



CALIFORNIA PROFESSIONAL FIREFIGHTERS



HEALING OUR OWN

The mental and emotional toll of firefighting

In the end, it was a song that saved Brendan McDonough's life.

McDonough had been a member of the Granite Mountain Hotshots of the Prescott, Arizona Fire Department for a little over three years when assigned as lookout for the Hotshots at the searing Yarnell Hills Fire on June 30, 2013. By day's end, he was the unit's lone survivor, as his 19 brothers-in-arms were overrun and killed – the worst loss of firefighter lives since 9/11.

Torn by survivor's guilt and tormented by panic attacks and the pain of constantly reliving the horror, McDonough spiraled downward in the months that

followed, isolating himself and drinking to numb the pain. Eventually, McDonough found himself in his car by the side of a lonely Arizona highway, desperate to "take away the pain." He pulled a pistol from his glove box, pointed it at his head, and asked himself "do I truly want to live like this forever?"

And then a song came on the radio.

"Earlier that day, me and my daughter were dancing in the living room," he later recalled. "That was my 15 minutes of energy to be able to watch her laugh and giggle ... that's the image God showed me."

Dropping the gun to his lap, McDonough thought of the brother and sister firefighters who would respond

to his suicide, still feeling the pain of the Yarnell tragedy themselves. He thought of his mother. He thought of his daughter. Eventually, "I unloaded the gun, threw it in the back seat, and I drove home, but I still ... knew I needed help."

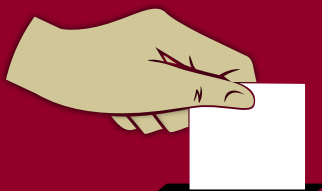
A month later, at yet another memorial service, Brendan confided in a trusted friend who guided him to the help he needed. It was only then that he learned that his misery was shared to varying degrees by many of his fellow firefighters – victims of post-traumatic stress.

Continued on page 6

**PRESIDENT'S
PERSPECTIVE**
Page 3



**ELECTION
RECAP**
Page 8



**MEMORIAL
COVERAGE**
Pages 12-13



**DISTRICT
REPORTS**
Pages 14-21



Dear Lou,

I wanted to extend my sincere appreciation to the board and staff of the California Fire Foundation on preparing for, and executing, yet another beautiful memorial ceremony. As always, the staff did an amazing job. Despite the unpredictable weather, leadership and staff looked as if everything was in-hand and unnerved by it all.

I also want to share what an incredible honor and privilege it has been for me to read the names of our fallen during the flag presentation ceremony for the last three years. Although incredibly emotional, and an act that I wish were unnecessary, your invitation to do so is a responsibility I took quite seriously. I would be remiss if I did not specifically

thank the staff at the Foundation who made sure I knew how to accurately pronounce the names of our fallen, some of which were beautifully unique.

Once again, I thank you for allowing me to be a part of such a beautiful and solemn tribute to our fallen brothers and sisters. I am proud to say that I have attended all but one of the memorial ceremonies since its dedication 14 years ago. You will see me in the audience, or playing a drum in the pipes and drums band, for years to come. If I can be of assistance in the future, please don't hesitate to reach out.

Sincerely,
Tracey Hansen, Past President
California Fire Chiefs Association

Dear President Lou Paulson and all the members of the California Professional Firefighters,

On behalf of the men and women of the Ventura County Fire Department, I would like to extend my sincere appreciation for the assistance given to us on October 3, 2016, during the memorial service for fallen Engineer Ryan Osler.

The cooperation and compassion demonstrated by our partners in fire, law enforcement and other public agencies is beyond comparison. Please express my heartfelt thanks to all the members of the California Professional Firefighters.

Without your assistance, this type of memorial, in Ryan's honor, would not have been possible. Thank you for sending your resources and being a part of this lasting tribute.

Sincerely,
Mark Lorenzen, Fire Chief
Ventura County Fire Department



CPF WINS BIG AT IAFF MEDIA AWARDS

Print, video and public relations efforts take home four awards at 2016 contest

California Professional Firefighters continues to find success at the International Association of Fire Fighters' annual Media Awards, taking home honors in four categories during the contest's 2016 installment.

Leading this year's awards was CPF's quarterly newspaper, *The California Professional Firefighter*, which received first-place recognition for "Best IAFF Affiliate Publication," with a circulation of 1,000 or greater. As it has been in recent years, *The California Professional Firefighter* was recognized for the way it combines strong design and content to

capture the attention of its readership.

The California Fire Foundation's major ongoing public relations campaign, Supplying Aid to Victims of Emergency (SAVE), was recognized for the second year in a row under the "Best IAFF Affiliate Public Relations or Political Campaign or Project" category. Since its inception in 2014, CPF and Foundation staff have promoted the statewide media campaign by continually raising awareness of the SAVE program. IAFF notes how the program helps establish and reinforce the positive image of firefighters and helps fire

departments and local unions better serve their community.

CPF also earned recognition in the "Best Affiliate Social Media Video" category for the "In the Line of Fire" episode of its regular video news service, CPF Firevision. The episode takes a look into the narrow escape of CAL FIRE Battalion Chief Paul Duncan's family as he guides them to safety while he himself works the devastating Valley Fire.

Finishing off this year's awards was CPF's *The California Professional Firefighter* Digital Edition, which was honored in the "Best Electronic

Communications" category. The e-newsletter was recognized for being a simple, user-friendly mobile application that puts all of CPF's newsletter publication in digital form, making it easy for members to have access anytime and anywhere.

"It's an incredible honor to be recognized for our communication efforts at an international level," said CPF President Lou Paulson. "We're proud to have the dedicated staff and resources needed to keep our members up to date on the issues that affect their lives and their profession."



MOVING FORWARD IN 2017

At the ballot box, and on the fire ground, 2016 was an eventful year for the men and women that keep California safe.

Across the state, nearly 600,000 acres were consumed by massive wildfires, despite promises that an El Niño would break the grip of the historic drought California faced for the past five years. The winter rains came and went, and still, California's firefighters answered the call.

As we enter 2017, we can be sure that they will be asked to do so again, understanding that our state has entered a "new normal" and that its firefighters must be ready to face a fire season that is now a year-round event.

At the ballot box, a different kind of mobilization was required of our membership.

In communities from San Diego to Redding, our firefighter locals stood behind candidates that stood with them on the issues that matter most to firefighters – staffing, on-the-job safety and retirement security. In an overwhelming majority of these endorsements, the candidate backed by the local was elected to office, a sign of just how strong the firefighter voice resonates with the public.

We've long known the value of our endorsement and do not take the responsibility of granting it lightly.

You've read it in the pages of this paper many times in the past - California Professional Firefighters makes its recommendations on firefighter issues, and firefighter issues alone.

When California's firefighters weigh in on a contest, we take stock of every credible candidate – Democrats and Republicans. In the end, we endorse

candidates who have the best interest of California's first responders in mind. Should the candidate be successful, we back up our endorsements with the promise we give all of our candidates: We stand with those who stand with us.

Perhaps nowhere better is there an embodiment of this endorsement relationship than now United States Senator Kamala Harris.

For years, Harris has stood alongside California firefighters, fending off attacks on public employees from anti-labor hardliners and ideologues hell-bent on gutting retirement security for millions.

In 2011, when public officials in San Carlos were threatening to outsource the city's fire and emergency services to

the Wackenhut firm, Harris, who recognized both the value of public jobs and the overall safety of the community, issued a legal opinion that effectively took privatization off the table for every general law city in the state.

Harris had the back of firefighters once again when, in the run-up to the 2014 election, she correctly noted that Chuck Reed's statewide pension initiative would "eliminate constitutional protections for vested pensions" when authoring the measure's official title and summary. Reed's failed legal challenge over the language eventually led to the measure being pulled from the ballot.

Incidents such as these are why CPF backed Harris for Senate, as well as why all firefighters can breathe a bit easier

knowing they now have a friend in Washington.

The ink on the 2016 election results has only been dry for a few months now, but already, California Professional Firefighters has its sights set on the next major series of contests in 2018. In that year, we'll elect a new governor, one who will hold tremendous sway over the fate of California public employees, and could prove a valuable counterbalance to an administration in Washington D.C. that is signaling itself to be anything but friendly to labor.

When it comes time to endorse in that contest, you can bet that our metric will be the same as it's always been.

Stand with us, and we'll stand with you.

You've read it in the pages of this paper many times in the past - California Professional Firefighters makes its recommendations on firefighter issues, and firefighter issues alone.

A HALF CENTURY FIGHTING FOR BETTER PROTECTIVE EQUIPMENT

For most of the world, June of 1967 heralded the start of the "summer of love." For Ed Luttig, it meant something very different.

A Sacramento firefighter for only three years, the 31-year-old family man was working interior attack on a blistering apartment fire when his faulty and out-dated gas mask failed, allowing toxins to flood into Luttig's lungs. He survived, but suffered severe brain damage and was in and out of a coma for more than two decades before he died in 1990.

Seared by the public attention, Sacramento quickly updated its dangerous gear, which eventually produced a \$1.1 million out-of-court settlement from the manufacturer. But for Ed's local and state unions, the fight was only just beginning.

