

# CLIMBING HIGHER



**F**IRE  
**A**PPARATUS  
**M**ANUFACTURERS'  
**A**SSOCIATION

**NEWS | WINTER | 2019**

 **First Arriving** is the official newsletter partner of FAMA/FEMSA News  
A publication of the Fire Apparatus Manufacturers' Association, Inc and the Fire and  
Emergency Manufacturers and Services Association, Inc.





**By Bill Van Lent**  
FEMSA President  
2018-2019

The last several months have certainly been a bumpy ride for the U.S. stock market, economic indicators and international trade negotiations. General optimism with the passing of “The Tax Cut and Jobs Act” (aka The Trump Tax Plan) has given way to market turbulence, international trade scuffles and a general expectation of rising interest rates. While economic optimism continues to exist, most everyone I’ve spoken with experienced varying degrees of fatigue from the mid-term election battle. I’m planning to take some solace in a more balanced political landscape (i.e., legislative gridlock). Historically this often results in a more predictable and stable business environment allowing our companies and American taxpayers to establish and execute plans... and thus commence to “Climbing Higher.”

It was wonderful to see so many of you at the annual conference in Austin, TX. I want to thank the sponsors for their generous support without which we would not be able to put on such a high-quality event. Additionally, I would like to thank the annual conference planning

committee that really delivered a well-organized and action-packed program. If you were able to attend, thank you for attending. If you were not able to attend, please mark your calendar for our 2019 annual conference in Toronto, Canada. We are very excited to be visiting Toronto and joining our Canadian members for the first FEMSA/FAMA Annual Conference ever to be held in Canada. Planning is already underway, and I hope to see you there. Don't forget to dust off your passport.

We bid farewell to four FEMSA board members at 2018 year end: Melinda Freeman, Rick Singer, Geoff Evans and Richard Boyes. Personally, and on behalf of the entire membership, I want to thank these folks for their service to FEMSA and for the significant contributions they have made to the organization. At the same time, I would like to welcome three incoming board members: Bryan Bolden, Karen Mandel and Stephanie McQuade. I'm looking forward to working with these new board members as well as the incumbent directors to continue building on the success and momentum your organization has enjoyed.

I would also like to acknowledge another major event that occurred with FEMSA... After 21 years as the Organization Administrator, Karen Burnham has passed the reigns to her successor as she transitions to a well-deserved retirement. Everyone who has interacted with FEMSA over the last two decades had

the pleasure of working with Karen. Her dedication and professionalism have been a significant contributor to the success FEMSA has experienced to date. While we will miss her, we are very excited for Karen as she embarks on this next phase of her life. During the Annual Conference in Austin, members were introduced to our new Organization Administrator, Cynthia Leighton. Cynthia has been connected to the Fire Service industry for many years with positions at Motorola, National Fallen Firefighters Foundation and The Vision 20/20 Project. I am confident Cynthia will pick up where Karen left off and bring her substantial skills and experience to the ongoing success of FEMSA.

By the time you are reading this, the registration for Hill Day 2019 will be open. If you participated in the past, you already know how easy and well organized our Governmental Affairs Committee has made this event. If you have not yet participated, let 2019 be the year you make it happen...You'll be glad you did!

As you can see, it has been a busy time at FEMSA. I'm happy to report that FEMSA is doing great and is well positioned for the future. As we navigate the course forward, I'm confident and energized by the momentum and the opportunities that lie ahead. Best of luck to you all as you continue to “Climb Higher!!” ●

## CONTENTS

50-Year Employment Anniversary .....	4	FAMA Tech Meeting .....	22
Welcome New FAMA Members.....	4	FEMSA Names New Association Administrator	23
Welcome New FEMSA Members .....	5	Moving On .....	24
Changing of the Guard.....	6	Chiefs Speak.....	25-26
GAC Corner .....	7-8	2018 State of the Fire Service Survey Winner .....	27
Annual Fall Meeting Recap.....	9-19	Interschutz 2020.....	27
FEMSA Annual Business Meeting Highlights.....	17	Trade Show Report.....	28-31
2019 FAMA Spring Meeting Line-Up .....	21	Member News.....	32-34
2018 Phillip L. Turner Scholarship .....	22	Boards of Directors .....	35



I'm looking forward to serving as FAMA's 2019 Board President. As I move into this position and a few members leave the Board, I want to thank Scott Edens, Jeff Darley and Mike Moore for their Board service. I also want to welcome FAMA's new Board members: Jeff Mazza (Treasurer), Oran McNabb (Director-at-Large) and Jeromie Johnston (Director-at-Large).

Under the leadership of Steve Toren (2018), Scott Edens (2017), David Durstine (2016), Philip Gerace (2015), Bruce Whitehouse (2014) and many others, FAMA has continued to grow its membership base. The Board held its annual Strategic Planning Meeting in November, during which we reviewed recent accomplishments, opportunities for improvement, and new paths to explore. In recent years, we have moved in many positive directions: reauthorization of AFG and SAFER Grants; improvement of our statistics, and with Sage Policy Group's help, the development of FAMA's first Industry Outlook report; the introduction and growth of the Apparatus Safety Guide; and the near completion of the Buyer's Guide to name a few successes.

As your 2019 Board President, I plan to continue the focus and support the momentum of continued improvement of our statistics program and the identification of economic indicators with the Sage Policy Group for forward looking research. This data will assist FAMA member companies in running their businesses and making decisions. Second, in consideration of the ever-changing landscape in DC, I will stress the need to continue telling our story and selling the value proposition of the fire service to Congress. Lastly, I will encourage FAMA members to make the most of their memberships by getting involved serving on committees and the Board. Board service is not the daunting task (7 years) it once was; try a term. Put your name in for consideration when the Nominating Committee inquires.

Reminder: Registration is open for the FAMA Spring Meeting in Hollywood Beach, Florida March 16-19, 2019. Please be sure to sign up for the meeting, golf event, Monday's spouse/guest tour, and book your room. We will be in a quaint Marriott property located right on Hollywood Beach. We plan to provide a great experience for those attending through exceptional speakers and valuable meeting content. Please be sure your guests know they are invited on Tuesday for breakfast and to hear speakers Tom and Jen Satterly.

Finally, it is my sincere hope all of our FAMA members, their families, friends and co-workers enjoy a prosperous and healthy 2019. ●



It's been rewarding to have served...

FAMA - Our industry trade association has accomplished so much over the last few years thanks to the hard work of the Board of Directors and committees within. I have been fortunate to serve as Board President this past year and work toward keeping many important initiatives moving forward. That said, now is the slated time to pass the gavel to Curt Ignacio, who will undoubtedly do an outstanding job.

Our organizational goal is to provide tools and information to promote fire apparatus safety. As I ponder the accomplishments of the last few years, several things jump out for me. First is the Apparatus Safety Guide developed by the Technical Committee. The development and distribution of the Safety Guide has been a key method toward delivering upon our mission. It serves as an invaluable tool and mandatory addition for every fire truck sold. We look forward to the continued hard work of our Technical Committee and their next accomplishment - the Buyer's Guide.

The Statistics Committee developed an online tool that provides an efficient method for reviewing our industries' performance. It has taken what used

to be a very cumbersome process and transformed it into a user-friendly one. They also incorporated video training into the process, which has been very well received and rises to the popular demand for video learning from mobile and desktop users. GAC continues to keep our industry in front of our legislators in an ongoing effort to assure AFG and SAFER funding continues forward. This is no small feat, particularly when dealing within a political framework.

While the aforementioned committees are charged to accomplish some of the most recognized tasks for FAMA, other hardworking committees support the organization as well and deserve accolades for their efforts that are less publicly visible yet immensely important to our success.

To sum it all up, I am very grateful for my time on the Board and the people I have worked with over that time. The experience has taught me a lot and I have the greatest respect for everyone involved. As I advance to Past President during this next term, I will enjoy providing help where needed and watching as our newly elected Board grabs the reins and keeps FAMA climbing higher.

Finally, there is a lot to accomplish and I implore those who want to participate to do so, as we can use your talents. I can say with confidence, and experience, that you're sure to get out as much as you give. ●



**Make plans to attend and register now at the FAMA website.**

# Celebrating Glenn Wayer: 50-Year Employment Anniversary

Historians consider 1968 as one of the most notable years on record: Apollo 8 orbited astronauts around the moon for the first time, Richard M. Nixon won the White House, the Beatles released The White Album, closer to home the Detroit Tigers won the World Series, and Glenn Wayer started working for HME Ahrens-Fox company.



Glenn first started at the age of 18 as a Draftsman in the Engineering Department. His commitment and dedication were not only to his work, but also to the United States Navy aboard the USS Ticonderoga (CV-14) during the Vietnam War, where he was on the deck when they retrieved Apollo 16 out of the Pacific Ocean. Today Glenn's role at HME Ahrens-Fox is as a customer support, technical, and warranty administrator.

Below are some notable projects Glenn has worked on...

- The truck that loaded cargo on a special C5A for the Space Shuttle program.
- The design of the drill chassis which assisted in the rescue of Baby Jessica, who fell down a well in Texas in 1987.
- The design of 3 trucks that were destroyed on 9/11 in the World Trade Center wreckage.

"Looking back, it really has been an amazing ride. Not only was I able to serve my country, but I was able to serve our first responder community by virtue of engineering efforts in a position I love. Furthermore, watching this industry evolve from paper and pencil to the advances in software that engineers are using today has been fascinating."

Glenn has been married to his wife Patricia for 45 years; they have 4 children and 10 grandchildren.

## Welcome New FAMA Members



**NEVADA PACIFIC INC.**  
**Nevada Pacific Services Inc.**  
 Jim Swartzwelder, President/Owner  
 P.O. Box 1630  
 Show Low, AZ 85902  
 Phone: 928-892-8585  
 Cell: 619-988-2143  
[www.nevpacservices.com](http://www.nevpacservices.com)  
[jims@nevpacinc.com](mailto:jims@nevpacinc.com)

Nevada Pacific Services is a manufacturing company specializing in wildland fire trucks and slip in skid units. We also handle a complete line of fire equipment for municipal, state and federal agencies. Nevada Pacific's ownership and employees consist of active and retired firefighters so we understand and react to the changing needs of the fire service.



**OFAB Inc.**  
 Mark Coley, Sales/Engineer  
 1909 NE 25th Avenue  
 Ocala, FL 34470  
 Phone: 352-619-4100  
 Cell: 352-895-8090  
[www.ofab.net](http://www.ofab.net)  
[mark@mac1products.com](mailto:mark@mac1products.com)

OFAB Inc. serves a diversified customer base which includes mining, engine distribution, military, agriculture, fire, law enforcement and emergency industries and has been in business since 1984. OFAB provides engineering, fabrication, machining, sandblast, powder coating, paint, assembly, finish and distribution needs for our customers.



**PACCAR Powertrain**  
 Jason Johnson, Director of Aftermarket  
 777 106 Avenue NE  
 Bellevue, WA 98004  
 Phone: 425-468-7430  
 Cell: 206-335-0768  
[www.paccarpowertrain.com](http://www.paccarpowertrain.com)  
[jason.johnson@paccar.com](mailto:jason.johnson@paccar.com)

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**Reelcraft Industries**  
 John Corner, OEM Manager  
 2848 East Bus Hwy 30  
 Columbia City, IN 46725  
 Cell: 616-581-4119  
[www.reelcraft.com](http://www.reelcraft.com)  
[john.corner@reelcraft.com](mailto:john.corner@reelcraft.com)

Reelcraft is the leading global manufacturer of the widest range of hose, cord and cable reels for firefighting applications. Reelcraft's key focus is to produce durable, quality products that make hoses, cords and cables more productive, keep them easily accessible and make them last longer.



**Safety Vision**  
 Austin Vaughn, Account Executive  
 6100 W. Sam Houston Pkwy N  
 Houston, TX 77041  
 Phone: 713-929-1058  
[www.safetyvision.com/firefighting](http://www.safetyvision.com/firefighting)  
[avaughn@safetyvision.com](mailto:avaughn@safetyvision.com)

Safety Vision understands that every second counts in an emergency situation. Our ruggedly built cameras provide reliable durability for long-lasting performance day or night, and the wide field-of-views significantly enhance driver awareness when navigating to and from an emergency. Safety Vision's budget friendly surveillance solutions offer video evidence to refute false claims and increase your ROI. Protect pedestrians and firemen with the best value mobile surveillance solutions the market has to offer.



**Palmetto Fire Apparatus**  
 Andrew Barnard, President  
 400 Browns Cove Rd., Suite 442  
 Ridgeland, SC 29936  
 Phone: 843-645-9970  
 Cell: 203-912-3169  
[www.palmettofireapparatus.com](http://www.palmettofireapparatus.com)  
[andrew@pafire.com](mailto:andrew@pafire.com)

Palmetto Fire Apparatus focuses on fire apparatus, providing a wide range of services and products, including: apparatus refurbishment, skid unit, pump panel manufacturing and installation, major pump repairs/replacements, and resale of quality, pre-owned apparatus. Since 2006, Palmetto Fire Apparatus has served departments across the country from its location outside of Hilton Head, SC.



# Welcome New FEMSA Members



**AEGIS Fire Gear LLC.**  
Chad Wenzel  
5491 Autumn Flame Drive  
Braselton, GA 30517  
678-283-4898  
[Sales@aegisfiregear.com](mailto:Sales@aegisfiregear.com)

Aegis Fire Gear is a manufacturer of patent-pending particulate protection clothing. Our garments, which consist of boxer briefs, long johns, shirts and fire station wear, prevent harmful particulates from passing through while still being air permeable and breathable. These comfortable, lightweight garments are the newest technology towards protecting your future.



**EVS Emergency Vehicle Specialists**  
Jimmie Smith, Vice President Sales & Marketing  
892 Kansas St., Stes. 4 & 5  
Memphis, TN 38106  
(901) 948-1625  
[jsmith@gwevs.com](mailto:jsmith@gwevs.com)  
[www.gwevs.com](http://www.gwevs.com)

Since 1958, we have grown from a small GM Diesel tune-up shop into a three-state regional diversified sales and service distributor. By choosing to partner with EVS/G&W, you have at your disposal an outstanding sales team, top quality equipment and highly trained service technicians. Not only do we offer the finest in equipment brands, we stand behind all our products.



**FireRescueTV**  
Martin Grube, Co-Owner  
5741 Cleveland St., Ste 300  
Virginia Beach, VA 23462  
(757) 687-8796  
[martin@firerescuetv.com](mailto:martin@firerescuetv.com)  
[www.firerescuetv.com](http://www.firerescuetv.com)

FireRescueTV (FRTV) is an interactive digital signage platform in fire stations. The screens allow for fire officers to post messages for members to see 24/7. FRTV has partnered with NOAA for weather alerts. FRTV offers over 300 daily video fire training drills on-demand and the first fire/EMS news crawl. Members can post station data such as upcoming meetings, training, and units out of service. All this on one screen. FireRescueTV- First Due to the News.



**FLIR Systems, Inc.**  
Jason N. Messerschmidt, National Sales Manager – First Responder Group  
9 Townsend West  
Nashua, NH 03063  
(603) 324-7600  
[jason.messerschmidt@flir.com](mailto:jason.messerschmidt@flir.com)  
[www.flir.com/instruments/firefighting](http://www.flir.com/instruments/firefighting)

FLIR Systems, Inc. is a manufacturer of thermal imaging cameras for the Fire Service, Industrial and Defense markets.



