DON'T LET THE PANDEMIC STOP YOUR RECRUITMENT

BY:
JONATHAN DAYTON, EDITOR,
RECRUITMENT SUB-COMMITTEE CHAIRMAN

Don’t let the pandemic stop your recruitment efforts. In-person open houses and station tours may be limited, but that doesn’t mean that recruitment efforts cease until the pandemic is behind us. If we slow down recruitment efforts, that momentum we built to this point stops and takes extra effort to back up.

I encourage you to think outside the box. Social Media recruitment efforts have become even more critical than before. Have a clear and concise message and continuously monitor your posts. Your posts can even be boosted with is throwing some money behind them. This can be a worthy and cheap investment meant that will allow you to choose your target audience.

Instead of hosting open houses, look at doing some videos, or social media live videos that allow you to give station tours, interview members, and show what a part of the volunteer fire and EMS service is like. Remember, diversity is essential; interview younger, senior, male, and female members. Also, administrative or supports membership is crucial to volunteer departments: highlight auxiliary and support services opportunities. Lastly, for those departments doing in-person fundraisers, use this opportunity to hand out flyers, brochures, and applications to potential members.
A QUICK MESSAGE FROM THE MSFA RECRUITMENT AND RETENTION COMMITTEE

BY
MIKE FAUST, PP, RECRUITMENT AND RETENTION COMMITTEE CHAIRMAN

As I am sure you all are aware, the current pandemic has impacted nearly every committee of the Maryland State Firemen’s Association, and our committee is no different. I have met with the two subcommittee chairs, Jonathan Dayton and Satchel Kornfeld, twice and the entire committee.

We have several concepts we are working on, but we would certainly like to have more people involved. If you have an interest in serving on either of the two subcommittees, please reach out. Those two subcommittees are for recruitment and retention separately. We genuinely believe that it is two distinct areas that we need to focus on, so please reach out if you have a passion for either. The best way to reach me is via email at mfaust@atlanticbb.net.

Picture submitted by: Jim Jarboe
ARE YOU SMARTER THAN AN OLD TIME FIRE CHIEF?
ROUND 9- BY: JIM JARBOE

1. WHAT WAS THE NAME OF STEAMBOAT THAT BURNED ON JUNE 15, 1904, WHERE MORE THAN 1,000 PEOPLE WERE KILLED?

2. WHAT IS THE MAXIMUM DEGREE SETTING FOR YOUR WATER TEMPERATURE IN YOUR HOME TO PREVENT SCALDS?

3. FIRE PREVENTION WEEK WAS FIRST CELEBRATED AS A ONE DAY ONLY. TRUE OR FALSE

4. NAME THE LOCATION OF THE MAJOR FOREST FIRE THAT OCCURRED ON THE SAME DAY AS THE GREAT CHICAGO FIRE IN 1871? THE FIRE CLAIMED OVER 1,200 LIVES.

5. WHICH STATE IN THE U.S. WAS THE FIRST TO OPERATE THE 9-1-1 SYSTEM, ON FEBRUARY 16, 1968?

6. ON OCTOBER 20, 1873, BOSTON WAS HOST TO THE FIRST MEETING OF THE NATIONAL ASSOCIATION OF FIRE ENGINEERS. WHAT WAS THE NAME CHANGED TO IN 1926?


8. TODAY YOU ONLY HAVE APPROXIMATELY 2 MINUTES TO ESCAPE A FIRE IN YOUR HOME. HOW MANY MINUTES DID THEY HAVE APPROXIMATELY 40 YEARS AGO? A. 11 B. 13 C. 15 D. 17

9. THE 4 SIMPLE STEPS FOR OPERATING A FIRE EXTINGUISHER CAN BE REMEMBERED WITH THE WORD PASS - PULL, ACTIVATE, SQUEEZE, SWEEP. TRUE OR FALSE