In 1975, inspired by Luttig's case, CPF -- then known as Federated Fire Fighters of California -- convened a state advisory panel chaired by Sacramento Area Firefighters Local 522 member Cliff Haskell. The result: the nation's first comprehensive and permanent standard for firefighter PPE.

Forty-one years later, the union is still on the job.

The California Occupational Safety and Health Agency – Cal-OSHA – has adopted a set of draft rule changes which, when implemented, will help ensure that all firefighters have PPE that stays caught up with the times.

"Current rules date back to 1985," said CPF Health and Safety Director Kevin White. "These rules need to be updated so our members can get equipment that's up to date and current with all modern safety standards."

At the heart of the proposals is the need to bring the requirements into compliance with modern standards from the National Fire Protection Association (NFPA). The new rules call for compliance with NFPA 1971 (structural PPE); NFPA 1977 (wildland PPE) and NFPA 1581 (PPE cleaning and maintenance). It also sets up a new standard for personal alert safety systems (PASS)



that conforms with NFPA 1982. Other areas to be addressed include maintenance of SCBA and respiratory hazards during overhaul operations.

California Professional Firefighters has been working on updating the PPE standards for more than a decade. After being rebuffed because of cost issues in the late 2000s, CPF turned to the legislature.

In 2014, Gov. Jerry Brown signed AB 2146 by Assemblywoman Nancy Skinner. The measure required that Cal-OSHA set up an advisory committee to review PPE standards and, if necessary, implement new updated standards. The measure also calls for a five-year review of PPE rules to ensure they keep pace with improving PPE technology.

With Cal-OSHA having set out the proposed guidelines, the process turns to drafting specific rules. AB 2146 calls for these rules to be developed and ready for consideration by July of 2017.



Sacramento Firefighter Cliff Haskell was instrumental in the fight for better PPE for firefighters



Outdated gas-mask canisters made way for more effective SCBA equipment thanks to efforts of local unions and CPF.



THE MENTOR

Webster's defines a mentor as "a wise and trusted counselor or teacher; an influential senior sponsor or supporter."

Fire departments and labor organizations have used mentoring programs with varying levels of success. Most have good intentions, but crumble with the lack of follow-through. A positive mentor-mentee experience can lead to accelerated wisdom and maturity, along with a life-long relationship. Perhaps a better way to describe mentoring is "coming alongside another person and investing in their life." Often, the informal mentoring far exceeds the effectiveness of a formalized program within an organization.

Most of us have relationships in our lives that, if analyzed, could be defined as mentoring. The uncle that teaches you how to fish or the older sibling that teaches you how to play basketball are examples of true mentoring. In our profession, it typically pairs a young

firefighter with a seasoned veteran. Every facet of the job is covered, from crawling down a dark, smoke-filled hallway in search of the seat of the fire to the proper wrist motion in gargling a toilet. If the relationship "clicks," it goes beyond the nuts and bolts of job performance and delves into personal aspects of the career: things like dealing with the work schedule, maintaining a healthy home life, the importance of supporting the union.

Mentoring cannot succeed if the cadre of senior, wise and knowledgeable members doesn't see the value. If their attitude is "the rookies won't listen to me anyway," or "my badge doesn't say babysitter on it," then the opportunities will dry up. Everyone loses when this happens. Conversely, if the mentee's attitude is "I've got this thing wired, Pops," the relationship will quickly dissolve and there is no transfer of valuable knowledge. Again, no winners here.

For firefighters still getting started in your fire service career, it is important to remember that "there is nothing new under the sun." If you're open and interested in learning from the past, a mentor will gladly share how a specific situation was handled, along with what went well and the "I'll never do it that way again!" Sometimes the mentee will need to weather the third retelling of a story, but the results will be worth the time invested.

As for the grizzled veterans, don't let your institutional memory fade. Whether mentoring the next generation of union leadership or just helping members deal with a crusty captain, you have a wealth of knowledge that will help those following in your footsteps.

In my career, as both a firefighter and union leader, mentors greatly enhanced my growth. Actively involve yourself in being part of a mentorship.

It's well worth the time invested!

CALIFORNIA PROFESSIONAL FIREFIGHTERS

Published Quarterly

Publication Office

California Professional Firefighters
1780 Creekside Oaks
Sacramento, CA 95833
(916) 921-9111

Web: www.cpf.org
Email: info@cpf.org

Editor: Carroll Wills

Managing Editor: James Noonan
Graphic Designer: Robbie Panco

Cover Photo: Jeffrey Shamburger

ADMINISTRATION

Executive Board

Lou Paulson President
Lew Stone Secretary-Treasurer
Tim Strack 1st District Vice President
Chris Mahon 2nd District Vice President
Bobby Weist 3rd District Vice President
Jeff Del Bono 4th District Vice President
Michael Massone 5th District Vice President
Mike Lopez 6th District Vice President
Dave Gillotte 7th District Vice President
Tony Gamboa 8th District Vice President

Trustees

Erik Baskin
Rick Swan

Staff

Teresa Ortiz Managing Director
Christy Bouma Governmental Advocate
Amy Howard Legislative Director
Chris Patterson Political Director

Carroll Wills Communications Director
James Noonan Assistant Communications Director
Kevin White EMS and Health & Safety Director
Pharris Treskunoff Assistant to the President
Rosalia Lopez Executive Assistant
Apryl Swanberg PER Coordinator
Irene Chu Finance Director
Kathy Shipley Full-Charge Bookkeeper
Ting Ting Hui Senior Accountant
Stacy Smith Receptionist

CPF Callback Association

Cynthia Clark Projects Coordinator

Firefighters Print & Design

Mariena De Anda Director
Natalie Mercado Assistant Manager
Cynthia Clark Promotional Products Representative
Jennifer Fong Administrative Assistant
Robbie Panco Senior Graphic Designer
Victor Jimenez Press Operator

Todd Archer Digital Press Operator
Taylor de la Peña Bindery Tech/Delivery Clerk

California Fire Foundation

Hedi Jalon Executive Director
Christine Harms Program Coordinator
Emma Maron Administrative Assistant

California Firefighter Joint Apprenticeship Committee

Yvonne de la Peña Executive Director

Firefighter Candidate Testing Center

Kelley Trujillo Program Director

Firestar Studios

Lara Popyack Manager



Continued from page 1

THE HEALTH AND SAFETY ISSUE OF THE 21ST CENTURY

Post-traumatic stress disorder – PTSD – affects roughly one out of every five firefighters – more than double the general population. The effects are sobering. Suicide in the fire service is approaching epidemic proportions: In 2015, more firefighters died by their own hand in the U.S. than died in the line of duty from traumatic injury and job-related illness. Research shows that rates of alcoholism and substance abuse related to stress run well above average. Broken marriages, panic attacks, abuse and depression are typical.

“I would venture to say that nobody

really comes out of this career unscathed as far as behavioral health,” says Jeff Wells, a recently retired paramedic/firefighter for Sacramento Metro Fire Department. “I think that there is a degree of effect that it has on every firefighter or paramedic in the fire service.”

Jeff knows what he’s talking about. More than two decades into his fire service career, he narrowly escaped death himself after falling through the roof of a single-story home while cutting a ventilation hole. While his physical injuries – burns and a dislocated knee – healed, the accident unlocked a lifetime of painful experiences on the job. Two years of panic attacks, family problems, blind rage and his own brush with suicide

followed before Jeff finally found help and a way forward.

“It’s like you start your career with a bucket and it’s empty, and as you start going on these horrendous calls, you’re putting stuff in the bucket each time,” Wells said. “In my case, the bucket was full from a long career and a big old rock was dropped in it and it all came out at once.”

“Post-traumatic stress is triggered by a specific event (and) firefighters have these events all the time,” said clinical psychologist Dr. Suzy Gulliver of the Warrior Research Project at a recent IAFF symposium. “Civilians have them maybe once or twice in a lifetime. Firefighters can have them every week.”

UNDERSTANDING THE STRUGGLE

For the fire service, the challenges of dealing with behavioral health issues are compounded by a culture that is suspicious, if not downright dismissive, of injuries that rest in the heart and head. “Generally, it’s just hard to talk about your emotions in the firehouse,” says Alex Galang, a Sacramento City firefighter and member of IAFF Local 522. “The culture is ‘tough it out ... boys don’t cry.’ You don’t want to be seen as weak or that you can’t handle the stress.”

Tammy Shobert knows that mentality all too well. Her husband Matt lived and breathed the job for nearly three decades, eventually landing as the chief of Muri-

POST TRAUMATIC STRESS THE UNSEEN INJURIES

In 2015,

20%

of firefighters
have diagnosable
PTSD –
3x the general
population

132

firefighters
**COMMITTED
SUICIDE** –
more than all
line-of-duty deaths

7%

of all firefighter
**EARLY
RETIREMENTS**
are mental
health related

Sources: Warriors Research Institute, Firefighter Behavioral Health Alliance, IAFF

etta Fire Department. A freak accident on the job turned Tammy from partner to caregiver and made her the target of angry emotional outbursts from a husband who thought post-traumatic stress was “only for soldiers.”