**Interserv Safety Solutions, Inc.**  
Ron Patel, VP-Sales & Development  
2 Robert Speck Parkway, Ste. 750  
Mississauga, Ontario L4Z 1H8 CANADA  
(416) 871-3055  
[service@interservsafety.ca](mailto:service@interservsafety.ca)  
[www.interservsafety.ca](http://www.interservsafety.ca)

Interserv is your one-stop-shop solutions provider and partner for fixed gas detection and monitoring systems. We are proud to provide our customers with industry leading services for any size project - from a single CO system calibration to a full turn-key system design and installation.



**Jarrett Logistics Systems**  
Michael Rootes, Director Business Development  
1347 N. Main St.  
Orville, OH 44667 USA  
(330) 682-0099  
[mrootes@jarrettlogistics.com](mailto:mrootes@jarrettlogistics.com)  
[www.jarrettlogistics.com](http://www.jarrettlogistics.com)

While Jarrett Logistics Systems is not a manufacturer of fire rescue equipment, we help those that are – to operate more efficiently and effectively. We work with manufacturers and distributors to address and solve their supply chain issues - from the procurement process to daily logistics functions to accounting processes for managing freight bills. Our services are designed to be implemented so that our clients do not experience any cost – and typically they experience a reduction in their transportation (freight) expenditures.



**Safety Effects, Inc.**  
Doug Bean, General Manager  
3657 Fisher Ford Rd.  
Lancaster, KY 40444  
(859) 548-9119  
[dbean@safetyeffects.com](mailto:dbean@safetyeffects.com)  
[www.safetyeffects.com](http://www.safetyeffects.com)

Safety Effects is a converter and authorized distributor of 3M Scotchlite reflective material.



**Sourcewell**  
Jeremy Schwartz, Director of Operations and Procurement  
202 12th St., NE, P.O. Box 219  
Staples, MN 56479  
(218) 894-5488  
[jeremy.schwartz@sourcewell-mn.gov](mailto:jeremy.schwartz@sourcewell-mn.gov)  
[www.sourcewell-mn.gov](http://www.sourcewell-mn.gov)

Sourcewell provides cooperative procurement opportunities for public safety-related equipment and supplies.



**The Leatherhead Tool Company**  
Rick Parker, Vice President-Business Manager  
340 Blackhawk Park Ave.  
Rockford, IL 61104  
(815) 968-0689  
[sales@leatherheadtools.com](mailto:sales@leatherheadtools.com)  
[www.leatherheadtools.com](http://www.leatherheadtools.com)

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7400 Industrial Parkway Dr.  
Lorain, OH 44053  
(440) 282-8008 ext. 204  
[liz@turtleplastics.com](mailto:liz@turtleplastics.com)  
[www.turtleplastics.com](http://www.turtleplastics.com)

Turtle Plastics™ is a global leader in providing innovated environmental, health and safety products such as our Turtle Tile™ line of apparatus compartment matting, the Dura Crib and Dura Stat™ cribbing and blocking stabilization systems, Hose Jumper™ hose bridge system and our new Turtle Tube™ grain bin rescue sleeve. We strive to find solutions to simple or complex safety requirements.



**VIKING Life-Saving Equipment, Inc.**  
Grant Grinstead, Fire Segment Sales Manager, NA  
11255 NW 106th St., Ste. 1  
Miami, FL 33178 USA  
(719) 989-0590  
[GGR@viking-life.com](mailto:GGR@viking-life.com)  
[www.viking-life.com](http://www.viking-life.com)

VIKING is a global leader in the manufacture of Personal Protective Equipment for the fire service.

# Changing of the Guard

**Looking back** on the successes of FEMSA and FAMA over the years, we acknowledge with sincere appreciation several dedicated individuals and their member companies, whose voluntary contributions have had significant impact on the associations.

## FEMSA



**Geoff Evans** (*Streamlight, Inc.*) Served one three-year board term: 2016-2018. Total years on the FEMSA Board: 3 years.



**Melinda Freeman** (*GML Industries, LLC*) Served five three-year board terms: 2004-2006; 2007-2009; 2010-2012; 2013-2015; 2016-2018. Melinda also served as FEMSA's Secretary/Treasurer for two two-year terms – 2005-2006 and 2007-2008. Total years on the FEMSA Board: 15 years.



**Rick Singer** (*Akron Brass Co.*) Served on the board: 2010-2012; appointed in 12/2013 to fill a vacancy thru 2015; 2016-2018. Total years on the FEMSA Board: 8 years.



**Richard Boyes** (*Ontario Association of Fire Chiefs*) Served one three-year board term: 2016-2018. Total years on the FEMSA Board: 3 years.

## FAMA



**Scott Edens** (*Fouts Bros., Inc.*) Served on the board: 2013-2018. Total years on the FAMA Board: 6 years



**Jeff Darley** (*W.S. Darley & Company*) Served on the board: 2016-2018; appointed in 10/2015. Total years on the FAMA Board: 3 years.



**Mike Moore** (*Pierce Manufacturing, Inc.*) Served on the board: 2018; appointed in 10/2017. Total years on the FAMA Board: 1 year.

**Entering 2019**, the Boards welcome and look forward to working with talented individuals elected to serve the FEMSA and FAMA memberships through their board terms:

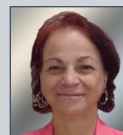
## FEMSA Directors, 2019-2021:



**Bryan Bolden** (*PBI Performance Products*)



**Karen Mandel** (*Hi-Tech Fire & Safety, Inc.*)



**Stephanie McQuade** (*Globe Manufacturing Company, LLC*)



**Mike Natchipolsky** (*FireRescue1.com*) (incumbent, having served on the FEMSA Board for 12 years to date - since 2007)

## New FAMA Board Members:



**TREASURER: Jeff Mazza** (*Bulldog Fire Apparatus*)



**DIRECTOR-AT-LARGE: Jeromie Johnston** (*Pierce Manufacturing, Inc.*)



**DIRECTOR-AT-LARGE: Oran McNabb** (*AMDOR*)

If you have aspirations to serve on the FEMSA or FAMA Board in the future, please contact [info@femsa.org](mailto:info@femsa.org) or [info@fama.org](mailto:info@fama.org).



# More Uncertainty, Maybe

by David Gatton



As of this writing, Congress and the Trump Administration are at loggerheads resulting in the longest shutdown of the federal government in history. The shutdown includes the Department of Homeland Security and a select number of other federal agencies over funding the Wall. The President's proposal is to spend \$5 billion in FY 2019 as a down payment for the Wall that eventually would stretch some 1,100 miles along the U.S.-Mexico border. Congress has proposed \$1.6 billion of additional security relying on a variety of surveillance and high tech technologies. The standoff is real, especially with a new Democratic majority in the House. But all standoffs eventually find resolution, even if many essential workers in DHS may have to work during a possible government shutdown and get paid later.

Why is this important? It used to be that DHS appropriations bills were one of the first to be passed by Congress in the wake of national consensus following 9/11. But now the tables have turned. With President Trump making the southern border a national crisis, DHS is the new "hot potato" in our nation's political gridlock. The President promised the Mexican government would pay for the Wall, but the answer from Mexico has been a resounding, "no!" Now the President says the new U.S., Mexico, Canada trade agreement, yet to pass Congress, will pay for the wall. I'm still trying to figure that one out.

What is really needed is bi-partisan, comprehensive immigration reform that addresses the underlying issues of our immigration policy. Until Congress achieves this, it appears DHS appropriations will for the foreseeable future continue to be controversial. And that means we will have to remain vigilant

in protecting priority programs for first responders.

Controversy always brings uncertainty. The old adage in DC: you don't want to be left on the cutting room floor at midnight! It is human nature for success to breed complacency. Now is not the time to be complacent. We must work even more diligently to protect and expand the \$350 million for each of the Assistance to Firefighters and SAFER grant programs. With more intense storms and continued terrorism threats, these programs are more important than ever, including the Urban Search and Rescue System and the United States Fire Administration. The arguments are on our side. We need to make sure we make them. Every year brings its new challenges. 2019 will be no different.

Here's wishing you and all the members of FAMA and FEMSA a happy, meaningful and robust New Year! 🍷



**We need YOU**  
**FOR HILL DAY**  
**April 24-25, 2019**  
**Washington, DC**  
**REGISTER NOW AT**  
**[www.famafemsagac.org](http://www.famafemsagac.org)**



**HOME DAY 2019:**  
Invite your Congressional Representative or staff to tour your facility, meet your employees and learn about your contribution to the community and fire service. Watch for the 2019 Home Day Tool Kit on [www.famafemsagac.com](http://www.famafemsagac.com).

## Ward Diesel Filter Systems Breaks Ground with Great Support



**Attendees included:**

- Ed Fairbrother, Town Supervisor, Town of Big Flats
- Marty Chalk, Chemung County Legislator
- Mike Krusen, Executive Director of Chemung County IDA and Deputy County Executive
- Joseph Roman, Deputy Regional Director, NYS Empire State Development and representing NYS Governor Cuomo's Office
- Chris Friend, NYS Assemblyman
- Staff from NY State Senator Tom O'Mara's Office
- Staff from US Congressman Tom Reed's Office

## Akron Brass was honored to host Stephen Hostelley, Legislative Director for Congressman Jim Renacci (Ohio 16th District).



*Pictured Left to Right: Rick Singer, VP, North American Distribution Sales, David Durstine, VP Marketing, and Stephen Hostelley, Legislative Director for Congressman Jim Renacci (Ohio 16th District)*

# 13th Annual Illinois Fire Service Home Day a Huge Success

The 13th Annual Illinois Fire Service Home Day was held Friday, June 1st, at the Chicago Fire Academy. Over 120 people attended the event including fire chiefs, congressional staffers, as well as FAMA and FEMSA member companies. The event was a huge success in advancing issues important to the fire service.

Twelve companies participated in the event with displays for their equipment including the following FAMA and FEMSA member companies: 3M/Scott Safety, C.E. Niehoff, Federal Signal, Firehouse, HAAS Alert, Hendrickson, Paratech, and W.S. Darley & Co.

Nine congressional staffers were in attendance representing Senator Tammy Duckworth and Congressmen Krishnamoorthi, Schneider, Lipinski, Quigley, Schakowsky, and Kinzinger.


Chicago Fire Commissioner Jose Santiago welcomed attendees and shared the rich history of the Chicago Fire Academy. Speakers included State Fire Marshal Matt Perez; Chief John Christian, President of the Illinois Fire Chiefs Association; and Col. Royal Mortenson, Director of the Illinois Fire Service Institute. They provided information on other

legislative issues facing the fire service including the alarming rate of cancer among our firefighter community.

Paul Darley, Co-Chairman of the event, served as the emcee. He addressed congressional staffers, saying, "This day is about you, and we ask that you carry home the following messages:

1. Reauthorization for the AFG program
2. Continued funding for the SAFER program, and
3. Please join the Congressional Fire Services Caucus."

After formal presentations, staffers then donned full PPE and climbed an aerial ladder to the top of the academy, operated the Jaws of Life, and held hose lines with theatrical smoke in the burning training building.

Plans already are underway for next year's Illinois Fire Service Home Day. 



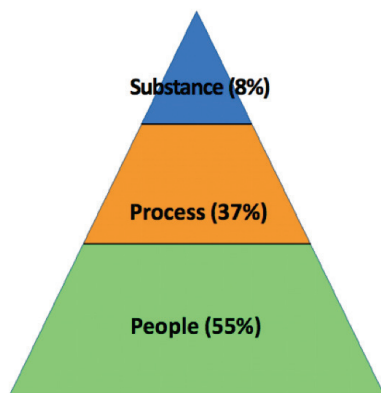


## Kick-Off Keynote Stuart Diamond on "Getting More"

by Bruce Whitehouse

The FAMA/FEMSA Fall Meetings opened with a keynote address by Stuart Diamond. Stuart -- a noted attorney, educator, author and journalist -- is an authority on the art of negotiation. His book "Getting More" provided the background for his talk on "how you can negotiate to succeed in work and life."

Stuart's approach to negotiation, which he calls the "Getting More Process," is based on the concept of building relationships and trust to deepen understanding and to "get more." Using the graphic below, he illustrated the three key elements of a negotiation and their relative impact on the outcome. Substance-specific technical contributions by those negotiating (e.g., a lawyer, engineer, company founder) factored into less than 10% of the reasons why parties reached agreement. Process -- the agenda used, timelines for completion of commitments, etc., was important but represented only 37% of the reasons for reaching an agreement. The single largest contributor to a successful conclusion was that the people developed a relationship on some level; that they liked each other (ideally); were prepared to listen to each other; and trusted each other.



Using applicable examples and stories Stuart illustrated the value of applying flexible knowledge, embracing different perspectives and using an incremental approach.

Of specific importance in the keynote address was acknowledging that the "old" principles of negotiation no longer applied. Power, leverage, threats, "take it or leave it" statements, and even logic did not lead to effective negotiated agreements. They might result in an agree-

ment, but agreements forged by these factors were far more likely to fail in the long run.

Instead, the recurring theme of the address was that a key to successful negotiation was gaining and applying flexible knowledge. Specifically, facts can and do change depending upon many influences including perspective, circumstance and emotions. Being able to adapt to influences meant that "established facts" could be seen and understood in different ways. By being flexible, a good negotiator could adjust their approach to help ensure a successful outcome -- one that would work in the long term because all parties felt their needs were considered. Stuart relayed that data showed outcomes achieved by making meaningful connections were six times more likely to be effective versus using the "old" principles. In other words, the use of an incremental, practiced and consistent approach to understanding the other party, or parties, was key to establishing an environment in which flexible knowledge could be both gained and applied.

Using examples, Stuart illustrated how establishing a connection involved focusing on such elements as family, friends, personality, interests, and occupation -- all factors that probably had little to do with the issues being negotiated but were, in reality, central to being able to build understanding and trust that allowed flexible knowledge to work. He told the story of a former student who, upon arriving at the airport gate with her newlywed husband after the airport gate had been closed, was able to establish a visual connection to the pilots in the plane that resulted in the gate being reopened so they could head out on their honeymoon.

Stuart pointed out the value of differences saying, "differences are profitable." He advocated that we embrace differences, diversity and the opportunities that come from different perspectives. He suggested that effectively identifying similarities, differences and intangibles was key to establishing value and helping parties to discuss and trade items of seemingly unequal value.

Stuart, as have many other authorities on negotiation, emphasized the value of preparation. Time spent up front to get to know the other parties, understand the facts and perceptions of the situation, identify what each party wanted/needed and determine the range of acceptable



outcomes was a key factor in successful agreements. Doing the preparation in advance positioned the negotiator to be able to use the knowledge gained in a flexible manner.

Both his address and his book illustrated the concept of "framing." He described this as the art of finding contradictions and using them to "frame" a position in a logical, articulate and unemotional manner. Framing could be described as painting a picture of the future to apply perspective and then using that perspective to negotiate for a mutually beneficial agreement.