10. DO YOU REMEMBER, WHAT IS THE 2020 FIRE PREVENTION WEEK THEME?

Answers:
1. General Slocum
2. Alabama
3. True
4. Poshing
5. B
6. International Association of Fire Chiefs
7. C
8. D
9. False
10. Serve Up Fire Safety in the Kitchen!
IN SEARCH OF THE MONEY TREE – HOW TO FUND YOUR DEPARTMENT IN TODAY’S ECONOMY

BY: DAVE LEWIS, PP

It’s no secret that the volunteer fire and EMS services across the U.S. have struggled over the last decade with increases in call volume, training demands, and cost of operations. At the same time, these departments are experiencing decreases in membership and fundraising revenues. This has forced many volunteer departments to consider the addition of paid staffing, delaying purchase of new equipment or apparatus, merging or consolidating with other departments, or closing down operations all together.

Perhaps most disturbing issue facing most departments is the struggle to meet financial obligations. The rising cost of equipment and apparatus, coupled with a decline in fundraising revenues, makes purchases of new or upgrade equipment out of reach for many of these departments. Departments have been forced to adopt a budget freeze, only spending money on critical needs such as utilities, fuel, and supplies. Even some vehicle or facility maintenance projects are placed on hold unless deemed critically necessary. It is not unusual to walk into any fire station and find that the members are wearing turnout gear or using equipment that is in poor condition and beyond the standard compliance recommendations. This create safety concerns for the department as worn and unreliable turnout gear or equipment could result in the injury of one of its members or the inability to minimize loss at a resident’s house fire.

That situation has only been worsened by the COVID-19 pandemic. Fundraising has been almost totally shut down due to restrictions on social gatherings and a fear for public health exposure. Many departments depend on monies raised from carnivals, BINGO, dinners, and other events to meet operational expenses and set aside funding for future capital programs. With the loss of funding, these projects cannot be completed and many departments are having to negotiate with lending institutions to prevent financial collapse.

Public safety, including fire and law enforcement protection, is traditionally the responsibility of the state and local governments. Therefore, funding for these services is provided primarily through these local governments. However, in most jurisdictions, local governments have been accustomed to volunteer departments operating independently and have not stepped up to their responsibility to ensure adequate funding to meet mission requirements. During the 1990s, it was recognized that fire and emergency response was a nationwide concern, and many local governments were challenged with providing adequate funding to meet emergency response needs. As a part of the Fiscal Year 2001 National Defense Authorization Act (P.L. 106-398), the Assistance to Firefighters Grant (AFG) program, also known as the FIRE Act grant program, was established.
AFG is an important component of the larger, coordinated effort by the Department of Homeland Security (DHS) and FEMA to strengthen the nation’s overall level of preparedness and ability to respond to fire and related hazards. Now in its 20th year, the AFG program has provided more than $7 billion in grants to fire and EMS organizations (career, volunteer, and combination departments) to obtain much-needed emergency response equipment, PPE, firefighting and emergency vehicles, and training. The FY 2020 AFG program will award another $320 million to first responder organizations that need support to improve their capability to respond to fires and emergencies of all types. FEMA assistance to local fire departments consists of three grant programs that fall under the AFG heading.

**AFG:** These grants are designed to enhance the safety of the public and firefighters with respect to fire and fire-related hazards. The program provides direct financial assistance to eligible fire departments, nonaffiliated EMS organizations, and state fire training academies for critically needed resources that equip and train emergency personnel to recognized standards, enhance operational efficiencies, foster interoperability, and support community resilience.

**Fire Prevention & Safety Grants (FP&S):** These grants enhance the safety of the public and firefighters with respect to fire and fire-related hazards by supporting fire prevention programs as well as firefighter health and safety research and development.

**Staffing for Adequate Fire and Emergence Response (SAFER) Grants:** These grants provide funding to fire departments and volunteer firefighter interest organizations to assist with hiring of career firefighters and recruitment and retention of volunteer firefighters to meet industry minimum staffing standards to provide adequate protection from fire and fire-related hazards.

