on "can you", "should you", and "how do you" inspect these occupancies from a VFD/ESD perspective.

**1:00 - 2:45 pm**  
**SFFMA Certification Workshop**  
*Kevin Creamer*  
Certification Administrator - SFFMA  
Workshop attendance is a requirement for all Certification Coordinators as continuing education in order to maintain the department's participation status within the Certification Program. Full Coordinators are required to attend a workshop once every two years, and provisionally certified Coordinators are required to attend annually.

**3:00 - 4:45 pm**  
**SFFMA Certification Testing**  
*Kevin Creamer*  
Certification Administrator - SFFMA  
The written portion of the testing is open to all individuals certified at the Module 3 or 4 level to test toward their full Firefighter I or II certification. Firefighter I exams consist of 150 multiple-choice questions from Modules 1-3. Firefighter II exams consist of 75 multiple-choice questions from Module 4. Skills demonstrations are to be handled separately.

# CONFERENCE

## Course Descriptions

### TRAINING WORKSHOPS TUESDAY, JUNE 12<sup>TH</sup> CROWNE PLAZA HOTEL

#### GENERAL

##### 8:00 - 9:45 am SPECIAL SITUATIONS...the heat is on!

*Bob Koenig* - State Incident Management Team Coordinator and is Chief of Response Training - Texas Forest Service  
*Victoria Koenig* - Certified Public Manager (CPM) - Deputy City Manager at the City of Nacogdoches, Texas

Think it can't happen to you? Think again! More often than not, the All-Hazards Incident Management Team (IMT) is being challenged with that out-of-the-ordinary situation – often referred to as an “incident-within-an-incident.” And, typically, this incident-within-an-incident becomes the catalyst for a domino effect that potentially will catapult the IMT's role front and center!

Learn how the IMT's response can be impacted in these special situations. Environmental, social and political factors can weigh heavily in the IMT's decision making process – and those of the Agency Administrator, first responders and elected officials on the incident. Coupled with the handling of sensitive incident information, the heat is on!

##### 1:00 - 2:45 pm Texas Fire Service 101

*Chris Barron* - SFFMA Executive Director, Fire Chief Manchaca VFD  
New to Managing or Leading an emergency services organization in Texas but don't understand who is doing what? Who you are to report to and what agencies do what? This class will give ESD commissioners, new chiefs and other leadership personnel and overview of all the different agencies and associations for Texas Emergency Services departments.

#### INDUSTRIAL

##### 8:00 - 9:45 am Response to Electrical Power Plants

*Woody Cole* - Corporate Safety & Health Manager - Calpine Corporation  
Hazards & Risks of Power Plant Response.

##### 10:00 - 11:45 am HazMat Officer, Tag You are It! *R.W. "Bob" Royall* - Assistant Chief - Harris County Fire Marshal's Office

This interactive workshop will utilize a set of short case studies and series of photos to illustrate the duties and responsibilities of a HazMat Officer as described by NFPA 472. It will also include an open discussion of those other special skills needed to navigate the incident command mine field, perform a hazard and risk assessment, determine the size and complexity of an incident, predict the unknowns as well as what is involved in termination of the incident.

##### 1:00 - 2:45pm Safety Officer at Industrial Incident

*Stephen Greco* - Safety Superintendent, CIMA Specialist - Lubrizol Corporation/ CIMA  
The roles and responsibilities of a Municipal/Industrial Safety Officer at an incident involving an industrial plant present challenges not seen in a structural fire-type scenario. This session will discuss these challenges from a fire ground management perspective with an emphasis on hazard recognition.

#### FIREFIGHTER I

##### 8:00 - 11:45 am Ground Cover

*Mark Wobus* - Regional Fire Coordinator - Texas Forest Service  
This class will cover Section 25 (Module 1 & 3 of Firefighter I).

##### 1:00 - 2:45 pm Sprinkler Systems

*Neal Morton* - President - Brazoria County Fire Fighters Association  
This class will cover Section 13-I.01 - 13-I.03, 13-I.05 - 13-I.17

#### FIREFIGHTER II

##### 8:00 - 9:45 am Fire Cause & Origin

*Harris County Fire Marshal's Office - Arson*

Enabling Objective: NFPA 1001, 6.3.4:  
Protect evidence of fire cause and origin, given a flashlight and overhaul tools, so that the evidence is noted and protected from further disturbance until investigators can arrive on the scene.

Following successful completion of this class, the student will be able to:

- Identify methods used to assess origin and cause of fires
- Describe types of evidence
- Describe the means to protect various types of evidence

##### 10:00 - 11:45 am Bastrop Complex Fire - Q & A Panel

*Henry Perry* - Fire Chief - Bastrop Fire Department  
This presentation will give you general information about the Bastrop Complex Fire, share lessons learned, and answer questions participants might have.

##### 1:00 - 2:45 pm Public and Media Relations for the Firefighter

*John Pape* - Editorial Director for Neighborhood Media News Services (Houston) and Training Coordinator, San Felipe-Frydek VFD  
The class is designed to provide the firefighter with the skills needed to effectively deal with the news media and the general public. Students will be taught by a veteran media professional that is also an active volunteer firefighter. The skills taught will help a firefighter get his/her department's message across to the public in an effective manner, whether it be at a fire/emergency scene, in a formal press conference setting or speaking before a community group.

**This class will include social media.**

#### LEADERSHIP

##### 8:00 - 9:45 am Basic Public Information and Media

*Francisco Sanchez, Jr.* - Harris County Office of Homeland Security & Emergency Management, member of Ponderosa FD  
*Dean Hensley* - Lt. Field Operations/PIO - Harris County Fire Marshal's Office  
Fundamentals of public information and the media. PIO strategies on a fire scene. This course was developed specifically for the fire service after recent Texas wildfires.