In his closing, Stuart summarized that his "Getting More Process" applied the concept of flexible knowledge to build connections and deeper understanding to answer the questions

1. What do I want/need?
2. What do they want/need?
3. What have we got to trade?

and negotiate to succeed in both work and life. ●

## John O'Leary's Closing Keynote

by Mike Natchipolsky

John O'Leary's emotional and inspiring presentation had the audience captivated late in the afternoon on the final day of the conference.



John O'Leary lived through worse than most can imagine.

At age nine, a fire exploded and burned 100% of his body. Given a one-percent chance to live, he fought extraordinary odds. He spent five months in the hospital, underwent dozens of surgeries, lost all of his fingers

to amputation and had to relearn to walk, write, and feed himself. He endured, persevered, and survived – largely because others emerged, served and inspired.

John spoke about the support he received from numerous individuals, including an unlikely source, his childhood idol and legendary broadcaster, Jack Buck. The actions of this man initially helped motivate John to survive. Later, this man's generosity inspired him to recover and thrive.

John's story shows how little acts of kindness can have an enormous impact on others. He encouraged audience members to ask themselves three questions; "Why Me?," "Who Cares?" and "What more can I do?" Depending on one's perspective, these questions either evoke self-pity, or deep gratitude and a desire to help others. Through his example, John inspired the audience to choose the latter. ●

## Carcinogen Particulate Exposure:

### How Equipment Design and Use Impacts Firefighter Safety, Health and Wellness

by Scott Beecher

Cancer is the second leading cause of line-of-duty deaths among firefighters today, following cardiovascular disease, as studies and data collected by the National Institute for Occupational Safety and Health (NIOSH) and the International Association of Fire Fighters (IAFF) Line of Duty Deaths Database have proven. Clean cab design is one of the newest initiatives to aid in cancer prevention and was the focus of a presentation at the 2018 FEMSA/FAMA Annual/Fall Conference. Chief Frank Babinec from Coral Springs Fire Department, along with Assistant Chiefs Steve Frey and John Whalen, Captain Chris Bator, and Natasha Schaefer-Solle, PhD, RN with the University of Miami Miller School of Medicine, joined together to present, "Designing Apparatus, Equipment Programs and Procedures Around Firefighter Safety, Health and Wellness."

Firefighters are exposed to carcinogens that threaten their health and safety every day they are on the job. These occupational carcinogen exposures begin once the call comes in and continue through knockdown, overhaul, rehab, and arrival back at the station. According to the IAFF, 74% of firefighter line-of-duty deaths from 2002 to 2017 were cancer-related. Results from a two-year NIOSH Study revealed that firefighters' blood, urine and skin all show presence of toxins and carcinogens when analyzed

after a fire incident. Even one hour after getting back from a fire the levels are still extremely high.

Apparatus can be designed with careful thought given to biological and chemical contamination and potential for cross-contamination. Coral Springs Fire Department's 2016 100' Platform with a clean cab design was featured in the presentation. The interior of a clean cab uses smooth surfaces, non-porous/non-absorbent materials and electronics are as high off the floor as possible. Clean cabs are designed to carry very limited firefighting equipment. SCBAs, irons and thermal imaging cameras are not transported within the clean cab. A monthly cleaning and decontamination policy should be in place for the clean cab to ensure occupational exposures are kept to a minimum.

The clean cab design concept extends to the exterior of the apparatus with compartment space for SCBAs and firefighting tools outside of the cab. It is essential for contaminated gear to have storage space outside of the cab. The exterior design also allows for placement of equipment that will facilitate decontamination on scene; such as a booster reel or garden hose outlet.

A clean cab policy is not limited to the apparatus design itself. Guidelines for the proper handling, storage, trans-

port and cleaning of contaminated gear and uniforms must be outlined. Exhaust protection systems should be utilized. An on scene decontamination SOP is vital to establish a safe and effective practice of removing toxic particulates from equipment and the fire protective ensemble after their exposure to products of combustion. This guideline should aid in reducing firefighter exposures and subsequently have a short and long-term positive health impact.

There are many resources available to assist with training, education and the development of SOPs, to minimize risk and exposure to firefighters. National Best Practices have been published and are available, such as "Taking Action Against Cancer in the Fire Station," published by the Firefighter Cancer Support Network; and the IAFC VCOS and NVFC's Lavender Ribbon Report which focused on "11 Actions to Mitigate the Risk of Cancer."

FEMSA and FAMA members dedicate themselves to the fire service, and safety is paramount. Designing apparatus, equipment and programs around firefighter safety, health and wellness are all parts of the clean cab design initiative. To borrow a phrase from our friends at Coral Springs, "Clean is the new badge of honor." ●



# Anirban Basu - Back by Popular Demand

by Paul C. Darley



Anirban Basu, CEO of the Sage Group, has addressed the FAMA and FEMSA members several times over recent years and was invited back to present an economic outlook in a very entertaining, yet easy to understand manner. This year's presentation was titled: "Brown Sugar - Deriving Satisfaction through Data Analysis," named after the Rolling Stones.

Overall, globally there is a higher confidence level in the economy than we have seen in over 20 years. There is a lot of money available that is helping to boost the stock market. The global market is growing at 3.9%.

Domestically, the US dollar remains strong and the economy is predicted to grow at 2.9% for 2018. We are in our

10th year of economic growth and it is stronger now than ever, based primarily on the fact that consumer confidence is at an all-time high. We've had 95 months of consecutive job growth and right now there are more job openings than there are people who are unemployed. Anirban says, "If you are having problems attracting good employees now, it's only going to get worse."

The growing number of young males (ages 25-34) who are not working is continuing to grow - this is largely due to them playing video games...really. This was the data discovered through studies at Princeton and other reputable firms. They are happy to not be working and they are often supported by their parents.

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**US Public Safety spending has decreased from \$13.3 Billion in 2009 to \$8.2 Billion in 2017, when adjusted for inflation. Despite the budget cuts, the employment of career firefighters is expected to grow 7% from 2016 - 2026.**

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Anirban predicts that despite all of the positive news, he is nervous because everyone else is so confident. He points out the amount of debt that US and global companies currently have accumulated, and that price to earnings ratios are almost at an all-time high. He is confident for 2018 and 2019, but feels we are in for some major corrections in 2020 and beyond, as inflation increases and assets are liquidated. ●

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## Washington Update

by Bill Webb



CFSI Executive Director Bill Webb did his best to capture the theme of the conference (People, Purpose and Passion) in his update on Congress. A presenter at the FEMSA/FAMA conference for the past 24 years, Webb acknowledged the **people** of both organizations - including members of the GAC - for their cooperation and support of CFSI in the efforts to reauthorize the AFG and SAFER programs. Webb credited the GAC and the participants of the FAMA/FEMSA Hill Day program as contributing factors to the unanimous passage of the AFG/SAFER/USFA reauthorization legislation that President Trump signed into law earlier this year.

Always a **passionate** speaker, Webb shared his thoughts on the important **purpose** of both organizations, stressing how the fire service industry is an integral partner in the collaborative work the national fire organizations perform

to advance the health and safety of our nation's first responders. In his presentation, he sighted a list of legislative achievements attributed to the collective efforts of the fire organizations this past year, most notably the AFG/SAFER/USFA reauthorization, Firefighter Cancer Registry Act and Fire Sprinkler Incentive Act (a major provision of the legislation was included in the Tax Cuts and Jobs Act of 2017).

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**31st Annual National Fire and Emergency Services Seminar and Dinner Program will take place on April 24-25, 2019 in Washington, DC.**

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CFSI is a privately-funded organization. Both FEMSA and FAMA are proud supporters of the organization and Webb shared ways in which individual companies can also support CFSI's mission.

Like so many members of FEMSA and FAMA throughout the years, CFSI extends its thanks and appreciation to Karen Burnham for her support and friendship. She has certainly been the one constant in the relationship between the organizations that represent the industry and the first responders for the past 21 years. Her **passion** for the two organizations, sense of **purpose** in her work and the admiration she has earned from the **people** fortunate to call her a friend are enduring qualities that define her special legacy.

For more information about CFSI and the work it performs in Washington, DC on behalf of our nation's fire and emergency service, please visit [www.cfsi.org](http://www.cfsi.org) -- or call 202-371-1277. ●



## Hill Day 2019 More Important than Ever!

by David Gatton



This year's FEMSA/FAMA Annual/Fall Conference was held on the verge of the 2018 Congressional elections, which the GAC predicted would bring major changes to Congress through retirements alone. During the Austin meeting, John Granby and I reported that FAMA and FEMSA would need to mount a major push to educate new Congressional members on the efficiency and efficacy of the AFG, SAFER, USFA and USAR programs—the four foundational corners of our nation's fire and emergency response system.

Our predictions proved true. As of last count over 90 (20+%) Congressional members will be new to the House of Representatives. Democrats regained the majority with 235 seats compared to 199 Republicans. One seat remains disputed. Most of the new members will be unaware of FAMA and FEMSA's priority programs, the fire service in general, and the fire and emergency response industry. This means



we have a lot of work to do, and quickly, to educate new members on the role we play, the importance of the fire service, and how our programs impact their specific districts.

However, another form of change has occurred. As the Democrats prepare to take over the majority in the U.S. House of Representatives, this means that every Committee, including Appropriations and Homeland Security, will have new chairs and committee staff. Being in the majority means that new chairs will bring their priorities to the budget and appropriations process which may or may not be consistent with those of the last eight years.

All this means that this year's Hill Day, April 24-25, 2019, will be more important than ever. While last year's priority issue was reauthorization of AFG and SAFER programs, this year's cause will be to meet with new Committee Chairs and educate new members of Congress "right from the beginning" of the 116th Congress. Securing support for AFG and SAFER, just like football games, can be won or lost in the early quarters, when teams establish a lead and others have to play catch up. We are no different.

So if you have not registered for Hill Day 2019, it's not too late. And, if you have a new congressional member, it is more important than ever to come to D.C. and introduce yourself, and upon your return have your own Home Day. Invite the new member to your facility, or call up his/her new district staff to orient them to the important work you do as an employer within their district over a cup of coffee. Remember, all of our support is based on our relationships with the "people" who represent us and ensuring that they understand the vital role we play both locally and in the National Response Plan to all disasters.

### Please join us for 2019 Hill Day!

*(On a personal note, I have often written from these pages that our nation's first responders are the epitome of our American character—putting service to people first, regardless of party, politics or ethnicity. In these divisive times, our first responders are a concrete example of this American character and it is our honor as an industry to put their safety first as they put their lives on the line for people in every corner of our land. We are all fortunate to be a part of such service.)* ●

## Fire Chiefs Panel on Safety, Health and Wellness

by Nathan Calabrese

The 2018 FAMA/FEMSA Annual Fall Conference Chiefs Panel was focused on Firefighter Safety, Health, and Wellness. Moderated by Timothy Sendelbach, this year's panel included:

- Chief Frank Babinec of Coral Springs, FL
- Chief Charles Hood of San Antonio, TX
- Chief Brandon Wade of Austin, TX
- Sara Jahnke, PhD, Principal Investigator, National Development and Research Institute

In recent years we have seen increasing attention being focused on safety, health, wellness, and cancer in the fire service. We continue to learn more about how serious the health and safety risks are across all aspects of the fire service, but

also how those risks affect the lives of those in the fire service, and what we can do to prevent and counteract them.

In this year's Chiefs panel, we aimed to collect and share information on how some leading fire departments are dealing with these challenges, while changing old habits and adapting new processes and procedures to better serve and protect those who are striving to serve and protect. Below, we offer for you some highlights from the 2018 FEMSA Chiefs Panel.

**Opening question from Tim Sendelbach:** A crew of firefighters comes to you on the first day on the job. How do you set the stage and prepare them?

**Babinec:** From their very first day

and throughout training we continue to educate and inform our cadets and firefighters directly, as well as bring in their families to discuss mental health, physical health, and wellness in all aspects. We do this from day one, because laying that foundation is important. Going forward we also have in place and continue to adjust ongoing programs and practices that we have for THEM, and these things spread out to all areas of health and wellness, not only addressing the risks of cancer. But these initiatives are for THEM. If they don't use it, it doesn't help. Laying the foundation from day one and keeping that message consistent and frequent is important.

**Hood:** Where I came from originally in Phoenix, of course the cadets always



wanted to be burnt up just like the grungy training officers. Dirty, burnt up gear, looking like they had done a lot of work. So we had to make sure that new cadets saw training officers who were clean, and make sure everyone works with new, clean gear. They need to know that the image of the dirty, burnt up gear and tools and having the soot all over your face is not the image that you want because it is harmful and deadly. We have unfortunately lost four firefighters in the past year to cancer, and we have another two who are currently battling stage 4. I often look back and think about what I could have done differently to prevent that from happening.

**Sendelbach:** What does physical fitness in Austin FD look like?

**Wade:** We were one of the first fire departments to adopt a method and program of supporting and pushing physical fitness. We installed fitness centers, began annual physicals, and started routine wellness screens. While on duty we forced physical fitness, exercise, and treadmills. It was very new to everyone at the time, and it was a huge push to get those initiatives in not only from the attitudes and the mentalities, but also with the city and the budgeting for those things. Now in the present time, it's fitting into our department, the city of Austin, and not only has it been accepted by our personnel as routine, the city does not second guess why we are spending money on those things.

**Sendelbach:** How do we solve the issue of culture in the fire service? What does that culture look like for you in the fire service? How do we break that old culture and that old upbringing?

**Babinec:** It's important to know the "why." Why is the culture what it is? Why do you need to change it? So it's not about just saying that you're going to change the culture, you've got to state and push that you are "Changing it because..."

**Hood:** If you talk about culture, I need to jump in here and reference the movies like *Backdraft* and *Ladder 49*. Those things look great! It's Hollywood! They glamourize life and death, and paint that picture for our personnel of the image that we are supposed to be, and I don't find that acceptable. We shouldn't be getting burned, we shouldn't be getting injured, and we should not be teaching that kind of aggressiveness on

the fireground. We are all alphas, we are all aggressive. However, we need to be aggressive in protecting health and overall wellness, aggressive in building construction, aggressive in regards to open spaces and wide trusses, not aggressive when it comes to cotton and paper. We must understand fire behavior. Running into fires just like they do in the movies without SCBA and coats unbuttoned is unacceptable. People look at that as real life, it's being glamorized, it floods our culture, and that is wrong. Giving out flags for firefighter deaths and accidents



on the fireground is not like running in and saving lives. We need to stop the accidents on the fireground, stop the deaths on the fireground, and letting that movie culture drive us to be any other way is unacceptable.

**Wade:** One method has been to implement the change you want with the saltiest people you can find, and then wait five years and it will spread. But we cannot wait that long to get that change in the fire service. We have to show that the people, our most valuable resource, cannot just remain to be dirty, unhealthy, covered in carcinogens. We need to educate and train them on new tactics, new pieces of equipment, we need to be better at getting them to buy in, get them to understand how keeping them healthy is to help them keep citizens safe. If we push that hard enough and in the right way, they will begin to nod their head knowing they could then stay on longer, work harder, and help more, which is their ultimate drive.