Departments should consider all three grant programs when examining their capability to meet their mission requirements. The National Fire Protection Association (NFPA) published its latest “Needs Assessment of the U.S. Fire Service” study in 2016. The survey concluded that many departments lacked basic training and equipment to safely and efficiently perform their mission. The survey further assessed that those departments who had acquired funding through AFG, FP&S, and SAFER had significantly improved their operational capabilities.

Departments should conduct their own needs assessment to determine their ability to meet their mission requirements. Assessing operational capabilities against mission requirements will help identify gaps in delivery capabilities. Once the gaps have been identified, the department should then develop approaches to closing those gaps to improve operational capabilities. Funding must then be allocated to implement each of those gap closing approaches. That's where many departments fall behind, as the funding simply is not available in their budgets. The FEMA grant programs provide the necessary financial support to departments to alleviate the strain on operating budgets.
Yet, as I travel across the U.S., I find many departments don’t know about AFG or how to apply. At the same time, these are the departments which can most benefit from financial support to purchase basic equipment, PPE, and apparatus.

The key to a successful grant application is to understand the process. FEMA and state organizations offer in-person workshops and online webinars prior to each application period. It is important to participate in one of these to understand the application requirements and how to submit an application. Additionally, it is important that you thoroughly read the Notice of Funding Opportunity (NOFO) document for the grant program that you are applying for. The NOFO is your rule book. It explains what items are eligible for grant funding, how to apply, and how your application will be evaluated for grant consideration. You should also take the time to gather all of the information necessary to complete the application. I can’t tell you how many applications I have reviewed that were submitted incomplete, with data missing and clearly not reviewed prior to submission.

Developing the narrative portion is probably the most critical part of the application. The narrative consists of four segments: project description, financial need, cost benefit, and statement of effect. Your narrative will be reviewed by a panel of other firefighters who will be looking for you to explain what is your risk and what you need to solve it (project description), why you need grant funding (financial need), why your proposed solution is the most cost-effective approach to addressing the problem (cost benefit), and how implementing this solution will reduce risk in your department and your community (statement of effect). Each of these four narratives will be scored by the peer panel and have a significant impact on the grant funding decision.

Grant funding provides all departments, large or small, with funding opportunities to acquire critical equipment, ensure adequate staffing, and to help make their communities safe. To be successful requires planning and the willingness to make an assessment of your operational capabilities. The time to address these challenges is now. Prepare your department to be ready for the next application cycle for the AFG programs. The future of your department is in your hands.

To learn more about the AFG grant programs, attend one of the MFRI/MSFA hosted grant workshops or one of the FEMA sponsored webinars. Information on MFRI/MSFA workshops can be found at www.mfri.org/seminars and FEMA webinars at www.fema.gov/grants/preparedness/firefighters/workshops. Assistance can also be obtained by contact the MSFA Grants Committee via email at grantsemsfa.org
Most people involved in the fire service know the story of
the Great Chicago Fire. Though the story goes that Mrs. O'Leary’s cow kicked
over a lantern setting the barn on fire, many believe the fire was caused by
transients or an arsonist. The actual cause may never be knowns. What is known
is that the fire did begin in the area of Patrick and Catherin O’Leary’s barn
at 137 DeKoven Street. Some of the little known details surrounding the fire
make for an even more interesting tale.

In 1833, William Ogden, his brother in law Charles Butler and a few of their investors purchased a
182 parcel of unoccupied land abutting Lake Michigan on the north side of the Chicago River in the
village of Chicago. By 1836, Chicago had 3,279 residents. Churches and schools outnumbered
taverns four to one. Ogden subdivided the acreage and Chicago continued to grow. In 1838, the
State of Illinois granted Chicago a city charter and William Ogden was elected the first mayor.

Ogden and others formed the Galena, Chicago Union Railroad. That railroad and others combined
to eventually make Chicago a mid-west hub of rails. Ogden was also elected president of the Union
Pacific railroad a railroad giant still in existence today. Ogden continued to involve himself in
many other railroad ventures. In 1864, Ogden founded and built the Peshtigo Company in Peshtigo,
Wisconsin. This endeavor became the largest lumber and milling operation in the nation. Lumber
would be transported by boat down Lake Michigan and be used to build many of the buildings and
houses in Chicago.