“They think they have to be tough ... that it’s a vulnerability to show that they might be struggling mentally or emotionally,” she said. “They are afraid their peers would look bad on it. That has to change ... it has to change.”

For his part, Matt Shobert’s awakening to the reality of post-traumatic stress prompted a new appreciation for the importance of awareness. “When I reflect back on decisions (as fire chief) regarding firefighters who make poor

life decisions, I second-guess myself,” he reflected. “Were they making silly decisions or were they having some kind of reaction to the calls they were responding to?”

THE PATH TO HEALING

The jarring suicide numbers among first responders, as well as a surge of critical incidents have combined to open a dialog on the behavioral health challenges facing the profession and how to address it. Last month, nearly 300 fire service leaders in California – labor and management – gathered in Sacramento for a CPF co-sponsored symposium on behavioral health. In

addition to hearing the stories of those most affected by post-traumatic stress, leaders learned about how behavioral health issues are manifest and how unions and departments in California are leading the way, creating their own avenues for treatment and early intervention.

“As we’ve learned when addressing safety issues like cancer, the best solutions require labor-management collaboration,” said CPF President Lou Paulson.

Collaboration is already resulting in programs that are working every day to ensure members get the help they need. The Granite Mountain tragedy helped prompt Phoenix Firefighters Local 493

to develop firestrong.org, a clearing-house website that helps firefighters find local resources and peer counselors. This Spring, IAFF is scheduled to open its Center of Excellence for Behavioral Health Treatment and Recovery. Closer to home, Jeff Wells’ experience prompted Local 522 to ask him to work on a regional peer counseling program, developing departmental training and establishing a crisis hotline.

“There are many different things that can cause (post-traumatic stress) but the bottom line is that (it is) an injury like any other injury,” said Wells. “We need to treat the injury and do what we can to help prevent people from getting injured.”

FIREFIGHTER VOICE SPEAKS LOUDLY DURING ELECTION

As the dust from an intense and polarizing political season finally settles, one thing remains clear: the support of California voters for firefighters and the issues that matter to public safety.

Across the board, voters up and down the state of California came out to elect candidates who supported the men and women of the fire service.

In a marquee statewide race, California voted to add a strong pro-firefighter voice to the U.S. Senate by electing Attorney General Kamala Harris, who has consistently opposed the privatization of fire protection and championed firefighters' retirement security and political rights.

Out of the seventeen ballot measures on the California state ticket this year, the seven initiatives that CPF weighed in on each met a result that mirror CPF's endorsement: Props 51 and 52 (YES), Prop. 53 (NO), Prop. 55 (YES), Prop. 58 (YES), Prop. 59 (YES) and Prop. 66 (YES). CPF played a lead role in the campaign to stop Proposition 53, successfully preserving local control over disaster repair and infrastructure

in the state.

Candidates in both parties endorsed by CPF and its local affiliates were overwhelmingly victorious in state legislative contests, winning all but four of the 86 races in which a recommendation was made. Those wins include eight out of 10 high-priority races for firefighters and the labor movement, including in AD 12 (Heath Flora); AD 24 (Marc Berman); AD 27 (Ash Kaira); AD 30 (Anna Caballero), AD 35 J (Jordan Cunningham), AD 65 (Sharon Quirk-Silva), SD 03 (Bill Dodd) and SD 11 (Scott Wiener).

California Professional Firefighters' local affiliates fought tirelessly to secure elected officials and measures to preserve essential funding for fire safety services. Highlighting these victories were eight active and retired firefighters, who ran for office and came out as victors of their campaign efforts: Owen Miller (Central FPD), John Lucchesi (Santa Cruz City Local 1716), Mike Diaz (Escondido Local 3842), Jeff Griffith (CAL FIRE Local 2881), Jeremy Ray (Santa Clara City Local 1171), Shawn Stark (Oakland Local 55), Jeff



Donabedian (Oxnard Local 1684), and Scott Dettorre (Ventura County Local 1364).

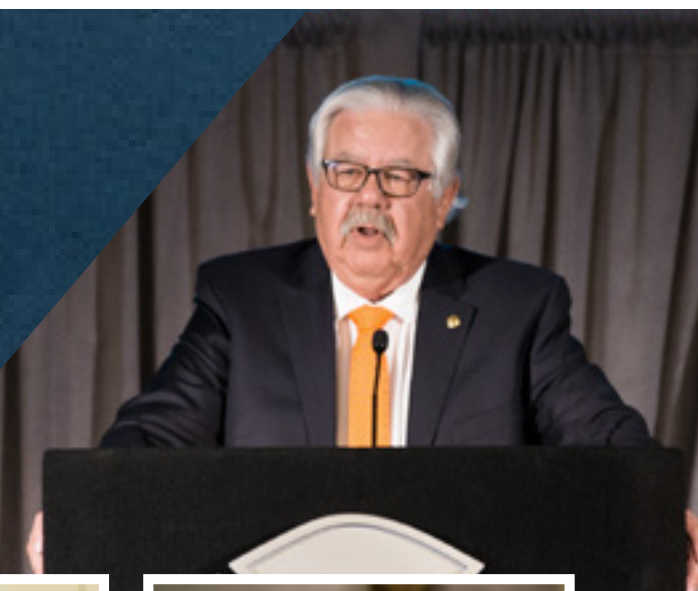
"We endorse candidates and initiatives based entirely on the core issues that affect and matter to those in the firefighter profession: job safety, pay and benefits, retirement security, public safety resources and stranding up for our fallen," said California Professional Firefighters President Lou

Paulson. "Every decision that affects the lives and livelihoods of firefighters is made by elected officials and we are very pleased to see these candidates and positions also endorsed by California's voters."

To see a full list of statewide and local firefighter-endorsed candidates who were successful on Election Day, visit www.cpf.org.

SAVE THE DATE 14TH BIENNIAL CAL-JAC CONFERENCE NOVEMBER 2-4TH 2017

Westin Mission Hills Resort • 71333 Dinah Shore Drive • Rancho Mirage, CA 92270



CPF DIGITAL VOTER GUIDE: FROM RESOLUTION TO REALITY

Resolution introduced at CPF's biennial convention spurs action on digital endorsement tool

It started out as a simple idea, one that found its way into a resolution introduced on the floor of CPF's Biennial Convention back in April.

It became one of the more innovative ways of leveraging the firefighter endorsement during the 2016 election.

California Professional Firefighters' Digital Voter Guide, allowed union members from across the state to cue up endorsements from the firefighter locals serving the communities in which they live. The new online tool made its debut during the 2016 Presidential Election. More than 30 firefighter locals, serving communities from San Diego to Redding, submitted their list of endorsed candidates, creating a database that could be accessed by any professional firefighter in California.

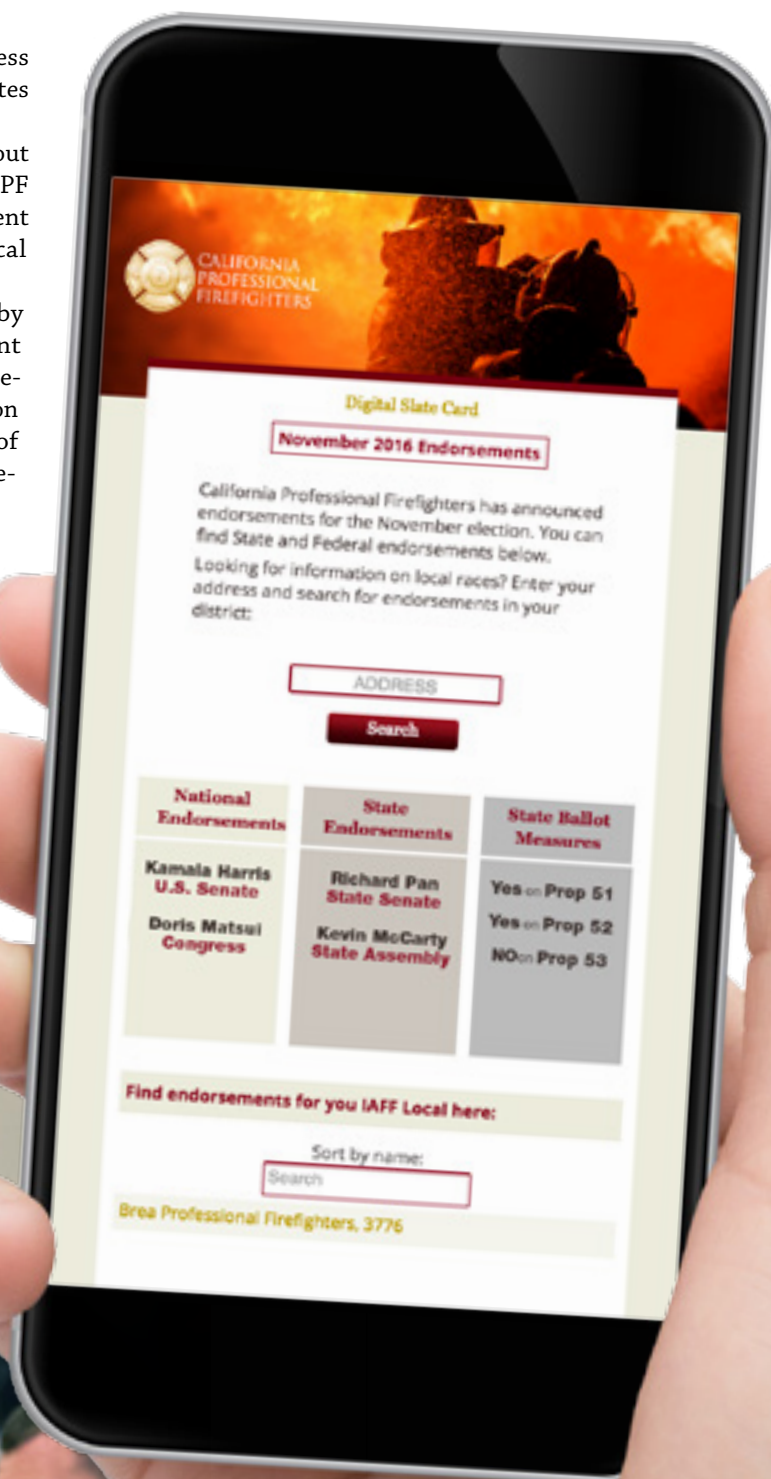
"The digital voter guide allowed us to bring the value of the firefighter voice into the 21st century," said CPF President Lou Paulson. "Any firefighter with an internet