**Jahnke:** I think the manufacturers and the industry have done a great job so far in promoting health and wellness and pushing the fire service to move away from the negative aspects of older or other things lacking in technology and safety, but that the industry could also do a lot more in terms of getting data and sharing data to allow us to

apply to further research. Data such as bracelet wearing, which would allow us to further study the effects on the job, information on staffing and activity levels including recruits, and access to a wide range of departments which have both more fires and less fires. On duty, off duty, more fires, less fires, collecting data to understand more would help us to better understand all around what is being done that is positive, what is being done that is negative or harmful, and what can be done to correct these things.

**Sendelbach:** What does cancer look like in the Austin Fire Department?

**Wade:** Years ago we started to initiate a change in that we began monitoring our firefighters in the IDLH environment, and we required them to keep on their SCBA even longer. This was years ago. The firefighters would ask why, and we were telling them that they were still in a dangerous area, full of carcinogens. We also began implementing decontamination practices for our firefighters who were coming out of fires, and as part of that we actually had the department coming out to the scene with fresh gear and swapping out gear on scene as the firefighters were exiting the IDLH. So we would bag up the dirty gear, swap it out with fresh gear, all even before the firefighters got back to the firehouse. That was a very big change for us, one we did years ago, and we're seeing that around the country be expanded upon now.

**Hood:** We are very comparable to most of the things that Chief Wade spoke about. We have numerous systems in place including exhaust systems that vent vehicle exhaust directly out of the building. That in itself was very difficult because we have stations that are 105 years old. We have sealed stations, we have purchased multiple sets of gear with a quartermaster system that goes out and replaces it on scene, we have shop vacs on vehicles to clean seats, and



we are doing multiple initiatives from different sides all in the attempt to lower this exposure to our firefighters. All it takes is to look at one single firefighter on your department who has to go through stem cell replacement, cancer treatment, and still dies, and you don't think twice about purchasing this equipment and implementing these changes. Seeing even one of your guys go through that will turn that initiative into something that is a must-do and you won't think twice about it.

**Sendelbach:** Chief Babinec, I know you are doing some very special things in your department as well in Coral Springs. Can you elaborate on that for us?

**Babinec:** Yes, we have a clean cab initiative, clean exhaust collection systems, all HVAC and other systems totally separated and isolated, we have multiple sets of gear, we do consistent monitoring of air and surrounding quality, we have special hoods, special decontamination processes making sure that they are properly decontaminated and showered after a scene.

**Sendelbach:** Let's talk about that clean cab, what is that?

**Babinec:** It has to do with cleanable material on the seats that does not absorb, in other words, not cloth, having the SCBA stored outside of the cab, no contaminated gear inside the cab, and some other things. Having the SCBA outside of the cab is not really anything new. We know that those tools and SCBA's will continue to off-gas for up to 24 hours after any fire. So anything contaminated is not allowed back into the cab of a vehicle. Only the firefighter and his newly issued clean gear can get back into the cab. Finding the space to do this just really took a re-organization and utilization of that space on the apparatus. The trucks grow and grow, and pretty soon, even though the trucks are so large, we've got so much equipment that we can't fit all the things necessary for clean cab. We must be sure that we recognize that growing these apparatus has limitations. An interesting addition was that moving those SCBAs and tools out of the cab also meant that now we don't see the back, ankle, and neck injuries that we were used to, we have a cleaner environment, and it is a better system for health and wellness overall.

**Sendelbach:** Chief Wade, you use

traditional long wheelbase top pump mounted apparatus in Austin. What are the challenges with that?

**Wade:** It used to be that the city of Austin listened to us when we told them that they cannot build streets that narrow, cannot build buildings stacked with limited access like that, we will never fit an aerial into those places and get the downriggers put out. Now the developers are winning, and we are losing. Wider sidewalks, wider bike lanes, narrower streets, more housing, taller buildings. The developers are winning, and we are losing because the citizens are losing in the event of an emergency. Yes, we need to move things out of the cab, but we are also running out of space, and we cannot

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### **Even if the budget weren't an issue, we need our members to get involved, understand the why, get them on board, and layout a plan for implementation.**

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keep building these trucks so large. We need to work with manufacturers and get help to come up with solutions before we have nowhere else to put things except for on our lap. That is a bad scenario and situation for not only health and wellness, but even for just responding to any scene, and having those limitations. This is getting worse.

**Sendelbach:** Chief Hood, if San Antonio was able to work with a manufacturer to come up with a "silver bullet" solution to a problem, what would it look like, and how long would it take to implement it?

**Hood:** Silver bullet? (laughing) Does that mean it's free? It's amazing, but my budget is \$330m and 60-70% of that is personnel. Even if there was a silver bullet to solve these issues and I had the support of the manufacturers, it's going to take me a while to get it. Budget, bureaucracy, demands, priorities...it takes time. Things need to be validated, justified, we need to deal with the red tape, and I have to provide the city council and the mayor with those validations and justifications and fight for those things. Magic pills and silver bullets are amazing, but I don't have a magic pill or silver bullet budget. Even the best solutions take time.

**Babinec:** Even if the budget weren't an issue, we need our members to get involved, understand the why, get them on board, and layout a plan for implementation. And if we find later on that the silver bullet isn't what it was thought to be or isn't working, that's ok, but help us to step away. It's difficult to implement a "stop do."

**Wade:** If we have a solution or something that is not working, that's ok. We need to recognize that and then ask ourselves, "How do we repurpose this? How can we change it around? Is the item still useful and can it be reapplied?" Some things you do need to move away from and move on, but not everything is a failure and has to be thrown away. How else could it be adapted or applied in some way?

**Jahnke:** It is important to continually monitor and collect data and understand cost benefits. Use data, watch and study, monitor. Is it working? What is it doing? How well is it working? What were the purposes and expectations? We need to study and look and measure and pay attention to these things in order to know going forward how to justify expense and implementations.

**Sendelbach:** How are you able to ensure that your incumbents are meeting mandatory physical fitness requirements?

**Hood:** In order to even have a required fitness level you need to have a mandatory wellness program first which takes them from wherever they are now and brings them up to a certain level. Your current personnel need a period to bring them up to a certain level because if not, mandatory fitness will promote blown out knees, backs, heart attacks. You must prepare them before implementing mandatory fitness, and that is by doing wellness examinations, evaluations, and plans for improvement first.

**Babinec:** I couldn't agree more. You must build the baseline. You have to be completely confident in making sure that the baseline and program for improvement is met and implemented, and then once you know where that is and where you can go with it, you can move forward.

**Wade:** We are starting to see that initiative from the unions. They are looking at it as, "Now we have the wellness piece (and here in Austin we do),

so is it now time for the physical fitness program?" It started by bringing back injured firefighters who may have been technically cleared for duty but obviously weren't fully ready. The time to get them back to full service was so long, and injuries were often repetitive. We implemented a program that while returning on light duty, they were required to take part in a daily mandatory physical fitness program, specifically for them. And there was a lot of pushback on that because they are light duty, so why the physical exercise? But when we implemented it and we pushed it, we were able to put them back into full service so much faster. And we saw the data on it, and there was a huge improvement in the time it took them to fully recover as well as repeated injuries disappearing. Now this has become the norm. The unions are onto it, and we are looking now at can we do that in terms of a department wide initiative.

**Babinec:** Large organizations have the abilities to do that, but what we struggle with, being a medium sized organization, is trying to get the resources to create a wellness center. I only have 163 full time firefighters, and getting the resources to make a full wellness center is a challenge for a department of our size.

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**It's amazing, but my budget is \$330m and 60-70% of that is personnel.**

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The panel was a huge insight into the challenges faced by the fire service in dealing with health, wellness, and cancer risks. It is clear that the fire service suffers not only from these inherent risks, but also a deeply rooted culture that poses extreme difficulties in change and adaptation, even though that change and adaptation is necessary in order to keep our fire service members the safest and healthiest they can possibly be. From the few simple steps that some of these departments have done to change those processes, we as an industry can take away that we need to not only continue the push in making the industry a safer and healthier place, but also that we, as manufacturers and service providers, need to help change the image and the culture of the fire service and show that clean and healthy is the proper image to carry forward. ●

## FAMA/FEMSA Canadian Member Meeting

September 26, 2018

by Richard Boyes

### ATTENDING:

Mike Stone, Dan Stone, *A.J. Stone*

Oran McNabb, *AMDOR*

Luc Thibault, *Battleshield Industries Ltd.*

James Burge, *C.E.T. Fire Pump Mfg., Inc.*

Jean Droulet, *Cosmas USA*

Pino Natalie, *Dependable Emergency Vehicles*

Rick Suche, *Fort Garry Fire Trucks*

Mike Welte, *Hub Fire Engines & Equipment, Ltd.*

Daryl Kretzschmar, *PPE Solutions*

Wayne Stevens, *Safetek Emergency Vehicles, Ltd.*

Brian Bart, *Scotty Firefighter*

Marcello Iacovella, *WATERAX Inc.*

Rick Arnel, *Ontario Association of Fire Chiefs (O AFC)*

Richard Boyes, *O AFC & Moderator*



The group felt that there was an opportunity to grow the Canadian membership in FAMA and FEMSA by emphasizing the opportunity to attend the next FAMA/FEMSA Annual/Fall Conference being held in Toronto, Ontario. This would be an excellent time for a new member to join one or both associations and to experience the conference while limiting travel costs. The attendees agreed to work together to create a list of potential members and to assist with recruiting.

There was a strong desire to get the Canadian Governmental Affairs Committee (CGAC) active again. Given that most of the Canadian attendees do business in Ontario, they are prepared to work with the Ontario Association of Fire Chiefs to hold a Queens Park lobby day in the spring of 2019. Recent changes in government in Ontario have created an opportunity for the Fire Chiefs and FAMA/FEMSA members to work together to address some legislative changes that are needed.



This was the largest meeting to date of the Canadian members and we are encouraged by the growth of the group and their willingness to get involved with FAMA and FEMSA. ●

A Canadian breakout session was held during the FAMA/FEMSA Annual/Fall Conference to allow Canadian members an opportunity to address issues that affect their business in Canada.

FAMA and FEMSA Presidents Steve Toren and Bill Van Lent brought greetings from their respective organizations. President Van Lent spoke of the value of growing the Canadian membership in both organizations and acknowledged the need for Canadian content in the marketing brochure to assist with recruitment of new Canadian members. Both Presidents spoke to the value of the GAC program and how to expand it into Canada, but both also emphasized the need for current business data that would assist the CGAC in their lobby effort. All in attendance agreed that this should be acted upon immediately.



## FIRE LANE: FirstNet

by Mike Worrell

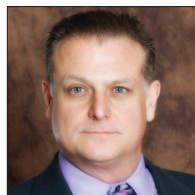


Mike Worrell from FirstNet provided an overview of the First Responder Network/FirstNet being deployed in a public-private partnership with ATT. Mike explained the organizational structure, roles and relationships of the FirstNet Authority under the US Department of Commerce and the public-private partnership with ATT.

Mike's presentation identified major components of a fire response system, detailed the connectivity requirements for dispatch centers, fire stations, apparatus and personnel. The FirstNet broadband network will include current and future Internet of Things (IoT) capabilities to collect and distribute information on the fireground to help public safety entities respond more effectively, improve situational awareness and firefighter safety. ●

## FIRE LANE: Marketing from the Trenches

by Rudy Waldner



Trench Marketing is an operations based retail marketing program based on years of experience in both corporate operations and marketing. This deceptively simple program is based on three P's:

**People** – Treat people right with incentives, training, education, and hold them accountable. Don't waste time on non-performers. People that don't deliver either can't or won't; you don't want either on your payroll. The same goes for dealers, resellers, suppliers and vendors.

**Place** – Optimize your place of business to become part of your sales mechanism. Cleanliness = credibility, no matter what product you are offering. Feed the five senses.

**Partnerships** – Create mutually beneficial partnerships to drive your sales. Answer the question, "What business partner shares a similar customer base?" Form that relationship and cross promote, with both businesses reaping the rewards. ●

## FIRE LANE: Future of Firefighting and New Innovations

by Caleb Holt



The Future of Firefighting, presented by Caleb Holt, Center Manager for the Product Development Center at Texas A&M Engineering Extension Service after (TEEX PDC), introduced new innovations using FirstNet connectivity for apparatus and SMART Infrastructure.

TEEX PDC is actively engaged with technology developers that are sending patient holograms to the ER from the back of ambulances. They are working on tethered drones and in cab screens that provide scene overview visuals in route to an incident. Additional technologies are being developed to monitor and report chemical exposure to apparatus arriving on scene, as well as measure and report in color hue exposure rates of responders returning from a scene (think green if exposed to chlorine).

The industry shifting technology through SMART Infrastructure technology will create significantly smarter response in the future. Calls will be validated by sensors, sized-up and verified by cameras and visualization software. Imagine rolling up to a SMART commercial building that through motion detection lighting and HVAC sensors you will have notification of where occupants are located with a digital floor plan and shortest route to occupants.

The future for public safety and firefighting will significantly benefit from the development of the FirstNet and 5G networks. The future will involve a large suite of actors performing public safety as a community support function. Ring doorbell now makes public safety outreach programs with law enforcement entities one of their strategic efforts. TEEX PDC believes the increased use of UAVs for commercial business and last mile delivery will setup reporting and verification of incidents as a by-product for these companies.

The future of firefighting will be enhanced safety for our first responders, enhanced awareness through the apparatus and SMART Infrastructure and



a beneficiary of consumer technology that streams and analyzes data on the edge and specifically for public safety purposes. The future is already in development and we need manufacturers and end users working together to optimize faster adoption. ●

# FEMSA Annual Meeting Highlights

by Karen Burnham

This record-breaking meeting and conference in Austin, Texas welcomed over 130 representatives from more than 90 FEMSA member companies. The conference theme, "People, Purpose and Passion - All Y'all" carried throughout three full days of meetings, presentations, caucus group breakouts, and networking events bringing members together to learn, share and be part of the association's forward-thinking progress.

The generosity of FEMSA and FAMA member companies that sponsored conference events reached new heights this year. Without this high level of support, the conference would not have evolved to be the exceptionally educational and meaningful event to members it has continued to be over the last decade. FEMSA and FAMA are truly grateful to all sponsors ... Thank You!

Meetings on Day 1 were spent by the Board and committees to be sure FEMSA's house was in order for the membership meetings and events that would follow the next two days.

The majority of Days 2 and 3 were enjoyed by FEMSA and FAMA members through shared presentations of a remarkable slate of speakers engaged for the conference. Summaries of their presentations are included in this issue of the newsletter. FEMSA and FAMA also separated to conduct their individual member meetings.

As the infamous "cow bell" sounded, President Bill Van Lent called to order FEMSA's 2018 Annual Business Meeting the afternoon of Day 2, marking the association's 52nd anniversary. The extraordinary voluntary services of FEMSA Board members was acknowledged; they were lauded for their hard work through the year that brought all together for this annual event. New members and first-time attendees were introduced to the membership at large, and all members were thanked for taking time away from their businesses and families to participate.

FEMSA bylaws require that an annual meeting of the membership be held where association reports (financial and committees) are presented and annual elections are held. Reports detailed the

activities of the Board and committees and confirmed the association's financial strength. After the nominating and balloting process, Bryan Bolden, Karen Mandel, Stephanie McQuade, and Mike Natchipolsky [incumbent] were welcomed to the FEMSA Board for the three-year term commencing January 1, 2019. After years of dedication, Melinda Freeman (15), Rick Singer (8), Geoff Evans (3), and Richard Boyes (3) would end their Board terms as of December 31, 2018. Thank you all for your contributions to the Board ... you will be missed.