##### 10:00 - 11:45 am On Scene Public Information and Media

*Francisco Sanchez, Jr.* - Harris County Office of Homeland Security & Emergency Management, member of Ponderosa FD  
*Dean Hensley* - Lt. Field Operations/PIO - Harris County Fire Marshal's Office  
Skills to effectively manage media on the fire ground and provide on-scene interviews. This would be a part two of the Basic Public Information and Media Presentation.

##### 1:00 pm - 2:45 pm Surviving the Fireground - Search Ropes - Simple and Effective: Are They in Your Tool Box?

*Robert "Butch" Cobb* - ISO - Director, Community Mitigation Programs  
According to NFPA's Fire Analysis & Research Report a major cause of fireground injuries and death is: lost inside structures and ran out of air. This class covers the important tasks needed for sage & successful search operations inside a smoke filled burning building. Several search ropes methods are previewed including searching with or without a thermal imager. The Search Rope is an effective tool and a key to staying oriented and surviving the fireground!

#### SAFETY

##### 8:00 - 9:45 am The Risk of Vehicle Conversions

*Roy Mercer* - Retired SLFD Battalion Chief, VFIS of Texas  
Emphasis of the class will be examining the characteristics of converted vehicles to fire department apparatus, incidents with converted vehicles, the factors surrounding these incidents, and the risks associated with converted vehicles. Numerous concepts and considerations will be identified to assist in the conversion process. Lastly, who are the stakeholders and what risks accompany the emergency response with converted vehicles.

**10:00 - 11:45 am**  
**Safety Officer II**

*John Hicks* - OHST Texas Mutual Insurance Company

Updated duties and responsibilities; fabricated vehicle certification; and leadership and accountabilities of the Fire Safety Officer.

**1:00 - 2:45 pm**  
**Texas Commission on Fire Protection Update**

*Don Wilson* - TCFP Executive Director

*Laurie Taylor* - TCFP Injury Reporting

Certifications, Injury Reporting, updates. Covering general information and any current updates.

EMS

**8:00 - 9:45 am**  
**"The ABC's of DRT" - On-scene Death Notification**

*Steve Arze, MD* - Vice Chairman - Emergency Ministries

*J.C. "Skip" Straus, NREMT-P, BCCC/CEO* - Senior Chaplain - Emergency Ministries

"The ABC's of DRT" addresses a tough situation - how to deliver a death notification on scene of an obvious death or upon termination of resuscitation efforts. Objectives of this session is to educate those who must deliver death notifications as a part of their position. It is imperative that the death message be delivered with compassion, courtesy and professionalism.

**10:00 - 11:45 am**  
**Assessing and Managing theEyes**

*Jay D. Cloud* - Firefighter-Paramedic, Professor - Deer Park VFD (retired)/ San Jacinto College

Presentation and discussion on improving the assessment and management of eye emergencies. (1. Assessment of the eye and adjacent structures, 2. recognition of medical and traumatic conditions of the eye, 3. management of medical and traumatic conditions of the eye.)

**1:00 - 2:45 pm**  
**The Structure and Function of Burn Unit**

*James Cross, MD* - Associate Professor of Surgery, Division of Acute Care Surgery (University of Texas School at Houston), Medical Director of the Burn Center at Memorial Hermann Texas Medical Center.

Provide insight into what makes a burn unit special, the initial care of the burn patient and which patients should be brought to a burn unit.

**FIRE & LIFE SAFETY/ CODE ENFORCEMENT**

**10:00 - 11:45 am**  
**So...You Want to Adopt a Fire Code**

*Mike Montgomery* - Fire Marshal, EMC - Harris County FMO and Harris County OEM

Answers the question of "can you", "should you", and "how do you" adopt fire codes and standards from a VFD/ ESD perspective.

**1:00 - 2:45 pm**  
**Arson as a Terrorist Weapon**

*Mike Montgomery* - Director/ Fire Marshal - Harris County Fire Marshal's Office

Recent attacks show the use of this most basic of weapons is on the rise. As a fire chief, what should you be prepared for?

**POTPOURRI**

**8:00 - 9:45 am**  
**Successful Recruitment and Retention Program**

*Chris Barron* - SFFMA Executive Director, Fire Chief Manchaca VFD

How to build a successful recruitment and retention program for your department.

**10:00 am - 2:45 pm**  
**Courage to Be Safe**

*Dennis Gifford* - Lumberton Fire & EMS

The "Courage To Be Safe" course is a provocative and moving presentation that is designed to change the fire service culture of accepting the loss of firefighters as a "normal occurrence". Building on the untold story of LODD survivors, it reveals how family members must live with the consequences

of a firefighter death and provides a focus on the need for firefighters and officers alike to change our basic fundamental safety attitudes and behaviors in order to prevent line of duty injuries and deaths. The central theme promotes the "courage to do the right thing" and promoting a new culture that allows and encourages everyone to be more observant and willing to share everyday safety concerns in order to protect themselves and other firefighters to ensure that "Everyone Goes Home" at the end of the day.

**WILDFIRE**

**10:00 - 11:45 am**  
**Train the Trainer - READY, SET, GO**

*Jerry Williams* - Wildland Urban Interface Specialist - Texas Forest Service  
*Justice Jones* - Prevention Coordinator - Texas Forest Service Train the participants to present the IAFC, Texas Forest Service Ready, Set, Go Program to their communities.