connection could easily enter their address and see the firefighter-endorsed candidates for local and statewide races."

The inspiration for the tool came about from a floor resolution submitted at CPF Convention by Mike McCliman, president of Rancho Cucamonga Firefighters, Local 2274.

The resolution, which was adopted by convention delegates, noted significant weight carried by the firefighter endorsement, as well as the fact the political action by local affiliates in the "cornerstone of their ability to protect the lives and livelihoods of firefighters."

"The manner in which this resolution was introduced, adopted and implemented is a testament to how our union operates," Paulson said. "This idea was generated from within the membership, and ultimately the union is stronger because of it."



Mike McCliman, president of Rancho Cucamonga Firefighters, Local 2274, speaks on behalf of a resolution introduced by his local at the 2016 Convention, asking that California Professional Firefighters create the digital voter guide to better advocate for firefighter-endorsed candidates.



Alexander Chenkovich



Dylan Costamagna



Rosa Magallanes

CONGRATULATIONS TO THE 2016 DANIEL A. TERRY SCHOLARSHIP WINNERS

The California Fire Foundation launched the Daniel A. Terry Scholarship Program to ensure that children of firefighters, who have fallen in the line of duty, receive the support they need to achieve their dreams.

Through the program, recipients receive a \$2,000 college scholarship to help pave their path for the future.

Since its inception, the scholarships, funded through the California Firefighters Endowment, have helped more than 90 students attend the college or university of their choice.

The success of this program would not be possible without donations from firefighters themselves, generous individual supporters, and corporate sponsors such as AT&T, PG&E and Comcast.

This year, the Foundation is proud to have been able to award scholarships to these eight students.

SCHOLARSHIP RECIPIENT	FALLEN FIREFIGHTER	DEPARTMENT
Alexander Chenkovich	Paul Chenkovich	Livermore-Pleasanton
Dylan Costamagna	Larry Costamagna	Fremont
Rosa Magallanes	Luis Magallanes	CAL FIRE
Kyle Nunes	John Nunes	Contra Costa County
Gary Petretto	Gary Petretto	Palo Alto
Matthew Proost	Michael Butler	Los Angeles City
Marla Prosser	Darrayle Prosser	Los Angeles City
Alexis Tower	Clem Towner Jr.	CAL FIRE

For more information about the scholarship recipients or to learn more or donate in support of the program, go to www.cafirefoundation.org.

ROCK TO REMEMBER CELEBRATES FIVE YEARS OF GIVING BACK

Local 3546's annual benefit concert has helped fund college scholarships for half of a decade

For the past five years, members of San Ramon Valley Firefighters, Local 3546 have been rocking out for a good cause.

The local's benefit concert, "Rock to Remember," has raised roughly \$30,000 over the past five years for the California Firefighters Endowment, which is responsible for funding the Daniel A. Terry Scholarship for the children of fallen firefighters.

The event has become a major source of funding for the endowment, but it began as simply a way to give back while having a good time.

"It all started with a couple of us who worked in the department wanted to get people together, we played in bands and thought it be fun to maybe put a show together and maybe get people together to come hang out," said Iain McCulloch, a member of Local 3546 and co-organizer of Rock to Remember. "It kind of evolved. We thought 'let's raise some money for something.' It's just so great to be able to give back to guys who gave the ultimate sacrifice, and be there for them, as I hope

they would be there for me."

Erik Falkenstrom, another of the events central organizers, echoed McCulloch's statements, noting that the California Fire Foundation and its endowment were an easy choice when it came time to select a benefactor.

"The reason we chose the California Fire Foundation, was because of their support in helping the children of fallen firefighters," Falksenstrom said. "We chose them because they represent us overall. They're the ones that are going to give back in the form of scholarships. It's such a good match."

For those that have directly benefited from the event, seeing that match in action provides inspiration all its own.

"It's really awesome to see so many people come out and support this cause," said Dylan Costamagna, son of fallen Fremont firefighter Larry Costamagna and recipient of the Daniel A. Terry Scholarship. "They're out here to support people like me and others kids of fallen firefighters who are pursuing a higher education."



With significant backing from the surrounding communities, Rock to Remember has grown into a major success, yet McCulloch, Falkenstrom and the event's other organizers, note that their results could easily be replicated by locals around the state willing to put the time and energy into their own fundraisers.

"We're no different than any other department," McCulloch said. "In a way, we all respond to roughly the same type

of calls. It's those things, outside of work that we have time to put into, and not forget about the sacrifices that are happening across the state. You could do the exact same thing."

For more information about selecting the California Fire Foundation as the beneficiary of your local's next event, contact Foundation Executive Director Hedi Jalon at 800-890-3213 or hjalon@cpf.org.

SUPPORT *the* FOUNDATION

By supporting the California Fire Foundation, you can help further its mission to aid families of fallen firefighters, firefighters and the communities they protect.



FIREFIGHTER LICENSE PLATES

Sold only to active and retired firefighters, the iconic California firefighters license plate lets you show your pride on cars, trucks, trailers and motorcycles. Proceeds from the sales benefit the families of California's fallen firefighters.



CHECK OFF CA

Tax season is just around the corner. When completing your State Tax Form 540, look for the California Firefighters' Memorial fund on line 406 under Voluntary Contributions.



PLANNED GIVING

Including the California Fire Foundation in your estate plan will not only help you in achieve your own philanthropic and charitable giving goals, but it will also allow the Foundation to continue its mission.



AMAZON SMILE

When you shop through Amazon Smile, a portion of the sale is used to help support the California Fire Foundation. Switch over the next time you shop and help make a difference.



FOUNDATION STORE

Purchase your very own firefighter challenge coin through the Foundation store and support programs that aid families of the fallen.



DONATE ONLINE

Donate to the Foundation directly and help support the families of fallen firefighters, firefighters and the communities they protect. To donate today, or to learn more about the Foundation's programs, visit www.cafirefoundation.org.



2016 CALIFORNIA FIREFIGHTERS MEMORIAL PHOTOS BY ROBBIE PANCO

On October 15th, 2016, hundreds of uniformed firefighters and family members gathered in Sacramento's Capitol Park for a solemn, yet beautiful ceremony steeped in fire service tradition.

This year's California Firefighters Memorial Ceremony honored 29 firefighters whose names were added to the nearly 1,300 fallen already inscribed on the Memorial wall.

"As firefighters, our devotion to duty is matched only by our devotion to each other," said Lou Paulson, CPF president and chair of the California Fire Foundation. "Some of them never considered themselves as heroes, but they lived their lives with an uncommon courage that only a hero has."

Hundreds of uniformed firefighters participated in the ceremony, as did state and local leaders who paid tribute to California's fallen heroes.

"It's really moving to be just a small part of this ceremony," said Governor Brown. "It's good to see where government can really be the savior, the inspiration, and the hero that firefighters represent."

There were also those who came to mourn the loss of a friend and brother in arms. Jeff Donabedian, president of Oxnard Firefighter's Association Local 1648, honored the memory of fallen firefighter Scott Carroll.

"About a year ago I got one of the worst phone calls of my life," Donabedian said. "Scott was the best of us. He cared so deeply about his brothers and sisters in the fire service, and he set such a great example in how he cared for his family, too."

The ceremony culminated the presentation of a U.S. flag to each family of the fallen firefighters being added to the memorial.

For the first time, a statewide Safety Stand-Down was held in honor of the Memorial. Fire departments all over the state were encouraged to watch the live stream video online. More than 3,000 people tuned in to watch, including those who were on duty at fire stations across California.

The California Firefighters Memorial was unveiled in April of 2002 and annual ceremonies have been hosted in the fall of every year since. The 2017 Memorial will be held on October 14, 2017.