After many months of search and deliberation, Bill Van Lent announced my retirement at 2018 year-end and FEMSA's new Association Administrator, Cynthia Leighton, effective September 27th. [Cynthia and I worked together for several months thereafter to transition the duties and responsibilities of the position.]

All members were and are encouraged to take an active role in the association's activities - get involved on a committee and then consider running for the Board. There are several standing committees that could use your help.

The next FEMSA Annual Meeting will be held October 9-11, 2019, at the Toronto Marriott Downtown Eaton Centre Hotel, Toronto (Ontario) Canada. Mark your calendars now and get your passports ready! 🇨🇦





# ANNUAL FALL CONFERENCE

2018 AUSTIN, TX





# Thank You

## 2018 Conference Sponsors



2018 Annual Meetings | Austin, TX

The following firms have generously supported the annual conference through their sponsorships.



### IN MEMORIAM



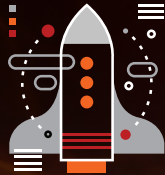
FEMSA and FAMA offer condolences to the families of those who recently have passed:

Phyllis Ewers (Class 1)	Margaret Mary Halton (mother of Bobby Halton)	Richard Juneau, Sr. (father of Jim Juneau)	Raff McDougall (E-ONE, Inc.)	Dale A. Towers (Towers Fire Apparatus)	Robert Zoller (Elkhart Brass)
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THE THEME OF THE FAMA SPRING MEETING “Accepting the Challenge” is supported by the exceptional speakers selected to provide an invaluable learning experience. Beyond the beautiful location, great meeting content and priceless networking opportunities equal an event you don’t want to miss.

### Tentative Overall Event Schedule

#### SATURDAY, MARCH 16

11:00 am – 11:00 pm	Hospitality Suite Open
1:00 pm – 5:00 pm	Technical Committee Planning Meeting (open to all member representatives)
5:30 pm – 6:00 pm	New Member/First-Time Attendee Reception
6:00 pm – 7:30 pm	Welcome Reception – All Members/Spouses

#### Event Sponsors

Elkhart Brass Mfg., Fire Research Corp. and ROM

#### SUNDAY, MARCH 17

7:00 am – 9:30 am	Board of Directors Breakfast and Meeting
9:30 am – 11:00 am	Board and Committee Chairs Meeting
11:00 am – 11:00 pm	Hospitality Suite Open
11:30 am – 5:00 pm	Annual Golf Tournament

Bulldog Fire Apparatus, Code 3, Elkhart Brass Mfg., Valor First Responder Seating, and Waterous Co.

#### MONDAY, MARCH 18

7:00am – 8:00 am	Member Breakfast
8:00 am – 12:00 pm	FAMA Membership Meeting
9:15am – 12:30 pm	Spouse/Guest Event
12:30 pm – 4:00 pm	Networking Event (lunch included)

AMDOR

Meeting Break: Waterous Company  
Keynote Speaker: PPG Industries

Dependable Emergency Vehicles and Marion Body Works  
Bronto Skylift and Michelin North America

12:00 pm – 11:00 pm	Hospitality Suite Open (exclusive of dinner)
6:00 pm – 7:00 pm	Reception
7:00 pm	Awards Dinner

E-ONE, Inc., KME Fire Apparatus and Ferrara Fire Apparatus  
Valor First Responder Seating  
Entertainment: Hannay Reels and Midwest Fire

#### TUESDAY, MARCH 19

7:00 am – 8:00 am	Member Breakfast
8:00 am – 12:00 pm	FAMA Membership Meeting

IMMI

Keynote Speaker: Federal Signal and HME Ahrens-Fox  
Meeting Break: Marion Body Works

REGISTER TO ATTEND AT [FAMA.ORG](http://FAMA.ORG)

#### OTHER SPONSORSHIPS:

Corporate Sponsor: Clarion Fire & Rescue  
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Hospitality Cups: United Plastic Fabricating



## 2018 Phillip L. Turner Scholarship

On October 18th, during the Firehouse Expo opening ceremonies in Nashville, TN, FAMA awarded the 2018 Phillip L. Turner Fire Protection Scholarship to Eastern Kentucky University (EKU) student Nicholas Brondum. Brondum was selected to receive the \$5,000 scholarship in recognition of his outstanding achievements and his steadfast focus towards the improvement of firefighter safety.

At a young age, Brondum was inspired by his father, a 37 year fire service veteran. After years of visiting fire departments and an apparatus manufacturer, Brondum decided to pursue a career in research toward the safety and efficiency of fire service equipment and tactics. For financial reasons, he is working hard to complete his undergraduate degree in Fire Protection Engineering Technology in three years and



From left to right: Steve Toren - FAMA Board President (2018), Nicholas Brondum - 2018 Scholarship Recipient, Kent Classen - Akron Brass Co. (Sponsor Representative)

is currently working on his thesis. In alignment with his focus to improve firefighter safety, the end-goal of his thesis is to determine the best practices for fighting fires in high-rise and standpipe equipped buildings.

Brondum interned at UL Firefighter Safety Research Institute last summer and is currently the President of the EKU Society of Fire Protection Engineers. He is a member of the EKU Honors program, the EKU Justice and Safety Student Leaders, and a volunteer with the White Hall Fire Department. In the future, Brondum hopes to continue his education and obtain a master's degree in Fire Protection Engineering.

The Phillip L. Turner Scholarship is awarded annually by FAMA and has been sponsored since 2009 by FAMA member Akron Brass Co. ●

## FAMA Tech Meeting

October 17, 2018, Nashville Convention Center, Nashville, TN

by Doug Miller

The meeting was called to order by Chairman Roger Lackore, and attended by 37 representatives of 24 member companies.

Roger Lackore kicked off the meeting with a recap of key discussions and votes during the recent NFPA 1901 and 1906 Standards meeting. For both 1901 and 1906, the posting date for the First Draft reports is February, 27, 2019 and the closing date for Public Comments is May 8, 2019. Mr. Lackore also reviewed the recent NFPA 1500 committee activities.

FAMA presentation topics for the upcoming FDSOA Fire Apparatus Symposium were reviewed. The event will take place at the Wyndham Orlando Resort on International Drive in Orlando, FL on January 20-24, 2019.

Co-Chair Doug Miller presented a status report of the Buyer's Guides,

tasked the subcommittees to continue the development of the guides in process and determine who will be responsible for completion of each guide. After the breakout session, each subcommittee representative presented a progress report to the full committee.

**The next meeting of the Technical Committee will take place in Indianapolis during FDIC on Thursday morning, April 11, 2019. Watch your email for a meeting notice with all the details in early March and please plan to attend and participate!**

Special Thank You  
TO THE FALL TECHNICAL  
COMMITTEE MEETING SPONSORS

The image displays three logos stacked vertically. The top logo is for Darley, featuring a stylized red and black flame-like shape above the word "Darley" in a bold, black font. The middle logo is for PAC (Professional Apparatus Company) Systems, which is a red and white fire department-style shield with "PAC" in the center and "TOOL MOUNTING SYSTEMS" around the perimeter. The bottom logo is for Pro Poly of America, Inc., featuring the words "PRO POLY" in a large, bold, red font with a black outline, and "of America, Inc." in a smaller black font below it, all contained within a black oval border.

## FEMSA Names New Association Administrator

Fire and Emergency Manufacturers and Services Association (FEMSA) announces the selection of the association's new Administrator Cynthia L. Leighton.

"On behalf of the FEMSA Board of Directors and membership, I am pleased to welcome Cynthia to the FEMSA team," stated President Bill Van Lent. "Cynthia's background serving the fire and emergency services market makes her a valuable resource person for FEMSA as we serve our membership and the industry at large," noted Van Lent.

Leighton joined FEMSA to support its growing membership base and to further develop its portfolio of initiatives. Leighton comes with a wealth of experience within the fire and emergency services industry. With the Vision 20/20 Project, a national initiative developing strategies for fire loss prevention, she was instrumental in increasing support for their National Model Performance in Community Risk Reduction (CRR) Symposiums as Sponsors and Exhibits Manager, obtaining numerous grants and executing CRR projects as Technical



Advisor, and leading their fundraising program. Previously, Leighton worked for the National Fallen Firefighters Foundation as Director of Marketing and Communications.

Leighton spent the majority of her career with Motorola Solutions Inc. in leadership roles supporting the fire and EMS industries in business and marketing management, market development, strategic planning, project management, and product development.

"I am excited to start a new challenge within FEMSA and look forward to working with Karen Burnham and the Board of Directors as I transition into the Association Administrator role. I am honored to serve such a well-respected association that prides itself on serving the needs of the industry," said Leighton.

Leighton joins FEMSA as successor to Karen Burnham, the Association's Administrator for the last 21 years. Burnham plans to work with FEMSA on special projects documenting the rich history of the association and its policies. ●

## SAVE THE DATES

### FEMSA/FAMA

#### Annual/Fall Conferences:

**2019** 📅 **October 9-11**  
Toronto, Ontario (Canada)

**2020** 📅 **October 7-9**  
New Orleans, Louisiana (USA)

**2021** 📅 **September 22-24**  
Tampa, Florida (USA)

### FAMA

#### Spring Meetings:

**2019** 📅 **March 16-19**  
Hollywood Beach, Florida (USA)

**2020** 📅 **March 21-24**  
St. Pete Beach, Florida (USA)

**2021** 📅 **March 20-23**  
Fort Lauderdale, Florida (USA)

## Moving on ...

by Karen Burnham

It's hard to believe that 21 years has come and gone so quickly. "Time flies ..." and it really has been fun. On December 31, 2018, I set aside my "gently used" FEMSA shirts to ship to my successor along with other goodies, unplugged the office phone, and turned out the lights.

The reality that my tour as FEMSA Administrator was coming to a close a few months ago made me wonder if I had made the right decision ... so far I believe I did. Bittersweet for sure - sweet that I'm ready to step away from a full-time desk job, get off my butt, and start enjoying



offloaded boxes ... and boxes ... and boxes of FEMSA association records from the two prior association management firms. Thanks to "Team Burnham," the older files quickly made their way into attic storage, and the more current files were reviewed and sorted. Another file cabinet was purchased for active projects and easy access, while the inactive files joined the archived boxes overhead. It was a few

years later when it was time to sort through and purge some of the dead trees and collapsing boxes before they came through the ceiling of my office. Bill Bruns offered and I accepted. We spent the better part of a weekend going through old records, reserving annual financial reports, meeting minutes, newsletters, and other gems of potential value, climbing up and down the pull-down staircase, filling up his SUV, and then finding just the right recycle bin to dispose of the needless paper and cardboard boxes.

In the meantime, past President Kit Cafaro purged and reorganized all her old FEMSA files and sent me what she thought would be of historical significance. In short order, those boxes also made their way up the folding stairway for preservation. In FEMSA's 49th year of existence, I thought it would be great to develop a historical overview of FEMSA in time for the 2016 annual meeting to celebrate its 50th anniversary. Down came Kit's files, sorted them into plastic bins, loaded them into my SUV, and off I went to Long Island, NY, back to her home with her files, for three very busy and full days reviewing Kit's files again, conducting telephone interviews with individuals who were heavily engaged in FEMSA "back in the day" (thank God for Kit's little black book), and picking her brain as we discovered more treasures while taking copious notes.

Time has now come full circle. "Team Burnham" is regrouping to pull all the old files out of storage. They'll be dusted off for the last time, reviewed while

retaining electronically those required by the association's records retention policy and the IRS, preserved to document the history of FEMSA ... and then a few final trips to the recycle bin once and for all.

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## To my FEMSA family of friends: Thank you for allowing me to be part of this wonderful association for the last 21 years.

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I'm looking forward to digging into the weeds and joining the rank of "historian" alongside Kit Cafaro and all those who lived FEMSA for so long. I also have the honor of doing the same on the FAMA side of the house with their records and history in anticipation of their 75th anniversary in two short years.

There are many FEMSA and FAMA individuals who have great memories of the "good ol' days." My hope is to reach out to many of the former leaders asking for their input and stories - I've heard some good ones, and I want to hear more! I'm anxious to get these projects underway after our winter vacation South. That's what I'll be doing with all my "free" time.

To my FEMSA family of friends: Thank you for allowing me to be part of this wonderful association for the last 21 years. Special thanks to FEMSA board members and Jim Juneau with whom I've worked so closely over the years. We've spent a lot of time, worked hard, but we've had a blast doing it together. While it's hard to turn over the reins, it's time for me to "move on" to new projects and adventures. I know our paths will cross again, and I will do my part to stay in touch (email: [karenburnham@gmail.com](mailto:karenburnham@gmail.com)).

My very best wishes to you all for the blessings of great health, happiness and success in 2019 ... until next time, "K-" 🍷

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## I'm looking forward to digging into the weeds and joining the rank of "historian"

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life and all adventures that lie ahead ... and bitter - that I will miss you - my FEMSA family members - with whom I have grown to admire and love.

My involvement with FEMSA came out of the blue at the 1997 annual fall meeting in Monterey, California. I was still getting my feet wet during my first year with FAMA. During a break, Bob Grimaldi, former event planner for FAMA and FEMSA, approached me saying, "FEMSA needs your help!" That led to a conversation with FEMSA President Bruce Bowling and VP Bill Bruns asking if I would take over the administration of FEMSA as I had for FAMA. At the time I was well engaged with FAMA and NAEVT (National Association of Emergency Vehicle Technicians), had two 13-year old boys, was involved with their school campaigns, and knew taking on one more association may put me over the edge. Bruce and Bill convinced me to give up NAEVT and go with the two sister organizations ... the rest is history.

Within a few weeks, a large brown truck backed up to my garage door and





## Chiefs Speak

by Nathan Calabrese

NEW ARTICLE

The Fire Chiefs Panel has long been one of the most popular features of the FEMSA/FAMA Annual Fall Conference, providing members with valuable information to better serve their customers. In this new column of the newsletter, we bring the Chiefs Panel directly to you by outlining interviews between FEMSA Board members and Fire Chiefs from around the world.

### General Questions

**Q:** Are you aware of the FEMSA and FAMA organizations, and what they do?

**A:** I'm not, please tell me.

**Q:** How long have you been with the department?

**A:** 35 years

**Q:** How long have you been in the fire service?

**A:** 36 years

**Q:** Is your staff paid/volunteer/mix?

**A:** Paid

**Q:** How many stations do you operate?

**A:** Five

**Q:** How many personnel do you have?

**A:** 144, including administrative and civilians.

**Q:** How many apparatuses do you operate?

**A:** About 35. 8 engines, 7 ambulances, 1 tower, 1 heavy rescue, 1 mobile command, 2 brush trucks, 1 bat chief, 1 EMS support, 5 fire marshals, 2 pool vehicles, 3 boats, 1 arson trailer, 1 hazmat, 1 event trailer.