**1:00 - 2:45 pm**  
**Community Wildfire Protection Plan for your Community**

*Justice Jones* - Prevention Coordinator - Texas Forest Service  
Fire prevention plan for your community.



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# ABOUT US

## District Officers Listing



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### 3 - TRI-RIVERS DISTRICT

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### 5 - RIO GRANDE VALLEY DISTRICT

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### 6 - GULF COAST DISTRICT

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### 7 - EAST TEXAS DISTRICT

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### 11 - MID-WEST DISTRICT

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Merkel, TX 79536-3612  
Phone: (325) 928-4725  
Email: [stevec@taylortel.net](mailto:stevec@taylortel.net)

### 12 - PANHANDLE DISTRICT

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### 13 - PERMIAN BASIN DISTRICT

**Robert Silva - President**  
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**Keith Mensch - Secretary**  
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Denver City, TX 79323-0115  
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### 14 - HILL COUNTRY DISTRICT

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### 15 - WINTERGARDEN DISTRICT

**Casie De Luna - President**  
Val Verde County Rural VFD  
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**Jerry Rust - Secretary**  
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### 16 - NORTH CENTRAL TEXAS DISTRICT

**Raymond Wilson - President**  
Tolar FD  
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Tolar, TX 76476-5349  
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**Christopher Gable - Secretary**  
Erath County Vol Fire Rescue 1120  
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Stephenville, TX 76401-7778  
Phone: (254) 965-3388  
Email: [erathfire800@co.erath.tx.us](mailto:erathfire800@co.erath.tx.us)

If your District listing is not up-to-date, please email [gglass@sffma.org](mailto:gglass@sffma.org). District Report Template for the 2012 Proceedings Book can be found by the District Officers Roster at [www.sffma.org](http://www.sffma.org)

## State And Local Initiatives Enhance Fire Fighter Safety



One of the Texas Commission on Fire Protection's most important roles is to help improve the safety of Texas fire fighters. Within the last biennium, the commission initiated two important programs to address the issue of fire fighter safety: the "Courage to Be Safe" program, and the Fire Fighter Injury Reporting system. Several statewide fire service stakeholder groups provided input into the development of these programs, including the State Firemen's and Fire Marshals' Association (SFFMA), the State Fire Marshal's Office (SFMO), the Texas State Association of Fire Fighters (TSAFF), the Texas Fire Chiefs' Association (TFCA) and the National Fallen Firefighters Foundation (NFFF).

Taking seriously our mission to improve the safety of Texas fire fighters, the commission has developed an injury investigation reporting document to help investigate "near misses." By making this form available to the fire service, and providing technical assistance when necessary, we hope to help everyone learn from "near miss" events. The intent of the project is to facilitate a complete and unbiased review of all aspects of an event, including:

- The department's role (for example, departmental standard operating procedures).
- Personnel functions and the level of performance and proficiency.
- Personnel training.
- Equipment deployed and its performance.
- Command structure during the event.

To succeed, these reviews must explore both strengths and weaknesses found at the

event. The goal of the review is to gain a better understanding of the occurrence and to learn what steps might be necessary to prevent such events from occurring in the future. "Courage to Be Safe" focuses on implementing a culture of safety within fire departments. It includes 16 Life Safety Initiatives. Initiative 9, Fatality, Near-Miss Investigation, focuses on the importance of learning from "near miss" events. The commission would like to recognize a few departments that, true to their mission and members, took the difficult and sometimes uncomfortable steps to change their culture by evaluating "near miss" events, thus fostering a safety culture within their departments:

- *On June 5, 2011, the Wichita Falls Fire Department had a structure fire in an attached garage. Two of their fire fighters received burns.*
- *On June 17, 2011, the Flower Mound Fire Department had a structure fire in a two story residential home. Two of their fire fighters received burns.*
- *On September 5, 2011, Hutto Fire Rescue had a structure fire in a residential structure with an attached garage. Two of their fire fighters received burns.*

The commission would also like to recognize the entities that are actively participating in the Fire Fighter Injury Reporting program. The high quality of information that departments are providing is contributing to our knowledge base. This helps us to provide solid recommendations and up-to-date information about what is happening throughout the state.

Our bigger departments, including San Antonio, Dallas, Houston, El Paso and Corpus Christi, have been particularly active. We would like to thank all the reporting departments and their chiefs for encouraging and participating in the program.

*For more information about "Courage to Be Safe," Fire Fighter Injury Reporting, or any other TCFP initiatives, please contact the agency at (512) 936-3838 or [info@tcfp.texas.gov](mailto:info@tcfp.texas.gov)*

## Roy C. Mercer Joins VFIS of Texas As Director Of Training, Education and Safety



VFIS of Texas/Regnier & Associates is pleased to announce the addition of Roy C. Mercer as their Director of Training, Education and Safety. Roy holds an A.A.S., Fire Technology from Houston Community College and a B.B.M., Business Management from LeTourneau University. He has tenure of over 34 years in the fire service with numerous certifications. He served as a Safety/Training Officer for City of Rosenberg Fire Department, Safety Director for Richmond State School, Business Manager for Fulshear Volunteer Fire Department and most recently as Battalion Chief/Professional Development (retired) for City of Sugar Land Fire Department. He is also an adjunct instructor for Texas Engineering Extension Service.

Roy is not new to VFIS of Texas. He has been a part-time Client Educator for VFIS of Texas for more than 16 years. In his new position, he will be meeting with clients to provide consulting, training, education, loss control and safety services that will help these emergency service organizations to reduce their losses which will save them both time and money. He can help in many areas from pinpointing root causes of claims, developing SOPs/SOGs, EVOC training and specialized/customized training such as Reading Smoke and Officer Development. VFIS of Texas strives to provide superior coverage, service and value to their clients and the addition of Roy Mercer will solidify those efforts.