For more information, visit memorial.cafirefoundation.org.





Tim Strack CPF 1st District Vice President

CPF District 1 represents the counties of San Bernardino, Riverside, San Diego, Imperial and Orange.



COSTA MESA SCORES BIG ON ELECTION NIGHT

For the first time in years, firefighters in Costa Mesa watched election returns come in and were hopeful about the future.

When the bulk of the ballots were counted, Costa Mesa Firefighters Association, Local 1465 saw two of its three endorsed candidates for City Council elected by voters. On the winning side of the ticket were firefighter-backed incumbent San Genis and candidate John Stephens, both of whom claimed more than 18 percent of the vote in a seven-way contest for three seats.

The biggest victory for public safety that night was the unseating of Mayor Stephen Mensinger. The incumbent mayor maintained a toxic relationship with public employees, often partnering with longtime labor antagonist Jim Righeimer. The results mean that Local 1465 will now be working with a firefighter-friendly council majority as they work to protect their community.

"These results give us a council that we can at least communicate with," said Rob Gagne, president of Local 1465.

Protecting public safety proved to be the pivotal issue in the council campaigns. Gagne said Local 1465 focused on three

core points in communicating with voters: Greater need (a 42 percent increase in calls for service since 2009); Staffing shortfalls (a 25 percent decrease in staffing in the same period); and mismanagement (the city has spent \$1.6 million on ambulances that hadn't transported a single patient).

"Our whole campaign was run on the facts," Gagne said. "We were utilizing the truth to educate the public, and the public heard us."

Gagne credits the victory on Election Day to the hard work of his entire membership, as well as support from the IAFF, California Professional Firefighters and multiple neighboring locals, including Los Angeles City Firefighters, Los Angeles County Firefighters, San Bernardino City Firefighters, San Bernardino County Firefighters, the Corona Firefighters Association and Riverside City Firefighters.

"This level of support is unheard of for a local our size, but speaks to the camaraderie within the fire service, and within our union," Gagne said. "The stars definitely aligned and we owe that to our entire membership coming together."

LOCAL 2342 SWEEPS HEMET CITY COUNCIL RACES

It wasn't all that long ago that the Hemet City Firefighters Association, Local 2342 called upon voters to save their 100-plus-year-old fire department from the threat of closure.

Now, those same voters have helped Local 2342 elect candidates that will yield the first 5-0 firefighter-friendly City Council in many, many years. On Election Day, incumbent Mayor Bonnie Wright, as well as candidates Karlee Meyer and Michael Perciful, saw their bids for office approved by voters in the city of Hemet.

"It's been a very, very long time since Local 2342 has had the pleasure of working with a public-safety-focused City Council with a strong appreciation and belief in local control," said Dave Prietto, president of Local 2342.

Voters in Hemet also approved Measure U, a one-cent sales tax increase that previous council direction assured would be dedicated entirely to public safety resources. City staff expects that the measure will bring in roughly \$10 million annually.

On the county front, Local 2342 endorsed incumbent Chuck Washington for a second term on the Riverside County Board of Supervisors. Carrying the endorsement of fire and police locals throughout the region, Washington won the seat with nearly 40 percent of the vote in a three-way election.

"Local 2342 has come a long way from recent years and we are excited about the future of our department and our local," Prietto said. "We look forward to rebuilding with a fresh perspective and the support of our citizens, city council, management and of course our members who have stuck it out through the hardest of times."

RIVERSIDE FIREFIGHTERS LEAD EFFORT FOR INCREASED FUNDING

Firefighters in Riverside will be getting a bit of extra breathing room during upcoming budget cycles, thanks to their efforts to help pass a one-cent sales tax increase during the November election.

The increase, known locally as Measure Z, will generate somewhere in the neighborhood of \$48 to \$50 million annually, with the money being routed into the city's general fund. The "Yes" campaign pledged that funds would be used to restore essential services lost during recession-era budget cuts, including staffing levels, vehicle fleets for the city's police and fire departments and various other municipal improvements.

The Riverside Fire Department currently has 15 pieces of apparatus in need of replacement, a task that comes with an estimated price tag of \$8 million.

"Voters recognized the need and invested in public safety on Election Day," said Local 1067 President Tim Strack. "Measure Z is going to ensure we have the people and equipment needed to keep our community safe."

Local 1067 was one of the "Yes" campaign's strongest supporters, and voters ultimately responded by approving the measure with 58 percent coming out in support.

Riverside City Firefighters worked in conjunction with the Greater Riverside Chambers of Commerce and the Service Employees International Union Local 721, representing most non-safety and non-utility workers, to strengthen the effort against increased cuts to infrastructure and public safety.

"I believe the coalition on the 'yes' side demonstrates how valuable this is going to be for the city that we all

live and work in," said Strack. "That fact that these groups were able to come together and work toward a common goal speaks volumes about how necessary Measure Z was."

Measure Z will take effect in January, and is scheduled to sunset in twenty years.





Chris Mahon CPF 2nd District Vice President

CPF District 2 represents the counties of Kern, San Luis Obispo, Santa Barbara, Ventura and Los Angeles - with the exception of United Firefighters of Los Angeles City, Local 112 and Los Angeles County Fire Fighters, Local 1014.



WEST COVINA FIREFIGHTERS, LOCAL 3226 MARCH AGAINST STAFFING CUTS

Firefighters in West Covina took to the streets last November, raising awareness about dangerous staffing cuts being pitched by city leadership.

In response to a proposal that would eliminate nine firefighter positions in 2017, when the city's SAFER grant is set to expire, roughly 40 firefighters picketed on one of West Covina's busiest street corner, hoping to raise awareness about the dire position into which the City Council and city manager were placing residents.

In addition the cuts, the local raised public awareness about its ongoing contract struggle with the city. West Covina Firefighters, Local 3226 recently filed a

complaint with the Public Employee Relations Board (PERB), charging the city with regressive bargaining and refusing to bargain in good faith.

"Our association has been out of contract for two-and-half years," said Matt Jackson, president of Local 3226, who noted that, despite not receiving raises for its membership in years, the local submitted an offer that sought only to increase benefits for firefighters at levels similar to what was being offered other city employees.

In response, the city presented a counter offering slight increase in benefits, which it later amended to include a 15 percent pay cut to a majority of the



local's membership.

"We continue to be an impasse," Jackson said, noting that the local is expecting a ruling back from PERB in early 2017.

In the meantime, Local 3226 will continue to raise awareness about its ongoing struggle for fair treatment from City Hall.

"We are so thankful for our union brothers and sisters who once again have risen to the occasion to fight for what is right and just in the fire service," Jackson said. "As we continue our fight, we welcome any support that area locals wish to offer, and offer to return that same support and more in their time of need."

SANTA PAULA FIREFIGHTERS PASS MEASURE T, ELECT TWO TO COUNCIL

Firefighters in Santa Paula went into Election Day hoping to bring long term-stability to the department's finances and send two firefighter-backed candidates into office.

In the end, they were successful in both.

The big fight for Santa Paula members of Ventura County Professional Firefighters Association, Local 1364 centered on the proposed 1-cent sales tax increase proposed through the city's Measure T. The measure was placed on the ballot with the intent of improving vital fire and police services to Santa Paula and was set to provide funding for five firefighter positions currently being funded by a SAFER grant.

With all of the ballots counted, Measure T passed with 58 percent of voters in support.

"Measure T will bring stability to the finances of the Santa Paula Fire Department," said Local 1364 President Chris Mahon.

Santa Paula Firefighters were also successful in their bid to elect two firefighter-backed candidates to spots on the City Council. Incumbent Mayor Martin Hernandez, who has been a long time supporter of the city's firefighters, was re-elected, while newcomer Clint Garman earned his first term.

"Victories in Santa Paula were a testament to the value of political advocacy," Mahon said. "Firefighters lead the charge in these races, coordinating the field walk and phone bank efforts that ultimately led to overwhelming victory."

VENTURA CITY FIREFIGHTERS, LOCAL 3431 KEEPS STATION OPEN WITH TAX MEASURE

Local works to pass Measure O, while also sending two endorsed candidates to City Council.

Thanks to the work of Ventura City Firefighters, Local 3431, a once-shuttered fire station that has since been kept open through a use of federal grants has finally secured a long-term funding source.

On Election Day, voters in Ventura passed Measure O, a half-cent sales tax that, at least in part, was aimed at keeping the doors of the city's Fire Station 4 open for years to come. Station 4 was briefly closed in July of 2010 due to a lack of city funding, but was reopened in late 2011 when the city was successful in applying for federal SAFER grant funding.

"When that station shut down for a year, you could see how much it meant to the residents," said Local 3431 President Shawn Hughes. "They wanted to see that station stay open."

Relying on a strong public safety message, Measure O was approved with more than 58 percent of the vote. As part of its ballot argu-

ments, the Measure O campaign committed to using the more than \$10.5 million in general fund money that would be generated by the tax to keep all existing fire and police stations open, while also enhancing the city's public safety programs.