**Q:** What size is the population that you serve, and the square mileage of your jurisdiction?

**A:** 85,000 people in 45 square miles

**Q:** How many calls per year does your department run per year?

**A:** 12,000 in 2017

**Q:** What is your call ratio in terms of fire, accidents, EMS, natural disasters, or other?

**A:** 80% of our calls are EMS, the remaining 20% is everything else.

### Budgetary Questions

**Q:** Would you be willing to tell us the size of your annual budget?

**A:** Sure, this year it is \$16.1 million, but that does not include heavy capital such as large apparatus.

**Q:** Are you satisfied with the department budget in terms of budget size vs. department demands?

**A:** Yes. This may sound crazy, but yes, we are. The city supports us very well with our needs, and it's a great relationship, so yes, I think our budget vs. demands is aligned very well.

**Q:** What are your top 3-5 equipment purchase expenses?

**A:** Heavy apparatus, engines, and fleet vehicles. It's important to note that we purchase all of our apparatus fully equipped. That is a big help because the cost is rolled in, and it puts all of our equipment on a rolling replacement along with the apparatus. Now we are getting ready to upgrade and replace our SCBA's, so that would be on there, but it's unique because usually the SCBA's come on the apparatus also.

**Q:** Are there challenges you face in the procurement and purchasing process while utilizing your budget?

**A:** You know, not really. We find it's very easy and very user friendly to use our budget. We typically use HGAC or BuyBoard, two cooperative purchasing programs for almost all of our purchases. When we use those programs we don't really need to go through tender processes. We also know what we want, and that simplifies it for us too. So I guess I'd say, and maybe this is unique, but no, using our budget is pretty easy.

**Q:** Does your department actively seek out and apply for government grants either local, state, or federal?

**A:** Yes, every year we apply for the SAFER and AFG grants. We won AFG a few years ago and that was a good one for us.

**Q:** Does your department actively seek out and apply for private grants from businesses and non-profit organizations?

**A:** No, we do not.

### Product and Purchasing

**Q:** How far in advance do you plan your purchases for vehicles and equipment?

**A:** Apparatus is on a 2 year replacement plan, and they come fully equipped, so all the equipment is included on there. Ambulances and staff vehicles are on per-request, but we submit our request every year with the city, the city discusses and approves what they feel is acceptable for replacement, and that is worked into the following years budget.

**Q:** In terms of products, would you describe your department as brand loyal, function loyal, or price loyal?

**A:** I would say that we are brand loyal, but we are that way because of the functionality. We know what we like, what we want, and that is what we purchase, but we like and want those things, usually from specific brands, because we feel the functionality of the products is the best fit for us, our needs, and our department. So we are brand loyal, but it's not because of a name or a logo, it is because of the functionality of the product that the brand has provided and met our needs successfully.

**Q:** Do you have a standard time in which you review equipment, is it done as the equipment nears its useful life, or is it driven by input from your personnel?

**A:** Typically all of our loose equipment is replaced with apparatus, but if something breaks or needs replaced, we will do so.

**Q:** When you seek to replace vehicles or equipment, do you tend to evaluate many manufacturers and products, or do you tend to stick with what you have purchased in the past?

**A:** We do tend to stick with what we've purchased in the past, BUT we still force ourselves to go out and look, see, try and evaluate other things to see if there is a benefit to move over to something else. It's important that we have to consider not only the functionality, but we have to also ask ourselves the question "It is worth it to switch?". Changing over a piece of equipment is a pretty big process, so even when we find things that may be an improvement, we need to know that it's enough of an improvement to make that switch.

**Q:** *How much do you rely on resellers (dealers, distributors) to assist you in trying out products and purchasing products?*

**A:** Not much at all. We go out and see things a lot, and participate a lot at conferences, exhibitions, etc. We do our homework, and we do it well. Occasionally we will reach out to a reseller, but mostly we do our own homework, and look into things to get the information and knowledge we need to make sure we ourselves are well informed, and look and try different things.

**Q:** *Do you maintain a relationship with few local or specific resellers, or do you tend to shop around from a larger and broader base of resellers?*

**A:** We really do not use resellers much. There was a point in time a while back where we became a bit annoyed with salespeople from resellers who didn't really have any experience in the fire service, and funny enough, knew less about some of the products than we actually did. They didn't take the time to learn from us, connect with us, or understand us, and that was always pretty clear from an early point in working with a salesperson. It was always easy to tell that they just didn't know or understand what we wanted or what we were trying to accomplish. So we really just decided that we were going to be self-sufficient, do our homework, and actually build up a relationship with the brands that we knew, respected and used, but not really with the resellers.

**Q:** *What is your opinion of the work manufacturers are doing in terms of presenting and offering new technology into the industry?*

**A:** Overall I would say that I think they are doing a pretty good job of this. It's very difficult to know what you need when it doesn't exist. You don't know what you don't know, right? Sometimes I do see a bit of things out there that have a certain amount of "BLING!", but that doesn't necessarily mean that it is an improvement in functionality. Don't get me wrong, there is a LOT of advancement, and a lot of things have gotten so much better with new technology. 15-20 years ago I think we saw a kind of complacency in the fire service with

our products and services. I would say that I do not see that now, there have been a lot of advancements, and I think they are doing a great job. We just need to be careful and realize that "shiny and new" isn't always better.

**Q:** *Are there challenges your department faces on the job which require products and/or technology that is not being addressed by the manufacturers in the industry?*

**A:** Yes, absolutely. There are two things I constantly think about and one is TIC's, the other is communications with SCBA masks. I believe we desperately need hands-free TICs. I just don't know why we keep going around with TIC's hanging from our necks, in our hands, or hooked to our bunker gear. These need to be on a flip-down visor with our helmet or some other hands free method. We need to get those TIC's out of our hands and off our necks so we can use the tool and ourselves more efficiently.

For SCBA masks, communications with those are horrible. I remember years ago the best solution in the industry was a hard wire that went from your mask down to your radio. It worked perfectly, flawlessly! Yes, there was a cable, but it was great! Now we are looking at this Bluetooth stuff, these other wireless options, but nobody is addressing the fact that these systems simply do not work. Communicating via radio with your SCBA mask on is just a broken system, and somebody needs to address it.

**Q:** *What are the top three challenges you yourself face in managing the organization?*

**A:** Funds would be one. I mentioned that we are supported well by the city, and we most certainly are. But it's always a challenge looking at the spending and trying to determine how to better spend those funds, or evaluate if what we are spending on is an improvement or not. Adding to that, which I guess is second, is that so many things to try out as an improvement for us in the fire service take very, very large investments, and you really cannot know if it's the right choice after you've invested all this funding. You really want to know before you spend, but there's just no way. You have to spend it in order to

later find out if it's good or bad. I would also say our exposure to carcinogens. All this knowledge and information has come out, and we know it's there, we know it's dangerous, and we must do something about it. We need to get these new objectives in place and we have to protect ourselves from these.

**Q:** *What are the top three challenges your department faces in responding to calls?*

**A:** I'd say first is response time. Even as a solid department, you always think if there was a way to respond faster. Next to that I would say getting enough units to a scene fast enough. It's not that we are bad at it, I think these are things that you always think about, getting there fast enough and with enough resources. I'd also say city growth, crowding, and the challenges in navigating those. We're operating in places with roads that were designed in the 60's, but our apparatus get bigger every year, and you can't change the city layout to adjust for that.

### Open Ended Questions

**Q:** *If you could directly communicate anything you wanted to the manufacturers, resellers, and service providers of the industry, what would it be?*

**A:** I would say that new isn't always better, and fancy isn't always better. Some of the improvements and uses of new technology are great, but don't just use it because it's there. The best solution for any department is the solution that works, be it old or new. If you can improve upon something, that's great, but don't try to tie together "new" with "improved". It has to really work every time and improve the functionality.

**Q:** *How did you feel about this interview?*

**A:** I think it was great! It was just about right, and I'm happy that someone took the time to do this. I really enjoyed it, it was a good experience.

**Q:** *Would you be ok if this interview were made public in printed form and you were quoted?*

**A:** I would be perfectly fine with that. I haven't told you anything that I wouldn't tell anyone else. ●

## 2018 State of the Fire Service Survey Winner

by Melinda Freeman



FEMSA and FAMA congratulate the 2018 SOFS Survey winner chosen in a random drawing at the annual conference in Austin, TX. Our winner, survey number 462, is Alisha Samples, an EMS Captain with the Clendenin VFD of N. Clendenin, WV.

A new FEMSA board member will be working with Capt. Samples and the Clendenin VFD in 2019 on their wish list of up

to \$5,000 worth of equipment from one or more FEMSA and FAMA member companies.

A big thank you to all member companies that have helped us in the past and to the lucky member company(ies) that will be selected to make the Clendenin VFD's dream come true.

It's been a privilege to have been assigned as the FEMSA board liaison for the last several years on this project, working with both survey winners and member companies.

My best wishes to all for a successful 2019. ●

## Interschutz 2020 Features USA as Partner Country

by Bill Fox

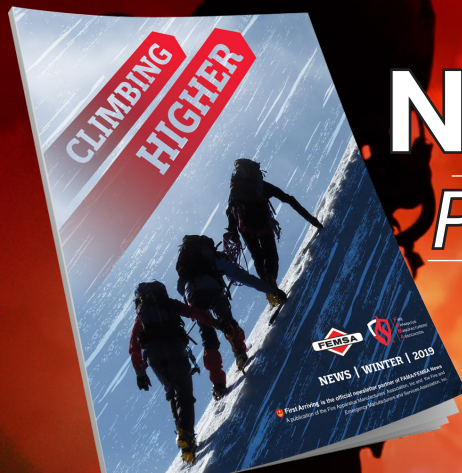
The world's largest fair for fire prevention, safety, security & rescue—Interschutz in Hannover, Germany—is arcing toward record-setting attendance and exhibitors still more than 18 months before show time. Some two-thirds of the nearly two million net square feet of exhibit space already is sold, and all the latest innovations will be on display from across the planet.

The June 15-20, 2020 event is expected to attract more US attendees than previously, in part because Thursday, June 18 is USA Partner Country Day. Expected features: The largest-ever USA Pavilion in Hall 27, VIP delegations, added media attention, an outdoor celebration and reception, special lectures/forums, American cuisine and fairgrounds decoration, and

fuller integration of American firefighting communities into the global mindset.

Overall, Interschutz attracted 157,000 visitors in its most recent show in 2015. The USA finishes among the top five nations for exhibitor space, better than for any other industrial show at Hannover. But USA attendees have lagged for Interschutz, so efforts are underway to make 2020 a watershed year.

Registration will open in October 2019, but early hotel or Airbnb bookings are encouraged due to attendance that's five times bigger than any other similar show in the world. ●



# NEWSLETTER

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## AFAC 2018 - Perth, Australia

by Nathan Calabrese

AFAC, the Australian Fire and Emergency Service Authorities Council, is the association and body which represents fire and emergency services in the region of Australia, Tasmania, and New Zealand. It could be considered as an organization similar in some ways to NFPA in the United States, as AFAC provides a forum for shared guidance, networking, information, education, best practices, preparedness, and risk management to emergency services throughout the region. AFAC is made up of 1) Members, who are usually official emergency service organizations; 2) Affiliates, who can be anything from emergency services organizations to local governments to other organizations for bettering the sector and 3) Research Partners, usually an institution of higher education. However, AFAC does not in itself write or publish any standards or requirements. AFAC does, however, influence and affect the developments and continuation of Australia and New Zealand national standards organizations.

Annually for the past several decades, AFAC has held a conference/exhibition inviting all AFAC members, affiliates, and research partners, together with any commercial business having a vested interest in the industry being able to exhibit. The event usually consists of three days, and is structured as a conference with multiple presentations throughout the day, and the guests attending the exhibition/trade show area

with commercial businesses exhibiting during breaks in conference presentations. It is a split event with the conference being held and put on by the AFAC organization and the exhibition portion being managed by Deutsche Messe, the organizer of Interschutz. AFAC has been historically, and continues to be, the most significant conference/exhibition in the Oceania geographical area, consisting of Australia, Tasmania, New Zealand, Papua New Guinea and New Caledonia. The conference is usually held in September of each year, and is on a rotation of cities. For 2018 the conference was in Perth, Australia, and in 2019 it will be located in Melbourne, Australia.

This year's AFAC Conference took place from September 5th-8th at the Perth Convention and Exhibition Center in Perth, Australia. Over 200 exhibitors and 3,500 visitors were present, and we continue to see annual growth at this show with both exhibitor and visitor numbers increasing each year. The keynote speakers for 2018 included the United States' own former US FEMA Administrator Craig Fugate, Commissioner of the Singapore Civil Defense Force Eric Yap, and First Assistant Secretary of the National Resilience Task Force Mark Crowweller. Guest speakers and presenters were abundant from a variety of positions in operations and management of fire and rescue services from the Oceania region. A broad range

of topics were presented such as natural disaster management, brushfire tactics, health and safety in the fire service as well as applying technology in fire and rescue.

FEMSA and FAMA members present this year, either with their own exhibition spaces or with their regional partners, included (but may not be limited to) PBI, Whelen, Scott Safety, Darley, Groves Ready Rack, Elkhart Brass, Honeywell, Euramco/Ramfan, Holmatro, MSA Safety, Lion, Task Force Tips, Bullard, Amkus, Hale, and Akron Brass.

For those interested in taking part in next year's AFAC Conference, I'll be happy to share any information such as expectations for the event, experiences in past and present, suggestions on participation, and necessary contacts, if needed. The official sites of AFAC, the AFAC Conference, Deutsche Messe, and Interschutz can be found below.

### AFAC Organization

[www.afac.com.au](http://www.afac.com.au)

### AFAC Conference

[www.afaconference.com.au](http://www.afaconference.com.au)

### Deutsche Messe

[www.messe.de](http://www.messe.de)

### Interschutz

[www.interschutz.de/en/info/for-journalists/press-releases/deutsche-messe-press-releases/pressemitteilung-de-tails\\_12736.xhtml](http://www.interschutz.de/en/info/for-journalists/press-releases/deutsche-messe-press-releases/pressemitteilung-de-tails_12736.xhtml)

## FEMSA / FAMA Trade Show Report: 2018 FDIC - Indianapolis, IN, April 26-28

### FEMSA / FAMA asks – Eric Schlett, Sr. VP Clarion Events Fire & Rescue Group, answers

by Geoff Evans

**F/F:** *A growing area of concern for a number of exhibitors over the last few years are booth height rules. As vendors expand their presence into the air, how is FDIC working to keep exhibits from getting so big that surrounding booths are blocked?*

**ES:** All height variances must be run through show management. We have a process for reviewing and

approving to ensure rules are adhered to and the renderings are accurate. Any booth with a structured wall (meaning a continuous structure, fabric or otherwise, that encloses or divides an area of space) must have a five foot opening, from floor to ceiling, in between every 20 feet of wall space. Walls cannot exceed 16 feet in height.

**F/F:** *Getting crates back after this year's show took unusually long for a number of members, what happened? How is FDIC working to improve this with the services contractor?*

**ES:** Each year, sponsors get their crates first once carpet has been rolled up and a path cleared for forklifts. This process can take a while but is crucial to ensure no damage

to booths or apparatus. Then we systematically get crates out as quickly and safely as possible. Brede continues to work with us and particularly my operations team to improve the process.