If you have not already been contacted by Roy and would like a personal consultation or have a training or safety concern,

*Roy can be contacted at [rmercervfistx.com](mailto:rmercervfistx.com) or by cell at 832-473-5414.*

*VFIS of Texas and their staff are here to help!*

## Fire Station Financing - Key Considerations

In 2006, SFFMA created the Texas Fire Facilities Fund (TFFF) to specifically address the challenges public safety organizations were experiencing securing financing to expand or improve their physical facilities in a time of rising interest rates and prohibitive construction costs. Since its inception, the TFFF has assisted numerous departments statewide in obtaining millions of dollars of cost effective financing for their new facilities. Additionally, the TFFF has made significant donations each year to the SFFMA Fire Programs Institute / J.C. Swadley, Jr. Fund.

The lending market continues to offer the lowest interest rates available in years. Over the past twelve months, many SFFMA members have refinanced their debt obligations saving thousands of dollars in interest costs. If you have a facility previously financed as a commercial transaction with an interest rate greater than 5%, you may want to consider the possibility of refinancing your loans at today's historically low TAX-EXEMPT interest rates. Additionally there are other benefits of working with an experienced knowledgeable finance specialist including:

- Avoiding costly interim constructions loans
- Avoiding the need for personal guarantees
- Creative flexible terms to meet your budget needs

Considering the complexities of the current lending environment, it is vitally important you partner with a lending source experienced and knowledgeable of the unique financial requirements and TAX-EXEMPT borrowing authorities applicable to the Texas fire service community. Just as an architect can save your department from making costly construction mistakes, experienced financial representatives can recommend financing structures to meet your department's needs and budget.

*Contributed by the Texas Fire Facilities Fund Team*



**Texas**  
Fire Facilities Fund™

# Challenges with Combination Agencies: Regulations/Laws

By Fred C. Windisch EFO CFO  
Fire Chief - Ponderosa FD  
Houston, TX

Some of you have heard my ramblings related to the various issues surrounding administrative duties in a combination emergency response organization (ESO). The intent of this article is to educate about the three rails that never seem to cross, and I will also have a story for you that will simply amaze you. For the purposes of this article we will define a volunteer firefighter as a member of your ESO who is employed full time elsewhere, and a volunteer is a professional firefighter who is a qualified member of your ESO who receives some dollars for their commitments.

## Conflict With Various Agencies And Rules

The three rails I speak about are similar to our railroad's rails; in this case they are the Internal Revenue Service (IRS), Worker's Compensation Insurance (WC), and the Department of Labor (DOL) / Fair Labor Standards Act (FLSA).

Combination ESO's are growing at a very rapid rate and that is based on continuing population trends especially around metropolitan areas, but not in all cases. There are other pressures related to available volunteers (the pool available to you), recruitment methods, retention programs, and the continuing super pressures of increased "standards" being placed on us. All of the above are only some of the reasons why "pure" volunteer systems move toward some sort of paid system. Common sense tells us that leadership must do something to maintain a volunteer system because there is not enough money to hire full time firefighters, and that is especially true with the current ten cent Emergency Services District tax cap in Texas.

This article cannot explain the details about these issues but there is a book on the market that attempts to do so; A Leadership Guide for Combination Fire Departments. There are a lot of other educational materials out there and it is important for the leader to seek those by focusing on the soft issues that publishers have on their shelves. It is a lot more fun to read about squirting water but let's face the facts; if you are a chief officer you don't do that anymore --- or you shouldn't be. You should be in a patriarch position that pushes and leads others to be the superheroes they are.

## Benefits And Incentives

Various forms of volunteer benefits and incentives are being used throughout the country. The most common forms of benefits are WC and other insurances. Length of Service Awards Programs can be defined contributions, such as a 401K type savings account, and defined benefits such as a pension. There are other benefits like vehicle usage, cell phones, etc. Incentives come in many different colors; pay per call, banquets, uniforms, stipends for various performance based programs, shirts, the list is long.

Whenever a benefit or incentive involves tangible items or money the IRS gets involved. Did you know that if you give your members a banquet that the IRS determines that is most likely imputed income, and that is a taxable benefit? If you provide a cell phone stipend that is taxable income. Insurance and other non-tangible benefits are most likely not imputed income.

Incentives are clearly taxable according to the IRS. Staffing stipends are actually a "wage" according to WC, IRS and FLSA. The IRS is very clear via Publication 15 (<http://www.irs.gov/govt/fslg/article/0,,id=111350,00.html>) that any dollars "paid" for services to the folks you supervise is subject to the various withholding taxes including Social Security and unemployment, Medicare' et al. This is where the can of worms is opened!



## Understand The Rules

The ESO cannot use IRS Form 1099 (like some agencies still do), and of course the ESO has to pay Social Security as additional cost. This creates a payroll and I caution you to be very clear in your deliberations before beginning stipends (of any sort). Regarding the FLSA issue, you should download, read and understand the FLSA rules regarding payments to "volunteers". That is available at no charge at the International Association of Fire Chiefs, Volunteer and Combination Officers Section (VCOS) at [www.vcos.org](http://www.vcos.org), click on Resources and then Publications for the FLSA

document. A significant portion of the research for this document includes the definition of the twenty percent bright line when it comes to paying a volunteer firefighter. Word to the wise: understand this to assure you are not exposed to FLSA fines and other costs.