"Passing Measure O keeps all six of our fire stations open and fully operational, meaning that every neighborhood in the city of Ventura will continue to have life-saving response times in the event of an emergency," Hughes said.

Local 3431 continued its Election Day success in the Ventura City Council races, with two of their three endorsed candidates winning a seat. Incumbent Cheryl Heitman and newcomer Matt Levere, both of whom identified public safety as a top campaign issue, will be heading to office, ensuring that Local 3431 has strong partners in City Hall for years to come.



Bobby Weist CPF 3rd District Vice President

CPF District 3 represents the counties of Del Norte, Siskiyou, Modoc, Humboldt, Trinity, Shasta, Lassen, Mendocino, Tehama, Plumas, Lake, Glenn, Butte, Colusa, Sutter, Yuba, Sierra, Yolo, Placer, Sacramento, El Dorado, San Joaquin, Amador, Calaveras, Alpine, Stanislaus, Tuolumne, Mono, Merced, Mariposa, Monterey, Santa Cruz, San Benito, Fresno, Kings, Madera, Nevada, Tulare and Inyo.



LOCAL 3605 WINS BIG IN CENTRAL FIRE PROTECTION BOARD ELECTION

Members of Santa Cruz County Firefighters, Local 3605 were celebrating victory on Election Day, having sent four firefighter-endorsed candidates to the Board of Directors of the troubled Central Fire Protection District.

The outgoing board for the district, which protects Capitola, Like Oak and Soquel, voted in May to retroactively impose an 18 percent pay cut on its public safety employees, unless the

union and district could negotiate a new contract by mid-July. The decision, which was made by a unanimous vote, signaled to the local that changes were needed at the board level.

"At that point, we realized how important it would be to engage in political action this election cycle," said Brian Aluffi, president of Local 3605.

In the wake of the July vote to cut pay, Local 3605 began aggressively vet-

ting potential candidates to help change the make-up of the board. The local identified two retired battalion chiefs, Owen Miller and John Lucchesi, who served with the Central Fire Protection District and Santa Cruz City Fire Department respectively. Kevin Walter, a former paid-call firefighter, and David Burnham, the father of a Santa Cruz City police officer, rounded out the local's slate of endorsed candidates.

"These candidates were absolutely appalled at the means by which the board was interacting with its public employees," Aluffi said.

Adding further intrigue to the situation within the district was the fact that embattled Fire Chief Jeff Maxwell, who had favored the retroactive

cuts, was terminated in October, but not before receiving a \$95,000 severance package. The termination came after the union was able to reach a new contract with the district that helped stave off the threat of the retroactive pay cuts.

With the new makeup of the district's board, which will tilt pro-firefighter by a 4-3 margin following the election, members of Local 3605 are hoping to put the district's past troubles behind them and open up a new chapter of labor-management relationships

"Morale has soared," Aluffi said. "Our membership came together and did everything possible to win on Election Day. The bottom line is we got the job done."

YUBA CITY FIREFIGHTERS, LOCAL 3793 GO '2-FOR-2' IN CITY COUNCIL ENDORSEMENTS

A pair of firefighter-backed candidates will be sworn onto the Yuba City Council, after candidates Shon Harris and Manny Cardoza finished atop of six-person field on election night.

Both Harris and Cardoza were backed by Yuba City Firefighters, Local 3793. The two candidates shared a strong desire to improve public safety throughout the city, while also possessed a track record of public service. Prior to their election to the council, Harris, a captain with the California Highway Patrol, had spent time on the Yuba City Planning Commission, while Cardoza had spent a 35-year career working the Yuba City Public Works Department.

In issuing its endorsement, Local 3793 President Dave Newquist noted that Harris and Cardoza shared a "commitment to providing the citizens of Yuba City with the highest level of public safety possible."

"We were fortunate to stand with two strong candidates," Newquist said. "Both gentleman are committed to our community and we believe they will do great things to move Yuba City in the right direction."





Jeff DelBono

CPF 4th District Vice President

CPF District 4 represents the counties of Sonoma, Napa, Solano, Marin, Contra Costa, Alameda, San Francisco, San Mateo and Santa Clara.



DALY CITY LOCAL 1879, EMERGES AS A POLITICAL FORCE

Last July, while facing the threat of an engine closure, firefighters in Daly City decided to take action.

Knowing politics has been successful intervention for other IAFF locals, Daly City Local 1879 President Nick Gracia and his leadership team decided to start the local's first Issues Political Action Committee (PAC). Local 1879 were successful in securing a \$10,000 interest free loan from the IAFF to kick-start the funding of the campaign.

Starting an Issues PAC was only the beginning. Local 1879 mobilized their membership to reach out to the community and create a collaborative coalition with their local stakeholders. Not only did they work towards a tax measure, but they also found and supported three viable council candidates to change the leadership of Daily City. Local 1879 reached out to other locals in the area to assist with the ground

campaign and in the end they were not able to meet the threshold for the tax measure, but did succeed in changing the majority on their council which will ensure future opportunities to maintain their staffing levels even without the tax measure.

When the majority of the City Council understands that staffing is directly related to saving lives, closure of companies is no longer an issue.

"We are lucky to have collective bargaining in California, but our real power comes through the political process. Many of us sit at the table with city staff and have built strong working relationships that lead to strong contract language," said CPF 4th District Vice President Jeff DelBono. "However for some of us, many important working conditions such as staffing reside outside the contract, and those decisions are ultimately made by the council."



THE GHOST SHIP FIRE PROVIDES TRAGIC LESSON IN PREVENTION

On December 2, 2016, our brothers and sisters from Local 55 responded to the deadliest fire in Oakland's history, which is now known as "The Ghost Ship Fire".

Thirty-six people lost their lives in the late-evening blaze, which erupted in an illegal live-work space built in a warehouse building. The blaze took five hours to fight, with dozens of firefighters answering the call.

Many neighbors had complained repeatedly that the building was unsafe but the structure had never been prop-

erly inspected. The artists that were living there were told to respond to inquiries by saying the building was an "art studio" because they knew it was not zoned residential. They had been unsuccessful in finding other reasonably priced places to rent, so they had no choice but to live where there was space.

"Our firefighters did everything they possibly could on that fire," said Dan Robertson, president of Oakland Firefighters Local 55 and one of the first-in responders. "That building wasn't safe and it wasn't meant to have

people living there."

Oakland isn't the only city where people are struggling to find affordable places to live. Affordable housing and lack of supply has become a pervasive problem in the Bay Area. Earned wages are not keeping up with rising housing costs and those that can't afford the skyrocketing rent are being forced to live where they can.

Complicating the pervasive housing crunch is the sometimes-crippling effect of budget cuts. During the recession, many departments gutted their prevention bureaus.

"Fire prevention is an integral part of the fire service," said CPF 4th District Vice President Jeff DelBono. "Not only does it keep the community safe, but it also keeps our members safe by identifying target hazards in our districts."

"In the 1980's, Oakland's prevention bureau had a fire marshal, an assistant fire marshal, and 13 inspectors – all sworn personnel," said Robertson. "Today we have six inspectors, no assistant fire marshal and a fire chief acting as the fire marshal."

Firefighters take an oath when hired to protect life and property. Part of that oath is to make sure that communities and politicians are educated about the need for full funding – not only for fire protection but fire prevention as well.

"The Ghost Ship Fire was a terrible tragedy, but it's not surprising when you look at the cuts our prevention bureau has taken over the years," said Robertson. "It's hard not to wonder if the result would have been different if there had been a full prevention bureau that had inspected the building."



Michael Massone

CPF 5th District Vice President

CPF District 5 represents federal firefighters across the state of California.

5th

DISTRICT REPORT



MOFFETT FIELD FIREFIGHTERS NOTCHES MAJOR BACKPAY VICTORY

Moffett Field Firefighters, Local I-79 won a major victory for its membership earlier this year, when an arbitration process found that the local's employer had violated federal overtime laws, ordering payment of back wages to the tune of \$5.4 million.

The local, which represents firefighters employed by the Centerra Group to provide fire protection services at the joint civil-military airfield located in Santa Clara county, brought the wage grievance forward on behalf of 39 members, charging that they had not been paid appropriate overtime wages in accordance with the Fair Labor Stan-

dards Act for more than three years.

The Centerra Group, formerly known as both G4S Government Solutions and the Wackenhunt Corporation, has a history of failure when it comes to providing for its safety employees. Over the course of its checkered past, the company has been the object of multiple wage and labor disputes across the United States.

"This is Moffett Field Firefighters against the Wackenhut or Centerra Group," said Local I-79 President Scott Bingham. "This is the type of business that private fire does."

The initial grievance was filed back in 2013, and earlier this year a binding

arbitration process found in favor of the local, ordering that the employer repay back wages, attorney fees and interest to the affected members.

"They found in favor of us, 100 percent," Bingham said.

The Centerra Group was quick to appeal the findings, but in a mid December court proceeding, the appellate judge signaled that they would likely be siding with the local. In those same proceedings, Centerra representatives signaled they would take the matter to the 9th Circuit Court of Appeals should the ruling go against them. Meanwhile, Local I-79 continues to go unpaid for the hours



of overtime logged over the past several years.