**F/F:** *Saturday exhibit traffic was, again in 2018, very slow. Is there a breakeven point for Saturday attendance or an inflection point where FDIC considers a schedule change?*

**ES:** There have been many discussions around Saturday. We changed hours already but many of the exhibitors value having time for those who do come on Saturday despite the relatively lower numbers compared to the enormous numbers on Thursday and Friday.

**F/F:** *Pennwell was acquired by Clarion Events earlier this year. What, if any, changes will exhibitors see for 2019 and into the future?*

**ES:** We are confident the ownership change won't even be noticeable by the attendee. The management team here has only changed slightly and the main players on the FDIC team remain and in good standing. If anything, I believe our marketing efforts will be stronger with an event-based company; tons of experience in this arena. Moreover, we are introducing a buyers program at FDIC in 2019.



**FDIC International 2019**  
April 11-13, 2019  
Indianapolis, IN

### Quick Facts from 2018

Number of attendees who visited the exhibit hall: **34,426**

Number of FEMSA / FAMA exhibitors: **166**

Advertised cost per square foot of a 10x10 booth for 2018: **\$36 per sq ft – Discounts available for advertisers**

Number of departments represented at the 2018 FDIC: **7,270**

Average number of leads per member: **120**

Average member cost per square foot: **\$30.15**

## FEMSA / FAMA Trade Show Report: Fire-Rescue International - Dallas, TX, Aug 9-11, 2018

FEMSA / FAMA asks - Lisa Yonkers, Director of Conferences and Education, International Association of Fire Chiefs, answers

by Geoff Evans

**F/F:** *Saturday exhibit hours were brought up as a concern among the members for your show as well as several others we review. What constitutes a successful Saturday for FRI management? Do you foresee a time where there won't be Saturday hours?*

**LY:** We are busy conducting an analysis on the data produced at this year's event as we expanded our technology capabilities. We're looking to enhance future shows and truly understand attendee needs, what attracts delegates to certain areas, and to develop optimal exhibit hall hours. The final schedule for 2019 will be released in January.

**F/F:** *The show got low marks for "Cost to Show" in 2018. Will the move back to Atlanta for 2019 improve that situation?*

**LY:** For 2019, we have selected a new general services contractor. The Expo Group (TEG), will replace Freeman Exposition Services, the vendor that was in place for the previous 30+ years of the

show. The IAFC chose The Expo Group because we know they will bring high customer service, optimize new insight and innovative approaches to our multiple events. Their strategic approach will help us design our events to optimize the experience for all our key audiences: members, exhibitors, sponsors and first-time attendees.

**F/F:** *Are there any other changes exhibitors will see for 2019?*

**LY:** We will have exciting changes and added value to the FRI educational programming. More information coming in 2019.

FRI 2019 Exhibit hall will offer:

- New engagement and interest zones scattered throughout to drive attendee traffic and exhibit hall energy
- Increased networking areas
- Expanded educational offerings in exhibit hall

- Layout of the event floor to enhance foot traffic and attendee flow to major hub points

- New general services contractor - The Expo Group



**Fire-Rescue International 2019**  
August 7 - 10, 2019  
Atlanta, GA

### Quick Facts from 2018

Number of attendees who visited the exhibit hall: **8,014**

Number of FEMSA / FAMA member exhibitors for 2018: **91**

Advertised cost per square foot of a 10x10 booth for 2018: **\$16.50 – Discounts for sponsors**

Number of departments were represented at the FRI Show: **7,500+ Est.**

Average number of leads per member: **33**

Average member cost per square foot: **\$17.65**

# FEMSA / FAMA Trade Show Report: 2018 NYSAFC - Verona, NY, June 13-16

## FEMSA / FAMA asks - Sue Revoir, Conferences/Education Coordinator, New York State Association of Fire Chiefs, answers

by Geoff Evans

**F/F:** Exhibit hours were brought up as a concern among the members that attended. Are you considering any changes for 2019?

**SR:** The hours will remain the same for 2019.

**F/F:** Tell us about the move to Syracuse for 2019 and the improvements you expect from the move.

**SR:** The Oncenter offers more indoor space for apparatus and equipment displays.

- Outside vehicle square footage is much closer, directly out the front entrance of the Oncenter.
- Exhibitor parking and parking for Exhibitor trailers is located right behind the Oncenter.
- Unlimited Expo One Day Tickets to give to customers.
- More hotel rooms in the vicinity of the conference.
- More restaurants and bars in the vicinity of the conference.

• Shuttle service will be provided between designated NYSAFC hotels and the Oncenter.

**F/F:** Are there any other changes exhibitors will see for 2019?

**SR:** The New York State Association of Fire Chiefs is pleased to announce that exhibit space rates have been lowered for all vendors participating in the association's 113th Annual Conference & FIRE 2019 Expo!

We've listened to the concerns of our exhibitor representatives, and we want you all to make the move to The Oncenter in Syracuse, NY with us. After careful planning and consideration, the board of directors has worked to lower overall expenses for the event, and the association is happy to pass those savings along to you.

With new direction, our board, staff, and dedicated committee of volunteers are working hard to ensure

a smooth transition to this new venue, and are focused on making FIRE 2019 a beneficial experience for our exhibitors and attendees.



**NYSAFC 2019**  
June 12-15, 2019  
Syracuse, NY.

### Quick Facts from 2018

Number of attendees who visited the exhibit hall: **10,564**

Number of FEMSA / FAMA member exhibitors for 2018: **64**

Advertised cost per square foot of a 10x8 booth for 2018: **Early Bird Rate - \$11.57 and Standard Rate - \$13.06**

Number of departments represented at the NYSAFC Show: **390**

Average number of leads per member: **17**

Average member cost per square foot: **\$12.00**

## Trade Shows by the Numbers

SHOW	Firehouse World	FDIC	PA Fire Expo	NYSAFC	FRI	Firehouse Expo	O AFC
<b>CITY</b>	San Diego	Indianapolis	Harrisburg	Syracuse	Dallas	Nashville	Mississauga
<b>STATE</b>	CA	IN	PA	NY	TX	TN	ON
<b>2018 Number of Departments / Agencies / Municipalities Represented</b>	1500 Est.	7,270	N/A	309	7,500 + Est.	2,731	300 + Est.
<b>2017 Number of Departments / Agencies / Municipalities Represented</b>	1,823	6,200	N/A	350	N/A	2,586	N/A
<b>2018 Number of FEMSA / FAMA Exhibitors</b>	59	166	64	64	91	76	29
<b>2017 Number of FEMSA / FAMA Exhibitors</b>	52	163	81	64	104	113	N/A
<b>Change from Previous Year</b>	13%	2%	-21%	0%	-13%	-33%	N/A
<b>2018 Number of Attendees</b>	3,245	34,426	15,679	10,564	8,040	8,676	2,597
<b>2017 Attendees</b>	3,426	33,980	18,000	13,113	9,830	8,551	N/A
<b>Change from Previous Year</b>	-5%	1%	-13%	-19%	-18%	-100%	N/A
<b>Average Leads Generated Per FEMSA / FAMA Member</b>	14	120	28	17	33	32	12
<b>2018 Undiscounted List Price Per Sq. Ft.</b>	\$18.75	\$36.00	\$7.50	\$11.57	\$16.50	\$19.00	\$18.00



# FEMSA / FAMA Trade Show Report: Ontario Association of Fire Chiefs Show Mississauga, ON - May 4 & 5, 2018

FEMSA / FAMA asks - Richard Boyes, Executive Director,  
Ontario Association of Fire Chiefs, answers

by Geoff Evans

**F/F:** *The members that attend the Ontario Fire Chiefs Show have nothing but positive comments, yet only 29 FEMSA and FAMA Members attended this past year. What are the members who don't make the trip to Ontario in May missing?*

**RB:** The OAFc show is the largest fire show in Canada and we limit our attendees to department Chiefs and leadership from not only Ontario but all over Canada. While we may not have huge attendance numbers, the folks we get are high quality and can make decisions. Our event is a great place to get a feel for the Canadian Fire Service market.

**F/F:** *What can we look forward to for 2019? Do you have any changes or improvements on the horizon for next year?*

**RB:** For 2019, a great deal of attention has been paid to improving the flow of the exhibit floor so the attendees can get to all the booths easily. Also, all the seminars are in the same venue and close to the exhibit floor so we don't lose attendees traveling to outside venues. Finally, we have six loading and unloading doors now so move in and move out goes very smoothly now.



**OAFc 2019**  
May 3-4, 2019  
Mississauga, ON

## Quick Facts from 2018

Number of attendees who visited the exhibit hall: **2,597**

Number of FEMSA / FAMA member exhibitors for 2018: **29**

Advertised cost per square foot of a 10x10 booth for 2018: **\$18.00 (CAD)**

Number of departments represented at the OAFc show: **Est 300+**

Average number of leads per member: **12**

Average member cost per square foot: **N/A**

# FEMSA / FAMA Trade Show Report: PA Fire Expo - Harrisburg, PA, May 18-20, 2018

FEMSA / FAMA asks - Audrey Noll, Administrator/Coordinator for PA Fire Expo, answers

by Geoff Evans

**F/F:** *Exhibitors reported concern about the traffic flow to the "Main Hall" during the show. Are there changes being considered to improve this situation for 2019?*

**AN:** Yes, we are looking at changes for 2019.

**F/F:** *Last year we were told that changes to the show hours were being considered for 2019 and beyond. With another year behind us, are we likely to see changes to the exhibit schedule / hours?*

**AN:** We will not have a change to the show hours for 2019 but we continue to watch attendance numbers. For 2018, we had 3,661 attendees Sunday.

**F/F:** *Are there any other changes exhibitors and attendees will see for 2019?*

**AN:** In 2019 we will not be using the "Main Hall" - we will be moving to the North West Hall which has had some upgrades. This hall will be in line with the other halls that we use and will greatly improve the traffic flow.



**PA Fire Expo 2019**  
May 17-19, 2019  
Harrisburg, PA

## Quick Facts from 2018

Number of attendees who visited the exhibit hall: **15,679**

Number of FEMSA / FAMA member exhibitors for 2018: **64**

Advertised cost per square foot of a 10x10 booth for 2018: **\$7.50**

Number of departments represented at the PA Fire Expo: **Data Unavailable**

MEMBER FAMA



AMDOR Staff Announcements

AMDOR is very pleased to announce the promotion of two long term leaders of its team.

**Garry Billings** was named National Sales Manager – USA for AMDOR and **Paul Glebe** has taken on the role of National Sales Manager – Canada for ISG which encompasses both AMDOR and Whiting Door Manufacturing Limited.



**Shaun Salvino** joined AMDOR as Territory Manager – Western Region. Shaun is based in Southern California and will cover 15 western States for AMDOR Inc.



**Thomas Hueller** has joined AMDOR as the Production Supervisor at its Lancaster, NY facility.



MEMBER FEMSA



Clarion UX Fire & Rescue Group

Clarion recently announced **Todd Miller** as its new Northeast Sales Manager.



Clarion welcomes **Scott Drosselmeier** to their Sales Group as a Clarion UX Fire

& Rescue Group's Sales Support Specialist.



MEMBER FAMA, FEMSA



Darley

**Josh Dancey** is the South-east Region Dealer Development & Municipal Sales Manager and joins with 22 years as a career firefighter.



**Woody Matthews** is the Western Region Dealer Development & Municipal Sales Manager. Matthews has 13 years sales and sales management experience.

**Bruce Ireland** is the Midwest Region Dealer Development & Municipal Sales Manager and has 18 years experience in growth strategy, production, marketing, sales and account management.



MEMBER FEMSA



FDSOA

**Jeffery Merryman**, who served as Eastern Regional Director for four years, is the new Chairman of the FDSOA Board of Directors.



Merryman served as deputy chief of Health, Safety & Risk Management in Alexandria, VA for 33 years and joined FDSOA in 2008 as one of three newly created shift safety officer positions.

In addition, the new FDSOA Vice Chairman is **Eric Valliere**, Assistant Fire Chief, Scottsdale (AZ) Fire Department. Valliere has served on the FDSOA Board as a Western Director since 2014 and an FDSOA Nationally Certified Incident Safety Officer since 2004.



The new Chairman and Vice Chairman will be sworn into office at FDSOA's annual meeting during the 2019 Safety Forum.

MEMBER FEMSA



Fire-Dex Recognized as a 2018 Cascade Capital Business Growth Award Honoree

Fire-Dex announces its recognition as a 2018 Cascade Capital Business Growth Honoree, for the second consecutive year.



The awards are meant to recognize and honor businesses from a seven-county region in Ohio that have achieved superior growth in sales and/or employment over the past five years.

“Since its move to Medina more than 20 years ago, Fire-Dex has acquired three businesses and introduced many new products focused on firefighters' health and safety,” says Smart Business Magazine. “As Fire-Dex grows, it's also helping Medina grow, estimating that expansion will develop at least 30 new jobs over the next three years in the city.”

**Ashton Hall** will be working as the Marketing Coordinator to assist the marketing department with event planning, graphic design and social media.



Fire-Dex welcomes **Jordan Smittek** as Sales Manager Trainee. This position will prepare Jordan for territory as a Regional Sales Manager.



MEMBER FEMSA

FIREHOUSE

Peter Matthews Appointed Editor-in-Chief

**Peter Matthews** has been named editor-in-chief of the Firehouse brand and will oversee the spectrum of editorial and educational content across the Firehouse brand. Matthews previously worked as conference director for Firehouse Expo and Firehouse World as well as acting editor-in-chief, directing the editorial content in Firehouse Magazine and on Firehouse.com





In other personnel news, **Janelle Foscett** has been promoted to editorial director of Firehouse Magazine and Firehouse.com.

In addition to the leadership changes above, Firehouse has also announced the following appointments and promotions:

- **John Kosik** has been named senior editor, Firehouse. Kosik will oversee the day-to-day operations for Firehouse.com.
- **Steven Shaw** has been promoted to senior editor, Firehouse. Shaw will take on an expanded role focused on magazine production and special projects.
- Associate editor **Ed Ballam's** role will expand to include additional digital and print assignments, as well as special projects.

Firehouse is also excited to share the hiring of **Joe Vince**, who will serve as the primary news editor on Firehouse.com. Vince will write and curate content for the site.

MEMBER FAMA, FEMSA



FRC, ROM and Elkhart Brass

**Roberto Testani** has joined FRC in the role of Product Manager - Video & Lighting. In this role, Roberto will lead key product development and oversight projects surrounding these key products.

**Mark Higgins** has joined the sales team as Regional Sales Manager sharing sales responsibilities with Jason Witmier in the Northeastern territory.



His knowledge of manufacture and end-user experience will be a tremendous benefit in his promotion of FRC, ROM, FoamPro and Elkhart Brass products to the emergency vertical market.



**Jason Warbritton** has joined the team as Director of Military and Federal Sales for FRC, ROM and Elkhart Brass. Jason brings

over 25 years of experience as a Manufacturing and Distribution Representative in the Military and Federal Government for FES and Tactical Markets.

**Adam Graves** has joined ROM as Product Manager responsible for managing the compartment product line, working closely with sales and engineering. Adam has over 10 years of experience in the fire industry.