It was the lumber Ogden owned that built the city he helped develop. On October 8, 1871, his city
and his industry came together in an ironic twist of fate. As the Great Chicago Fire spread
throughout the city, 300 miles away, the forest that produced the lumber the build the city was also
in flames. Though some are aware both fires occurred simultaneously, it is a little known fact that
William Ogden, the man that helped develop Chicago and became mayor, also owned the lumber
and mill operation that supplied much of the wood to build the city.
The Great Chicago Fire killed approximately 300 people and destroyed an estimated 17,000 structures. The Peshtigo Fire killed an estimated 1200 people, destroyed 12 different towns and burned 1.2 million acres. The fire actually skipped over the Green Bay and burned forest and towns in Door and Kewaunee Counties. By the time the fires struck, Ogden was retired after leading several railroads, including served as the president of the Union Pacific Railroad. The two fires destroyed much of what he had built. But, Chicago not only survived, but also became one of the primary center of commerce and largest railroad hubs in America, in no small part thanks to William Ogden.

Some more trivia about the Great Chicago Fire. Chicago Fire Department Robert Quinn Training Facility 558 W DeKoven St. and encompasses the property of Mrs. O’Leary’s barn which was located at 137 DeKoven Street. Also, most people think the nickname of Chicago as the “Second City” has to do with it being the second biggest city to New York. The nickname “Second City” comes from the fact Chicago is literally built on top of the remnants of the Great Chicago Fire. Much of the debris was used to as fill along the lake and tributaries. Some of the streets of Chicago are built on top of the debris, raising street level higher than the houses. On some of the roads you actually look down to the houses. The Chicago of today is built on top of the Chicago of yesterday.

And of course, the October 8 date is the catalyst for Fire Prevention Week! So preach, teach and speak fire prevention and life safety, not only during Fire Prevention Week, but make every week fire prevention week in your community.

BE SAFE
CHIP

**Fire Prevention Week 2020 is “Serve Up Fire Safety in the Kitchen.” Cooking is the leading cause of home fires and home fire injuries in the U.S.**

**October 4-10, 2020**

If you have a cooking fire tips from the NFPA

Just get out! When you leave, close the door behind you to help contain the fire.
Call 9-1-1 or the local emergency number after you leave.
If you try to fight the fire, be sure others are getting out and you have a clear way out.
Keep a lid nearby when you’re cooking to smother small grease fires. Smother the fire by sliding the lid over the pan and turn off the stovetop. Leave the pan covered until it is completely cooled.
For an oven fire, turn off the heat and keep the door closed.
MSFA PAST PRESIDENT DAVID LEWIS (2011-2012) WAS RECENTLY AWARDED THE JAMES P. SEAVEY SR. HEALTH AND WELLNESS LEADERSHIP AWARD FROM THE NATIONAL VOLUNTEER FIRE COUNCIL (NVFC). THIS AWARD HONORS A VOLUNTEER FIREFIGHTER, EMS PROVIDER, OR RESCUE WORKER WHO HAS SERVED AS A LEADER IN CREATING OR PROMOTING EMERGENCY RESPONDER HEALTH AND WELLNESS PROGRAMS OR INITIATIVES IN AREAS INCLUDING, BUT NOT LIMITED TO, FIREFIGHTER CANCER, HEART HEALTH, BEHAVIORAL HEALTH, AND OVERALL HEALTH AND WELLNESS. IT WAS NAMED IN HONOR OF CHIEF JAMES P. SEAVEY SR., A MEMBER OF THE CABIN JOHN PARK VOLUNTEER FIRE DEPARTMENT, AND PAST MEMBER OF THE MSFA EXECUTIVE COMMITTEE. CHIEF SEAVEY WAS A STRONG ADVOCATE FOR FIREFIGHTER HEALTH AND SAFETY, PRIMARILY BASED ON HIS OWN PERSON EXPERIENCES WITH CANCER, AN ILLNESS THAT ULTIMATELY RESULTED IN HIS DEATH.