So now we know the base rules related to incentives, but that isn't the end of the story. Being subject to "payroll" opens the doors for unemployment payments; note that this article is primarily focused on Texas. The volunteer member is actually paying the Texas Workforce Commission (TWC) - the agency that operates unemployment rules and benefits. It is pretty simple to understand that but there is more to the story.

The WC issue is related because of the current rules of utilizing payroll to set the premium rate for your ESO. Just because a volunteer is considered an IRS employee does not mean that our WC costs should increase. I have developed a master spreadsheet using hours worked (training and responses) per member to demonstrate they are still to be considered volunteers via the WC rules. It seems to be working but we really need to have some rule adjustments related to "pay" for volunteers.

## The Story

One of our volunteers receives stipends for staffing, pay per call, training hours and bonuses for special projects (our Ponderosa Volunteer Incentive Program - PVIP), and he was recently laid off from his primary employment. He applied for unemployment benefits and was approved. Then the fun began....

That unemployment benefit triggered the charge to our ESO to help pay for the unemployment benefits even though he was still a member (employed) and still receiving benefits and incentives. What was most surprising (and amazing) to me during the appeals process with the TWC was their definition of the requirements for unemployment benefits.

In this case they quoted some type of rule that states that since the "employee" is subject to call - a volunteer firefighter carrying a pager - therefore he is eligible for unemployment benefits. Yes, he already qualified via his former full time employer but the impact was felt within our ESO to utilize some of our unemployment "bank" to supplement the TWC payments to the person. You can imagine my dismay after that

ruling and I appealed two more times to no avail. Clearly, and without question, the TWC rule is improperly applied in this case. I repeatedly stated that a volunteer firefighter is always on call, but they did not listen nor did they try to listen. This is not about the impact on our TWC account, and it is minimal, it is about the principle of a government agency NOT understanding what we do.



## Fighting Back

Further, this situation causes me great concern, not only for our Texas combination ESO's but also for our nation's combo ESO's. I then engaged our little group called the Northwest Harris County Emergency Services Leadership Coalition and we produced a letter to our elected officials explaining the situation. We have asked for legislative changes or a change in the rules specific to volunteers receiving stipends. In my own world, I firmly believe that volunteer firefighters must be exempt from TEC withholding, and that is called statutory exemption for certain work groups that are already in place for other job titles and the federal front. We shall see what happens.

On another front, the VCOS is deep into implementing a strategic plan for preserving the volunteer fire service. The examples listed in this article are a portion of the strategic plan and I encourage you to stay abreast of changes we are going to propose and hopefully you will engage in supporting those changes.

It is time for the volunteer fire service to stop being so nice and to fight back when situations like this arise. We must become engaged with our elected officials because they are the ones that can make change AFTER they understand the uniqueness of our service and the current rules that have negative effects on our operations, benefits and incentives. Our volunteers are the salt of the earth and they deserve better than being grouped as "employees".

TOOT TOOT - here comes the locomotive; which rail will it use today to get to its destination?

## History and Mission of the Texas Line of Duty Death Task Force



The Texas Line of Duty Death Response Team was one of the first official response teams in the United States.

In 2000, after a blaze took the life of firefighter Scott Harshbarger, firefighter Wendy Norris and fire chief Dennis Gifford saw first hand how difficult a fatality is on a family and a department. From that experience they discussed the need of having a 'strike team' made up of firefighters of all rank that would respond within 12 hours to a department that suffered a fatality. Wendy, who is the President of Firefighter Ministries, started working on the details of such a team. She then presented her information to the Texas State Firemen's and Fire Marshals' Association which readily agreed that such a team should be formed. In early 2001 the Texas Line of Duty Death Response Team was officially formed under the guidance of Firefighter Ministries, the SFFMA, and the State Fire Marshal's Office.

Since its inception, the Line of Duty Death Response Team has provided assistance to nearly 65 families and departments, consulted with hundreds of department around Texas and across the country, educated over a thousand firefighters and EMS workers in department preparation, and has officially partnered with the National Fallen Firefighters Foundation LAST Program, the Texas State Firemen's and Fire Marshals' Association, the Federation of Fire Chaplains, and the Texas Fire Chiefs Association. While the LODD Response Team no longer operates under the guise of the SFMO, they still work closely with the State Fire Marshal as well as with many of their investigators. The Texas LODD Task Force provides assistance, consulting and education to all fire and EMS departments: whether union, private, government, industrial or volunteer.

### Education

It's hard for a department to think about a line of duty death happening to one of their members, however not preparing for such an event can cause even more heartache and stress on everyone involved should a tragedy occur. The emergency services are good at preparing for disasters and emergencies of all kinds and preparing for a line of duty death or injury should be no exception.

Having a plan in place will help ensure that caring for the family, department members, putting together a funeral, and caring for long term needs will run a bit smoother.

The TX LODD Task Force offers a three hour preparation course and a comprehensive eight hour course. The three hour course is geared more towards departments who would like to schedule classes for short day or evening trainings. The eight hour course is tailored more for larger departments, county schools, or multiple department training.

### At-Need Assistance

When a line of duty death occurs, the aftermath can send a department into a tailspin. The trauma and stress of the situation can be blinding. Most departments find that a myriad of support and services are quickly offered by many individuals, departments, and organizations. While this offered help is well-intentioned, it can quickly become overwhelming and confusing. If your department does experience a line of duty death, it is important that contact is made to the appropriate entities as soon as possible so that some of the initial stress can be alleviated.