"If you don't speak up, they'll continue to take advantage of you," Bingham said. "The longer they hold out, the more profit they make. For them, it's all about profit, it's not about service."

LONGTIME VANDENBERG FFS PRESIDENT SET TO RETIRE

Military installations are used to having warriors in their midst. One of the most tenacious of the bunch is retiring after a long career fighting for his members.

John Crotty has spent more than a decade as president of Vandenberg Federal Firefighters Local F-116. As a federal firefighter at Vandenberg Air Force Base, John has been there to help protect one of the nation's most well-known and important bases. But as the president of Local F-116, John has been a forceful advocate for respect and fair treatment of federal firefighters.

"John has been a leading voice among our federal locals both at the state and national level," said CPF 5th District Vice President Mike Massone. "He has the respect of his peers throughout the California fire service, and especially within the ranks of civilian federal firefighters."

A signature crusade for Crotty has been the fight for full heart, lung and

cancer presumptions for federal firefighters. He has introduced resolutions to right this inequity at both the CPF and IAFF conventions, and worked closely with longtime Santa Barbara area Rep. Lois Capps in developing federal legislation – the Federal Firefighters Fairness Act.

John has been no stranger to CPF and IAFF conventions on other issues. He's pushed for a 56-hour work week for federal firefighters, comparable to those for surrounding local agencies. He's also fought for more flexibility in the donation of sick leave to their brothers and sisters, and improve retirement calculations for federal firefighters.

As a union leader, John has demonstrated a willingness to go above and beyond for those he represents. When one of his firefighters went missing at sea, John worked hard to cut through the bureaucracy and ensure his family was protected. He also actively worked



to develop future leaders within Local F-116's ranks.

"John has shaped and molded many firefighters and leaders over the course of his career, and I'm certainly one of them," said Charlie Martinez, Local F-116's new president. "His impact on our local has been so significant, I almost understand what it's like being the guy who replaced Payton Manning, or John Elway."

John's 35 year career in the fire service is no less distinguished. He's

worked at city departments, with the US Forest Service and Vandenberg, in charge of its Helitack program and a wildland firefighting instructor. He provided valuable input to the Governor's Blue Ribbon Fire Commission on tactics and strategy in managing the state's critical wildland fire risk.

"It's been an honor to work with John and his leadership will be missed by me and all federal firefighters," said Massone. "We wish him the best in his well-deserved retirement."



Mike Lopez
CPF 6th District Vice President
CPF District 6 represents CAL FIRE, Local 2881.



IAFF General President Harold Schaitberger joins Local 2881 members and leadership at a rally at the California State Capitol in August.

Loren Poole, one of Local 2881's earliest and most influential members, passed away earlier this year at the age of 79.

A CHALLENGING YEAR

The number of fires that we are fighting continues to escalate each year until the state average of just a decade ago seems to be from another period in California history entirely. The reasons are many, although such discussions involving climate change and uncontrolled urbanization are controversial, and the dried-out acreages and dangerous fuel remnants have many sources.

Our local contracts help maintain the safety balance throughout the state, and we are pleased that the services provided are well-received and play a critical role as part of the overall strategy for California. Obviously, as members of CPF, it is a privilege to work closely on a regular basis with our brothers and sisters who go to work every day with the idea of protecting and preserving the families, homes and businesses of our communities.

In the wildlands, the men and women of Local 2881 were involved in the response to almost 7,000 fires in 2016. The once inconceivable number of 600,000 acres of burned property was reached. The end result is that our

firefighters no longer work an artificial fire season, but are on the alert year-long.

BARGAINING

Local 2881 is presently in discussion with Gov. Jerry Brown and his administration on issues of wages and benefits. The conferences between the two sides have become productive after a great deal of educational effort by our leadership and consequential reflection on behalf of the administration.

We are appreciative for the support that has come from other locals within CPF. Our rally at the steps of the Capitol was attended by brothers and sisters who were willing to speak eloquently in our favor and make their voices heard regarding the fair treatment of Local 2881. You made a difference.

LOREN POORE

This year was the 50th Anniversary of the founding of Local 2881. We were able to put together an anniversary booklet that summoned back the moments in our history and highlighted the contri-

butions that were made by those who made Unionization a valued part of our professional lives.

The lesson we learned in reviewing the past half-century is that without the union, the advances we have seen in every aspect of the way we do our job would not have been accomplished. The union was the entity that advanced education and training, safer technology, flame-resistant uniforms, and wages, benefits and conditions.

There are also those moments when we pause to say thank you to someone who made a quiet, yet indelible mark on the department and the union.

The Local 2881 recently lost one of our own, Loren Poore, who died at the age of 79. Loren was an extraordinary member who took an early leadership role in the Arson Investigators' Unit. A quiet man, he was also innovative and implemented protocols for breaking down the cause of a fire that remain in place today.

Ray Snodgrass, former chief deputy director for CAL FIRE and a former president of CAL FIRE Local 2881, said Loren's passing is a reminder that a brave

generation of firefighters put together a solid infrastructure capable of withstanding the passage of time. Loren is remembered best for the thoughtful and responsible approach he took to handling investigatory tasks.

Another former president, Ron Bywater, said Loren Poole instituted a high standard for getting to the truth. His strength was his own integrity.

Loren was married to the girl he first met in grade school and started dating when high school began. Mary Poole, his gracious wife of 60 years, told a story of Loren coming home from a tough fire at three in the morning, exhausted, although not too tired to put together a model airplane that he promised his son would be done when he awakened.

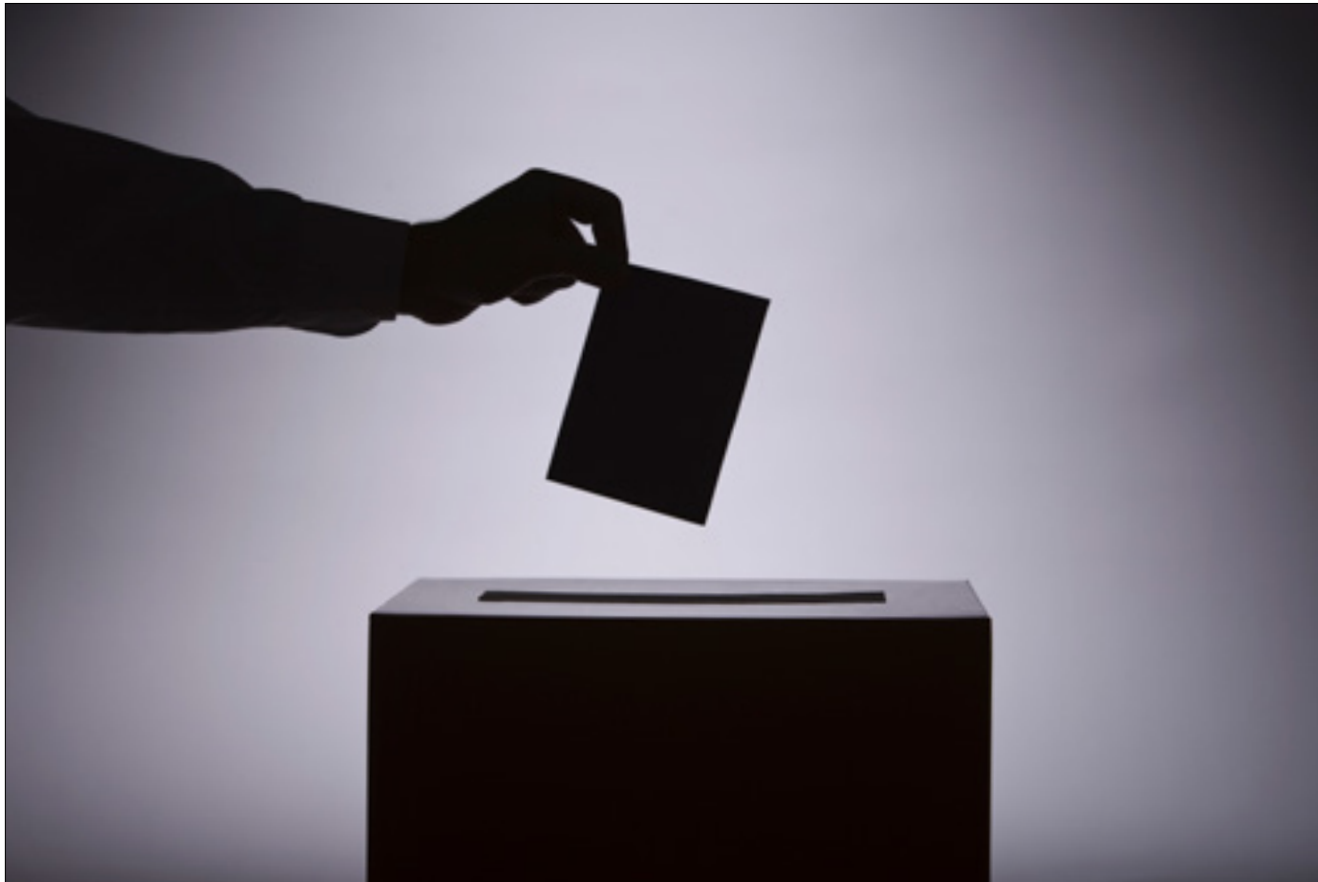
Loren and former director, Dick Ernest, were close colleagues. When Dick died suddenly, it was Loren who did the most to fill the void for friends and families. We like to imagine the two of them sitting together again and remembering the memorable careers they put together for CAL FIRE.