**Richard Hume** has joined the International sales team as the Regional Sales Manager for Asia and Pacific Rim. He will be responsible for promoting the Elkhart Brass, FoamPro, ROM and FRC brands to the fire & EMS markets in these regions.

**Stephen Birch** has joined the International sales team as Director of Sales - Elkhart Brass Europe. Stephen has 31 years' experience in the fire industry including Greater Manchester Fire & Rescue where he achieved senior levels in various roles.

MEMBER FEMSA



NVFC, Globe and DuPont Announce Recipients of 2018 Globe Gear Giveaway

Globe, DuPont Protection Solutions (DuPont), and the National Volunteer Fire Council (NVFC) have been working together since 2012 to provide gear to volunteer fire departments in need through the Globe Gear Giveaway program. In 2018, 52 sets of gear were awarded to 13 departments to help better protect their responders.

Here is the full list of 2018 recipients. Each of these departments receive 4 sets of new Globe turnout gear, for a total of 52 sets awarded.

- Ben Lomond Fire Protection District (CA)
- Huntington Volunteer Fire Company (NJ)
- New Victoria Fire Department (Nova Scotia, Canada)
- Hindman Volunteer Fire Department (KY)
- Cedar Fort Volunteer Fire Department (UT)
- Providence Fire & Rescue (NC)

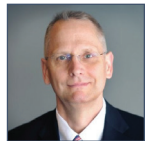
- Strong Volunteer Fire Company (PA)
- Burnettsville Volunteer Fire Department (IN)
- Pattonsburg Fire and Rescue Protection District (MO)
- Gardiner Rural Fire Department (OR)
- Salisbury Volunteer Fire Department (VT)
- Shinbone Valley Fire and Rescue (AL)
- Barnsdall Rural Fire Department (OK)

MEMBER FEMSA



Hendrickson adds fire apparatus industry veteran to the leadership team.

Hendrickson announces the appointment of **Kevin Crump** to the newly created position of Chief Operating Officer.

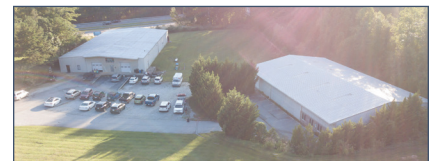


MEMBER FAMA



HiViz LED Lighting expands North Carolina operations...

with the purchase of a 22,000 foot industrial complex in Fletcher, NC. HiViz will



be building out its NC team to include EMS market sales, in-house fire market engineering, and expanding its in-house multimedia department.

**Micah Klein** joins the HiViz team as Director of Audio/Video Productions.





MEMBER FAMA



MIDWEST FIRE.

Midwest Fire Equipment & Repair Company

Announced that the company has hired Joseph Juhl as a sales representative to their team.



Sai Rajkumar Vadla has joined as a Manufacturing Engineer.

MEMBER FAMA



Reelcraft

Reelcraft is pleased to announce the appointment of Don Morton as President. Don comes to Reelcraft from Parker Hannifin Corporation where he has held several positions, progressing most recently to the position of Business Unit Manager, Hydraulic Valve Division. Prior to Parker Hannifin, Don held several positions with the Boeing Company in St. Louis where he progressed to the position of Strategic Development Principal, Boeing Defense, Space & Security.



MEMBER FAMA, FEMSA



Spartan

Diego Salazar has been promoted to Vice President of Sales of the Emergency Response Division of Spartan Motors. Salazar served Spartan first as the Director of Latin American Sales, then became Director of International Business.



Scott Weishaar has joined the Spartan Team to lead the Product Management function for the Emergency Response Division. Weishaar comes to Spartan with 30 years



of experience in Product Management, Business Development, Sales, and Marketing.

John Greible has rejoined the Spartan Motors Emergency Response Division to manage the Eastern Regional Business. Greible has many years of experience within the industry.

MEMBER FEMSA



Streamlight, Inc.

Travis Bridgette is Streamlight's new Southeast Regional Sales Manager for the fire and industrial markets.

Tony Casciano, Jr. has joined Streamlight as the Northeast Regional Sales Manager for the fire and industrial markets.

In their new roles, Travis and Tony will be responsible for driving sales and working with independent sales representatives and distributors.

MEMBER FAMA, FEMSA



Sutphen

During the second half of 2018, Sutphen Corporation expanded its dealer network and its service, parts, and refurbishment center.



Sutphen looks to continue working in the southwest region after longtime dealer, Dean Shumaker's, retirement. Sutphen has appointed the following new dealers: Heartland Fire Trucks for the state of Oklahoma and Firewerks Fire Apparatus for the state of Arkansas.

Additionally, Sutphen expanded its service, parts, and refurbishment center by moving locations from Springfield, Ohio to Urbana, Ohio. The new, larger service center increases Sutphen's ability to work on refurbishment projects, general service and maintenance of apparatus. With the service center's expansion, the previous service center

will transform into an additional production facility which focuses on custom pumper production.

MEMBER FAMA, FEMSA



Task Force Tips

Matt Carlson has joined TFT as its North Central Territory Manager supporting distributors in IA, KS, NE, ND, SD and MN.



Jeff Hicks has joined TFT as its OEM Sales Manager. Jeff has strong TFT experience as he previously held the position of Western Region Territory Manager.

Hicks plans to focus on apparatus manufacturers and TFT distribution partners that also sell apparatus.

Doug Miller, TFT's former OEM Account Manager, has assumed a new role at TFT as its Pricing Manager. Doug will perform market analysis, implement strategic pricing policies and support the sales efforts of TFT and its sales partners. Additionally, Doug will continue to support the FAMA organization as Co-Chair of the Technical Committee.



MEMBER FAMA



Valor First Responder Seating

Valor First Responder Seating celebrated the grand opening of its newly opened 300,000 square foot facility by welcoming 350 visitors from around the globe. There are plans for adding 200,000 square feet by the end of 2019.



Before a panel of speakers addressed the crowd, the facility was open for tours where several industry vehicles showcasing Valor's products were on display.

# FAMA

## BOARD OF DIRECTORS



**PRESIDENT** Curt Ignacio  
Marion Body Works, Inc.  
(715) 754-1139, Cell: (715) 281-9624  
cignacio@marionbody.com



**VICE-PRESIDENT** Andrew Lingel  
United Plastic Fabricating, Inc.  
(978) 989-0620, Cell: (978) 360-5574  
alingel@unitedplastic.com



**PAST PRESIDENT** Steve Toren  
Valor First Responder Seating  
Cell: (612) 963-5158  
storen@usscgroup.com



**SECRETARY** Bev Lowery  
HAAS Alert  
Cell: (224) 216-9566  
bev@haasalert.com



**TREASURER** Jeff Mazza  
Bulldog Fire Apparatus  
(508) 435-4054, Cell: (617) 784-8422  
jmazza@bulldogfa.com



**DIRECTOR-AT-LARGE** Jeromie Johnston  
Pierce Manufacturing, Inc.  
(920) 832-3117, Cell: (920) 216-2712  
jjohnston@piercemfg.com



**DIRECTOR-AT-LARGE** Oran McNabb  
AMDOR, Inc.  
(877) 845-3816, Cell: (905) 973-1089  
oran@amdor.com

# FEMSA

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**PRESIDENT** William Van Lent  
Veridian Fire Protective Gear  
(712) 262-5200  
bvl@veridian.net



**VICE-PRESIDENT** James Long  
W.S. Darley & Co.  
(708) 345-8050  
jameslong@darley.com



**SECRETARY/TREASURER** David Russell  
Fire & Safety Services, Inc.  
(800) 400-8017  
drussell@f-ss.com



**EXECUTIVE COMMITTEE MEMBER** Mike Natchipolsky  
FireRescue1.com  
(240) 606-4297  
mike.natchipolsky@praetoriangroup.com



**EXECUTIVE COMMITTEE MEMBER** John Granby  
Lion Apparel, Inc.  
(937) 415-2843  
jgranby@lionprotects.com

### BOARD MEMBERS



Paul Andrews  
(240) 595-2352  
pauljandrews12508@gmail.com



Peter Askey  
Ricochet Manufacturing  
Company, Inc.  
(215) 849-1971 x16  
paskey@ricochet-gear.com



Bryan Bolden  
PBI Performance Products  
(704) 451-8353  
bryan.bolden@pbiproducts.com



Nathan Calabrese  
Task Force Tips, Inc.  
(800) 348-2686  
nathan.calabrese@tft.com



Crosby Grindle  
FireRescue GPO / NPPGov  
(206) 494-4567  
crosby.grindle@nppgov.com



Karen Mandel  
Hi-Tech Fire & Safety, Inc.  
(631) 777-5170  
k.mandel@hitechfireny.com



Stephanie McQuade  
Globe Manufacturing Company, LLC  
(800) 232-8323  
smcquade@globefiresuits.com

## PROFESSIONAL RESOURCES



**FEMSA ADMINISTRATOR** Cynthia Leighton  
(630) 470-5742  
info@femsa.org



**FAMA BUSINESS MANAGER** Sonya Kelly  
(352) 843-3404  
info@fama.org



**LEGAL COUNSEL** James J. Juneau  
(972) 866-3333  
jjuneau@juneauboll.com



**GAC CONSULTANT** David Gatton  
Development Initiatives, Inc.  
(202) 957-6530  
dgatton@dinitiatives.com



**HISTORIAN** Karen Burnham  
(617) 771-5407  
karenburnham@gmail.com



**NEWSLETTER DEVELOPMENT** First Arriving: Marketing & Technology  
for Public Safety  
Dave Iannone  
Dave@FirstArriving.com



Nicole Newville  
NNewville@FirstArriving.com



## FAMA/FEMSA NEWS

### FAMA

📍 P.O. Box 3065  
Ocala, FL 34478  
☎️ (352) 843-3404  
✉️ info@fama.org  
🌐 fama.org  
📘 facebook.com/FAMAnorthamerica

### FEMSA

📍 P.O. Box 95771  
Hoffman Estates, IL 60195  
☎️ 630-470-5742  
✉️ info@femsa.org  
🌐 femsa.org  
🐦 twitter.com/FEMSANews  
📘 facebook.com/FEMSANews  
🌐 linkedin.com/groups/3398935

**EDITORS:** Karen Burnham  
Sonya Kelly  
Cynthia Leighton  
Steve Toren  
Bill Van Lent

**PRODUCTION:** Nicole Newville  
**DESIGN:** Liz Stubbs  
**PHOTO CREDITS:** Nathan Calabrese

**SPRING ISSUE DEADLINE: April 29, 2019**

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## 2019 FIRE SERVICE EVENTS

January 17-19  
Arizona Fire District's Assoc.  
Winter Conference  
Laughlin, NV  
[azfiredistricts.org](http://azfiredistricts.org)

January 20-24  
FDSOA Apparatus  
Symposium and Annual  
Health and Safety Forum  
Orlando, FL  
[fdsoa.org](http://fdsoa.org)

January 24-26  
Utah Winter Chiefs  
Conference and Fire School  
St. George, UT  
[utahfirechiefs.org](http://utahfirechiefs.org)

January 24-26  
Northern IL Alliance of  
Fire Protection Districts  
Conference  
Oak Brook, IL  
[web.niatpd.org](http://web.niatpd.org)

January 19-20  
Piedmont Fire Expo  
Winston Salem, NC  
[forsythcountyfire-rescue.com](http://forsythcountyfire-rescue.com)

January 26-27  
LSU Fire & Emergency  
Training Equipment Show  
Baton Rouge, LA  
[feti.lsu.edu](http://feti.lsu.edu)

January 28- February 3  
North Carolina Mid-Winter  
Conference  
Concord, NC  
[ncafc.com](http://ncafc.com)

February 15-16  
IL Association of Fire  
Protection Districts Winter  
Conference  
O'Fallon, IL  
[iafpd.org](http://iafpd.org)

February 16-17  
Long Island Mega Show  
Brentwood, NY  
[liproductions.net](http://liproductions.net)

February 20-22  
EMS Today  
National Harbor, MD  
[emstoday.com](http://emstoday.com)

March 3-8  
Texas A & M Spring Fire  
School  
College Station, TX  
[teex.org](http://teex.org)

March 4-6  
ConneXions Orlando  
Orlando, FL  
[iafc.org](http://iafc.org)

March 6-10  
WI State Firefighters  
Conference  
La Crosse, WI  
[wi-state-firefighters.org](http://wi-state-firefighters.org)

March 16-19  
FAMA Spring Meeting  
Hollywood Beach, FL  
[fama.org](http://fama.org)

March 17-22  
Texas IAAI Fire & Arson  
Investigators Seminar  
College Station, TX  
[teex.org](http://teex.org)

March 20-22  
Illinois Fire Inspectors  
Association  
East Peoria, IL  
[illinoisfireinspectors.org](http://illinoisfireinspectors.org)

March 23-28  
Wildland-Urban Interface  
Conference  
Reno, NV  
[iafc.org](http://iafc.org)

March 24-28  
Firehouse World  
Los Angeles, CA  
[firehouseworld.com](http://firehouseworld.com)

March 24-26  
Community Risk Reduction  
Leadership Conference  
Reno, NV  
[iafc.org](http://iafc.org)

April 3-5  
Oklahoma Fire Chief's  
Conference  
Claremore, OK  
[osfa.info](http://osfa.info)

April 11-13  
FDIC International  
Indianapolis, IN  
[fdic.com](http://fdic.com)

April 11  
FAMA Technical Committee  
Meeting  
Indianapolis, IN  
[fama.org](http://fama.org)

April 4-7  
Saskatchewan Fire Chiefs  
Annual Conference  
Moose Jaw, SK  
[safc.sk.ca](http://safc.sk.ca)

April 24-25  
CFSI National Fire &  
Emergency Symposium and  
Dinner  
Washington, DC  
[cfsi.org](http://cfsi.org)

April 29-May 3  
6th Intl Fire Behavior & Fuels  
Conference, IAWF  
Albuquerque, NM  
[iawfonline.org](http://iawfonline.org)

May 2-4  
VCOS Symposium  
West Phoenix, AZ  
[iafc.org](http://iafc.org)

May 2-5  
Oklahoma State Firefighter's  
Assoc. State Fire School  
Tulsa, OK  
[osfa.info](http://osfa.info)

May 3-4  
Ontario Fire Chiefs  
Mississauga, ON  
[oafc.on.ca](http://oafc.on.ca)

May 4-7  
Alabama League of  
Municipalities Conference  
Mobile, AL  
[alalm.org](http://alalm.org)

May 8-11  
Oregon Fire Chiefs  
Association Conference  
Redmond, OR  
[ofca.org](http://ofca.org)

May 15-17  
RETTmobil Fulda  
Messe Galerie, Germany  
[rettmobil.org](http://rettmobil.org)

May 15-17  
IL Fire Chiefs Association  
Symposium  
East Peoria, IL  
[illinoisfirechiefs.org](http://illinoisfirechiefs.org)

May 16-17  
Northwest Fire Expo  
Portland, Oregon  
[northwestfirerescue.com](http://northwestfirerescue.com)

May 17-19  
PA Fire Expo  
Harrisburg, PA  
[lcfpa.com](http://lcfpa.com)

May 17-19  
Washington St. Fire Fighters'  
Assn. Conference and Fire  
School  
Wenatchee, WA  
[wsffa.org](http://wsffa.org)