Our team is comprised of members who have extensive training and experience in handling the unique needs of a department and family who has experienced a death. With hundreds of hours of experience in funeral arrangements, benefits assistance, and counseling our team provides professional, transparent and compassionate care. All of our team members volunteer their time and efforts. Our team is designed to be 'on scene' within 24 hours (in many cases we have been able to respond within 6-12 hours), pending resources available, after a death has occurred and a call for assistance has been made. Our team will never self-deploy or show up to your department uninvited, so it is crucial that contact is made with us as soon as possible to request our assistance.

Our team can provide the following services but are not limited to:

- basic to full honors fire/ems service funeral arrangements per request of the family
- response trailer with items needed for full honors funeral
- crisis intervention
- chaplaincy care

- resource management
- personal assistance to commanding officers by other commanding officers
- benefits assistance
- media/communications assistance such as PIO
- administrative assistance

### Long Term Assistance & Family Care

The needs of a department and a family do not end when their loved one is buried. Grief has no time table. Benefits require a lot of effort in order to file efficiently and correctly. Investigations take place. Adjustment to life after a fatality happens, sometimes with difficulty. Our team knows that the weeks and months after a funeral can be the loneliest and scariest time for all involved. It is our intention to provide care for as long as we are needed. On average, we care for a family for about three years and a department for about one year.

Our long term assistance plan provides the following but are not limited to:

- filing of benefits and follow up assistance
- resources management
- referrals for therapists, financial advisors, attorneys, memorial companies, etc
- chaplaincy care
- assistance in filing paperwork for memorials

For families, the Texas LODD Task Force offers The Texas Fallen Heroes Family Network which brings together survivors for networking, fellowship, and support. The Network also gives the chance for survivors to be a part of the Task Force through speaking engagements, educational opportunities, and response to new survivor families. The Texas Fallen Heroes Family Network offers fellowship for new and seasoned survivors through various events throughout the year including an annual family camp called the Texas Fallen Heroes Family Retreat which is held the first weekend of June (1-3) at the T Bar M Resort in New Braunfels, TX.

The Task Force is made up entirely of emergency workers of all ranks and support personnel who volunteer their time to this important cause. The Task Force is funded through fundraising events such as the Texas Fallen Heroes Memorial Ride & Cook-Off as well as through donations and grants given by private citizens, organizations, and corporations and works under the 501(c)3 status of Firefighter Ministries.

*If you or your department would like more information about our services please visit our website at [www.texasfallenfirefighter.com](http://www.texasfallenfirefighter.com) or by calling 832-647-6770.*

## THE THIRD ANNUAL TEXAS FALLEN HEROES MEMORIAL RIDE AND COOK-OFF

BENEFITING THE

### TEXAS LINE OF DUTY DEATH TASK FORCE

WHICH SERVES THE FAMILIES AND DEPARTMENTS OF FALLEN FIREFIGHTERS AND FIRST RESPONDERS

THIS YEAR'S EVENT IS DEDICATED TO THE MEMORY OF FIREFIGHTER

*Gary Staley, Porter Fire Dept.*

**JUNE 23, 2012**

### FIRE & EMS DEPARTMENTS WE NEED YOU!

Fire & EMS Apparatus for the Motorcycle Ride/Procession  
Event Sponsors / Cook-Off Treats / Motorcycle Riders / Vendors  
Apparatus to Compete in Fire Muster / Apparatus & Equipment for Display  
Demonstration at Fire Festival/Cook-Off / Fire Safety Trailers  
Arson Dogs for Demonstrations / Fire Safety Clowns for the Children's Area  
Pipe & Drums for Demonstrations / General Volunteers

We will kick the day off with a pancake breakfast at the Cy-Fair VFD Station 11 in Cypress, TX. Afterwards a memorial and wreath laying ceremony will honor our fallen firefighters and EMS providers. From there the motorcycle ride will begin with kickstands up at 11 AM. The ride will go through scenic routes in Harris, Fort Bend, Brazoria, and Galveston Counties.

The ride will end at the Galveston County Fairgrounds in Hitchcock, TX where there will be a cook-off and a fire fest. Come join the fun and show your support for the families of Texas emergency service workers.

If your department or department members would like to help with any of the listed activities above please contact:

**WENDY NORRIS**

call: 832.647.6770

email: [wendy@texasloddtaskforce.com](mailto:wendy@texasloddtaskforce.com)

visit: [www.texasfallenheroesride.com](http://www.texasfallenheroesride.com)

TX LODD Task Force & Event Partners: Metro Fire Apparatus CFVDD, GCFFA, SFFMA, Motorola, VFIS, Firehouse Software

Barbecue plates for the riders will be provided by:



The Memorial Ride is sponsored by: The Red Knights M.C. TX1, TX3 and TX4

# MDA<sup>®</sup>

On behalf of MDA and the thousands of Texas families we serve (like Kim, Lee and Dylan Hall out of Bryan/College Station) I want to thank each of you, the members of the SFFMA, for everything you did in 2011. We all know it was a very challenging year for everyone between the economy, the fires, the floods etc. Even with all of those challenges, you still hit the streets and did "Fill the Boot" in spite of adversity. That is so typical of Fire Fighters! When the going gets tough, the tough get going! Even though it has also been a very challenging year for MDA, we have committed to funding twenty groundbreaking research grants in Texas totaling \$5,639,227 at The University of Texas Southwestern Med. Center - Dallas; The University of Texas Medical Branch - Galveston; Baylor College of Medicine - Houston; Methodist Neurological Institute - Houston; The University of Texas Health Science Center - Houston and the University of Texas Health Science Center - San Antonio. In addition, for our kids 6-17, MDA funds four Texas camps at Camp for All in Burton, Ceta Canyon Methodist in Happy, Camp Jon Marc in Cleburne and Camp Aranzazu in Rockport. These are provided at no cost to our campers and their families. MDA also funds dozens of Support Groups across Texas and assists with durable medical equipment for those we serve. Your support has made this possible. Our staff and I are looking forward to a GREAT convention and to seeing each of you! We know it will be a fantastic 2012!