AS A MEMBER OF THE FIRE AND EMERGENCY MEDICAL SERVICES FOR MORE THAN 40 YEARS, DAVID LEWIS HAS ALWAYS BEEN AN ADVOCATE FOR FIREFIGHTER HEALTH, WELLNESS, AND SAFETY. HOWEVER, HIS PASSION AND COMMITMENT HAVE BECOME MORE EVIDENT IN RECENT YEARS AS HIS LEADERSHIP ROLES IN STATE AND NATIONAL INITIATIVES HAS GROWN.

AT THE STATE LEVEL, LEWIS HAS SERVED ON A NUMBER OF COMMITTEES WITHIN THE MARYLAND STATE FIREMEN’S ASSOCIATION, CULMINATING IN HIS TERM AS PRESIDENT FROM 2011-2012. WHILE PRESIDENT, HE REORGANIZED THE ASSOCIATION’S SAFETY COMMITTEE WITH INCREASED RESPONSIBILITIES TO ADVOCATE FOR HEALTH AND SAFETY PRACTICES ACROSS THE STATE OF MARYLAND. HE ALSO CREATED THE CANCER SUPPORT COMMITTEE, WHICH PARTNERED WITH THE FIREFIGHTER CANCER SUPPORT NETWORK TO PROVIDE A SUPPORT STRUCTURE FOR FIREFIGHTERS AND THEIR FAMILIES WHO ARE GOING THROUGH CANCER TREATMENTS.

AS A MEMBER OF THE MARYLAND FIRE CHIEFS ASSOCIATION TRAINING COMMITTEE, LEWIS ADVOCATED FOR THE DELIVERY OF AWARENESS PROGRAMS ON HEALTH AND SAFETY MATTERS. IN 2018, HE BECAME CO-CHAIR OF THE HEALTH AND SAFETY COMMITTEE. THROUGH THIS ROLE, HE CONTINUES TO PRESS FOR FURTHER EDUCATION ON THE DANGERS OF CANCER AND SUICIDE IN THE FIRE SERVICE.

AT THE NATIONAL LEVEL, LEWIS SERVES AS ONE OF TWO MARYLAND DIRECTORS TO THE NVFC, AN APPOINTMENT THAT HAS GIVEN HIM AN EVEN WIDER-REACHING PLATFORM TO ADVOCATE FOR THE HEALTH AND SAFETY OF TODAY’S FIREFIGHTERS. AS A MEMBER OF THE NVFC’S HEALTH, SAFETY, AND TRAINING COMMITTEE, HE SEeks OPPORTUNITIES TO DEVELOP AND DELIVER HEALTH, WELLNESS, AND SAFETY PROGRAMS ACROSS THE COUNTRY. HE HAS BEEN A PRESENTER AT THREE OF THE FIVE HEALTH AND SAFETY TRAINING SUMMITS HOSTED BY THE NVFC.

HE WAS ALSO ONE OF THE AUTHORS OF THE NVFC’S TEXTBOOK, VOLUNTEER FIRE SERVICE CULTURE: ESSENTIAL STRATEGIES FOR SUCCESS, WHICH TEACHES DEPARTMENT MEMBERS AND LEADERS HOW TO EMBRACE HEALTHY AND SAFE PRACTICES IN ALL AREAS OF DEPARTMENT OPERATIONS AND CULTURE. FOLLOWING ITS PUBLICATION, LEWIS WAS CONTRACTED BY THE NVFC TO DEVELOP A CORRESPONDING FULL-DAY CLASSROOM TRAINING BASED ON THE CONTENT OF THE TEXT.