*Ed Baker*

Ed Baker  
ebaker@mdausa.org

## e-INFO<sup>FIRE</sup> NEWSLETTER

State Firemen's and Fire Marshals' Association of Texas

To receive your monthly electronic newsletter, email your contact information to

newsletter@sffma.org

## 2<sup>nd</sup> Annual Legislative Day

July 25-26, 2012

at the

**Texas A&M  
Municipal Fire School**

2-day event where Legislators and staff members get a chance to learn more about what firefighters do to prepare to serve the citizens of our state.



## 83<sup>rd</sup> Annual Municipal School

July 22 - 27, 2012 - College Station, TX

*"...the best hands-on training I've ever seen!"*

### COURSES OFFERED

- Firefighting Phase I - IV
- Advanced Municipal Fire Operations: Flammable Liquids and Gases (AMFO:FLA.G.)
- Advanced Municipal Fire Operations: Aircraft Emergencies (AMFO:AirE)
- Advanced Municipal Fire Operations: Chemical Emergency Mitigation (AMFO: C.H.E.M.)
- Advanced Municipal Fire Operations: Pre-incident Response Information Management Evolutions (AMFO: PR.I.M.E.)
- Advanced Municipal Fire Operations: Compressed Air Foam Systems (AMFO: C.A.F.S.)
- NFPA 1031 Fire Inspector I & II Session I
- NFPA 1031 Fire Inspector I & II Session II
- Plans Examiner I (NFPA 1031)
- Public Fire Educator I - II
- Fire Investigator Phase 1 - 2
- Fire Investigator T.C.F.P. Course Completer
- Fire Service Officer Development I - VI
- Rescue I: Rope Rescue Awareness and Operations
- Rescue II: Trench Rescue
- Rescue III: Automobile Extrication
- Rescue IV: Aq Rescue
- Rescue V: Confined Space Rescue
- Rescue VI: Rope Rescue Technician
- NFPA 1041: Instructor I
- Public Safety Telecommunicator I - II
- Public Information Officer
- Fire Department Pump Maintenance/EVT
- Fire Department Pump Operations
- Emergency Care Attendant
- S-190/S-130 Wildland Introduction and Firefig. Tr.
- Basic Criminal Investigation

For more information or to register visit [www.teex.org/annualschools](http://www.teex.org/annualschools)



**Donna Chudalla**  
TFA President 2012

Spring is in the air and Convention is right around the corner. Before I get started I would like to THANK everyone for all of the hard work and dedication that was given to the TFA this year. I feel we have had a very productive year. Next, I would like to thank my family for all of their support that they have given me while going through the chairs. Thanks again everyone!!!

This year the convention will be in Houston and the schedule looks pretty full.

Saturday morning at Reliant Center we will have registration. At that time you can pay your dues, pick up your packets for the Monday's meeting, sign up for pumper races, buy your luncheon tickets if you have not already done so, turn in your scrapbooks, sign up to run for an Executive Office, and if you would like to donate an item for the "You Pick it Auction" you can drop it off at this time. On Saturday afternoon we will have workshops for anyone

interested in what TFA has to offer. Sunday will be the Memorial Service.

Monday we will have our Annual Business meeting at the Crowne Plaza in the Alamo I room. Please plan to attend, new members are always welcome. I challenge each of you to bring someone new to the meeting. Also, remember to bring you toiletries, books and toys to be given to the hospitals as our community service project. In the afternoon after the meeting we will hold a visit and game party, so bring your favorite game and a light snack and enjoy visiting with everyone if you don't like to play games. Children are also welcomed to join us at the game party. Don't miss out and join us for a great social time to get to visit.

Tuesday is the luncheon at the Bethany United Methodist Church the theme will be a "Tailgate Party", wear your favorite sports team clothes. In the afternoon we will have the Pumper Races, which is always a lot of fun.

Saturday evening starting around 6 p.m. Rex Kleesel, myself and our spouses will host a Presidents' reception around the pool. I would personally like to invite each of you and your family to attend.

See you in Houston!!!!

*Donna Chudalla*  
TFA President 2012

## JOIN US AT THE 17<sup>th</sup> ANNUAL A&M GOLF TOURNAMENT to help raise money for TFA's Scholarship Fund

The 17<sup>th</sup> Annual A & M Golf Tournament will be held on Saturday, July 21, 2012 at the Briarcrest Country Club in Bryan, Texas. This tournament is held annually the Saturday prior to the beginning of TEEX Municipal Fire School.



The four man scramble helps to raise money for the Texas Firemen's Auxiliary and the Scholarship Fund.

At the SFFMA Planning Conference held in Houston in January, Chairwoman Helen Hlavaty and Committee member Missy Ondrasek presented Scholarship Chairwoman Sara Weiss a check in the amount of \$6,250.00 and the Texas Firemen's Auxiliary a check for \$975.00.

If you are interested in playing in this year's tournament, a check in the amount of \$80.00 can be sent to Helen Hlavaty, 2012 Wilson Road, El Campo, 77437.

The tournament is limited to the first 86 players. Goody bags and door prizes are given, and refreshments and food will be served.

If you are interested in donating a door prize or being a Hole Sponsor (\$100.00), please contact Helen Hlavaty.

We also do a Memorial Hole Sponsorship in memory of someone that has passed away since the last tournament. This is a permanent metal sign that is put out year after year. The cost is a one time fee of \$100.00 and can also be arranged by contacting Helen Hlavaty. Four random places are given out each year plus the "Pat Barrett Memorial - Bringing Up The Rear" trophy.



**2011-2012 TFA Executive Board**

Top: Left to right – Ann Stulce (Secretary), Shirley Popp (Treasurer), Sarah Chudalla (Parliamentarian), Dixie Whitmore (Chaplain), Daisy Svatek (Sweetheart)  
Bottom: Left to right – Donna Chudalla (President), Kerry Rodriguez (1st VP), Pam Maples (2nd VP), Jeri Hamilton (3rd VP), Jerri Locknane (4th VP) and Shari Schiffman (Immediate Past President)

### TFA Tailgate Party

You are invited to attend a TFA Ladies Luncheon honoring our TFA Past Presidents.

**Tuesday, June 12, 2012 ■ 11:00 AM**

**\$16.00 per plate**

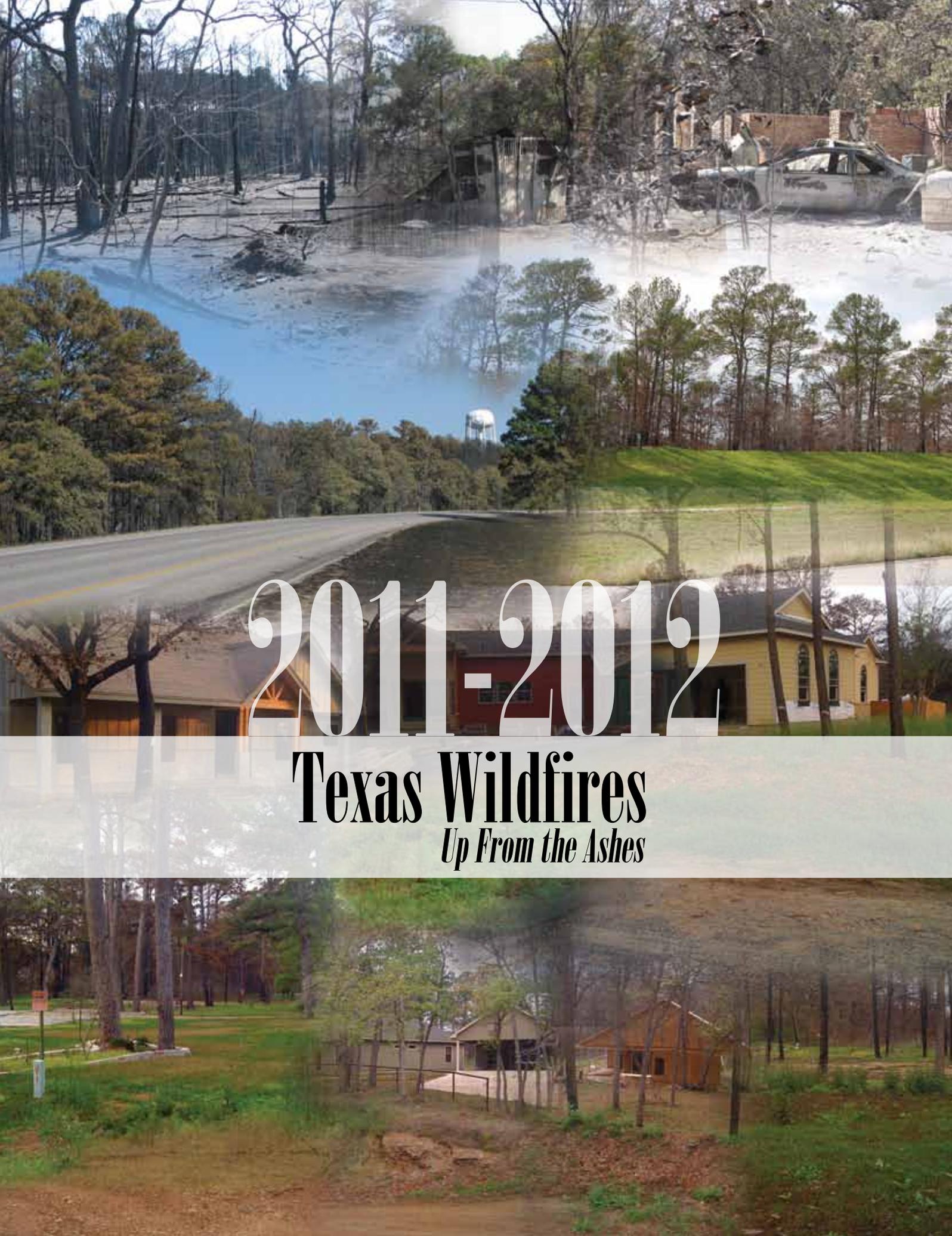
Bethany United Methodist Church  
3511 Linkwood ■ Houston, TX 77025  
(In the Church Hall located behind church)

Pre-sale ticket deadline is May 11, 2012

Tickets will be sold until 3:00pm on Saturday at Registration (Limited Availability)

Menu: BBQ Baked Potato with all the trimmings, Sweet Tea, Cobbler and Ice Cream for dessert.

For reservations, please contact: **Pam Maples** 3400 Stevenwood Lane, Alvin, TX 77511  
Cell phone: 713-594-2787  
Email: momonthego@swbell.net



2011-2012

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