LEWIS ALSO SERVICES AS A MEMBER OF THE TEAM OF REPRESENTATIVES FROM THE NVFC AND INTERNATIONAL ASSOCIATION OF FIRE CHIEFS’ VOLUNTEER AND COMBINATION OFFICERS SECTION THAT DEVELOPED TRAINING PROGRAMS TO ACCOMPANY THE YELLOW RIBBON REPORT ON MENTAL WELLNESS AND THE LAVENDER RIBBON REPORT ON ACTIONS TO REDUCE EXPOSURE RISKS AND PREVENT OCCUPATIONALLY-CAUSED CANCER. HE HAS DELIVERED TRAINING PROGRAMS ACROSS MARYLAND AND THE COUNTRY TO HELP SPREAD THE MESSAGES OF THESE TWO CRITICAL FIREFIGHTER HEALTH AND SAFETY ISSUES.
21ST CENTURY FIRE AND EMERGENCY SERVICES REPORT

By: Chief John M. Buckman III (Retired)

The Center for Public Safety Excellence in collaboration with the International City/County Management Association, recently released a report on the expected future challenges for the fire and emergency services organizations. The future delivery of fire and medical services is very cloudy at this time. The COVID-19 pandemic has brought significant organizational, operational, security and financial issues to local, regional, state, and federal governments. The report lists different area that local, regional, state, and the federal government need to evaluate, and develop solutions, as part of their strategic planning in respect to how their organization plans to address the issues outlined in the report. Change in this turbulent world is a necessity. Leaders should address the issues that require change before the turbulence demands rapid and unplanned changes. The COVID-19 pandemic has taken us out of our comfort zone. The way it was, is not the way it is and it is not the way it will be in the future. Innovative thinking in conjunction with community stakeholders can help to define the future role of the fire department.

The report predicts the following issues will impact our ability to sustain and enhance our level of service delivery.

Expected future challenges:
An increase in the numbers and/or types of calls for service
An increase in costs to provide services, with limited or declining financial resources.
Additional health, safety, and wellness concerns for fire service personnel
A lack of cultural and gender diversity among fire service personnel
Aging or costly equipment and facilities
A lack of training in new approaches, techniques, technology.
The need to revamp our educational delivery system to keep up with the rapid changes occurring.
An inability to adopt new technologies

Fire Chiefs, Career Firefighters, Volunteer Firefighters, Labor Organizations, Community Leaders and Elected Officials should begin collaboration efforts to insure the level of service delivery today is sustained and is delivering the types of services the community needs, with a recognition that those needs will continue to shift through this Century. The fire service in my opinion must begin an aggressive initiative to improve our ability to prove our value to the citizens. Increasing the use of validated data based upon an increased effort in the collection of, accuracy and relevance. The fire service has relied for too long a period of time that we are the ones in the white hat who show up to save the day based upon an emotional response instead of a response based upon facts. There will have to be an increase in the level and availability of education and training available to firefighters, officers, and chiefs.
Local fire departments will need to examine the community risks and how those risks can be reduced.

Local communities will expect more from their firefighters and their firefighters will expect more from the community. Health and wellness risks to firefighters today are extremely high. Local communities will need to develop programs that are designed to reduce risk to the health and wellness of firefighters as well as the services available to firefighters who have contracted a specific illness related to the job. These health and wellness risks are consistent for both volunteer and career firefighters.

The report identifies 8 critical issues that demand attention if the fire and emergency services is to thrive in the future:
1. Re-identification of the fire and emergency services
2. Culture of the profession
3. The robust use of data
4. Health and wellness threats
5. Opportunities for partnerships
6. Sustainability challenges
7. Technology advancements and adoption
8. Inclusiveness of the fire and emergency services

The report is available at https://cpse.org/projects/21st-century/

Picture from Page 9, Awardee Dave Lewis

The Volunteer Trumpet
This periodical is issued six times a year by the Maryland State Firemen’s Association. Its purpose is to publish interesting and informative articles for the volunteer fire, rescue and EMS personnel of Maryland.

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Thank you to all first responders.

National First Responders Day October 28, 2020