Dave Gillotte

CPF 7th District Vice President

CPF District 7 represents Los Angeles County Fire Fighters, Local 1014.



POLITICAL ACTION, ELECTIONS, LEADERS AND THE WORK AHEAD...

Local 1014 members, along with every other affiliate in the CPF, were very busy this last election cycle working to elect leaders who will best protect and advance the issues of importance for professional firefighters. Here is a little recap on the elections and political advocacy of Los Angeles County Fire Fighters.

First off, we finished our biennial local union elections. I was elected as president of Local 1014, and I am thankful for this opportunity to continue to quarterback our great team. This next term will take me to 20 years of union leadership, with 16 as president. Dave Morse, our current 2nd vice president, was elected to 1st vice president and will be my right-hand man as he has been for the last two years of his now 14-year leadership career.

Lew Currier slid into the 2nd vice president seat, John Smolin, our smooth professionally-trained treasurer was

also re-elected. Incumbent and long-term directors Andy Doyle, Pat Dolan and 2nd-term Mike Jones were all re-elected handily. We will add three new board members - Jason Cervantes, Kurt Kobler and Dominic Finks. Brother Dave Lopez retires after 30 plus years on the job and 16 on the board, along with Steve De Witt who retires with 30 plus years on the job and 10 on the board. Brother De Witt also previously served as Hawthorne's union president. Congratulations to all and thank you for your service.

Local 1014's executive board is in place for the next two years. This "Team of Ten" represents 3,200 firefighters, paramedics and fire personnel in 187 stations.

We have our work cut out for us.

On the local front, Local 1014 went "all in" to help elect two new members of the Los Angeles County Board of

Supervisors. Former Congresswoman Janice Hahn takes over for termed-out Don Knabe and Kathryn Barger takes over for Mike Antonovich. Congrats and thank you to outgoing Supervisors Knabe and Antonovich, who have proven to be great friends of Local 1014 over the past 36 years. Los Angeles County Board of Supervisors are five of the most powerful elected officials in the nation, when comparing constituency size and economic influence. Mark Ridley Thomas, Sheila Kuehl and Hilda Solis return and round out the board. This is the first 100% labor-supported board of supervisors in more than 20 years and we look forward to a great relationship moving forward.

Statewide, Local 1014 along with all of our CPF affiliate brothers and sisters were extremely effective in the state races. Thank you to Chris Patterson and the staff at CPF for the hard work

to coordinate our consensus approach. As we head into the next legislative session, we must prepare for a governor's race in 2018. We will need all the help we can get at the state level.

Local city elections were also a big part of our political action plan this cycle, and I'm happy to report that Local 1014 was successful in every city council race in which we endorsed. We ran elections in Malibu, Palmdale, Carson, La Habra, and Pomona, where we scored a knockout win against a long-term incumbent mayor who had turned on area firefighters. We also were victorious in several Los Angeles County Federation of Labor measures, which were designed to bring jobs and provide infrastructure support for the county.

We would like to also commend and congratulate President Rob Gagne and his executive board and members for rising up and taking on the battle to rid Costa Mesa of its several antagonistic and anti-labor mayor and council. It was a privilege to walk districts and be a small part of their work to elect those who care about their membership. Job well done Costa Mesa Fire Fighters!

Finally, on the national front, we have President-Elect Trump heading into office. Many of you voted for him, many did not. Without commentary on the person, one thing is for sure, there will be consequences for labor that come with his presidency, some that promise to negatively affect professional firefighters. We will likely see attacks on FLSA, overtime protections, FEMA, UASI and SAFER Act grant funding. We should prepare to see no support for collective bargaining, and moves to place us back into Social Security. Time will tell, but we need an aggressive IAFF and CPF, along with local affiliate plans to stay ahead of the possibilities and protect our members as best we can.

Congratulations to Kamala Harris on her successful bid for United States Senate. She will be one of our biggest advocates for sure. New Attorney General replacement Xavier Becerra will be a great friend of firefighters in a critical role in California. Keep up the great work everyone, and remember a few things always...."All Politics is Local", and "Political Action is How We Survive."

It's that simple.



Frank Lima

CPF 8th District Vice President

CPF District 8 represents the United Firefighters of Los Angeles City, Local 112.



AN HONOR TO SERVE

It has been my honor to serve as a vice president for California Professional Firefighters over the past four years.

With my recent election as the 10th District vice president for the International Association of Fire Fighters, I will no longer be serving as the president of the United Firefighters of Los Angeles City (UFLAC) and, therefore, will no longer serve as the 8th District vice president for the CPF.

I am happy to say that our friend, Tony Gamboa, who has served with distinction as the UFLAC 1st vice president for the past four years, was recently elected as the next UFLAC president. President Gamboa was sworn into his new position on December 10th and took over as the 8th District CPF Vice President at that time. Thank you to all of the great leaders in the IAFF 10th District who supported my election to district vice president seat, starting right here in the great state of California.

Together, I believe we will have many successes during my tenure.

For my final CPF article as the 8th district vice president, I thought it would be appropriate to talk about the recent elections and the importance of keeping our focus on local issues.

On November 8th, our country elected a new president in what will go down as one of the most contentious campaigns in modern American history. While most of the nation's focus was on the presidential election, there were a number of critical local and statewide elections that will have a remarkable impact on firefighters throughout our state.

From that perspective, the November 8th election was a tremendous success for California firefighters.

In the race for the open United States Senate seat in California, we saw current California Attorney General Kamala Harris defeat Loretta Sanchez by an extremely wide margin. CPF and individual firefighter locals throughout the state were strong supporters of now-Senator Harris and we look forward to her serving as an advocate for firefighters and working families in the United States Senate. This was a great victory

for CPF.

In another statewide election of importance to firefighters, Proposition 53 was defeated by a slim margin. Firefighters were strong opponents of this proposition because it would have eliminated local control in California cities and counties. UFLAC was proud to host a press conference at our union hall with Governor Jerry Brown to send the message that firefighters and working families opposed Proposition 53. The defeat of Proposition 53 was yet another tremendous victory for the CPF and our firefighters.

Locally, in the Greater Los Angeles Area, our brothers and sisters at Los Angeles County Firefighters, Local 1014 scored two major victories in getting Janice Hahn and Kathryn Barger elected to the Los Angeles Board of Supervisors by wide margins. Both Hahn and Barger will be champions for the members of Local 1014 and we congratulate them on their successful campaign.

Elsewhere in Southern California, UFLAC was proud to lend support to our brothers and sisters from other firefighter locals across our region where staff cuts and massive attacks on pay and benefits have been prevalent. One example was in the city of Costa Mesa where Local 112 joined in solidarity with the Costa Mesa Firefighters Association to successfully remove their current mayor, who had publicly declared war with their firefighters. After repeatedly scapegoating the dedicated Costa Mesa firefighters, CPF members from throughout Southern California joined with our brothers and sisters in Costa Mesa to fight back. On Election Day, we are proud to report that the incumbent mayor failed to finish in the top three vote getters and will therefore be finished as an elected official in the City of Costa Mesa in December.

There is still much work to be done, but we are grateful for the accomplishments happening across California to help protect and preserve the rights and working conditions of firefighters. Yes, the election of a new president of the United States was incredibly important



for our country, but the people who determine our staffing levels, department budgets, and salaries and benefits are our local elected officials. On that front, California firefighters had victories up and down the state on November 8th that we should all be proud of.

Here in the City of Los Angeles, I am very pleased to say that just a few weeks ago, our membership ratified a new three-year contract with a vote of over 98 percent in favor of the agreement. Thanks to UFLAC's negotiating team, our labor negotiator Beth Garfield, and our public affairs consultants, Blackman & Associates, this new contract continues to honor the work of Los Angeles City firefighters and protects the many gains that we have worked to achieve over the years.

It's a deal that is fair to the city and fair to our members. That's all that we can ever ask for as firefighters.

As I move into my new role with the

IAFF, I want to say thank you to everyone who has supported me and the brothers and sisters at UFLAC over the past four years while I have served as the president of UFLAC and the 8th District vice president for CPF. It has truly been my honor to work each and every day both on behalf of the men and women of the LAFD and to support the great work of CPF President Lou Paulson and the entire leadership team at CPF.

CPF is one of the leading labor organizations in the State of California and it has been humbling to be a small part of our success over the past few years. I plan to stay involved and do what I can to help the organization in my new role, but rest assured that you will all be in very good hands with our brother Tony Gamboa taking over the leadership role at UFLAC and in CPF.

Thank you for your support and guidance over the past four years. I look forward to our work in the days to come.

FIREFIGHTING GOES BEYOND EXTINGUISHING FLAMES: INSIDE THE ADMIRABLE VOCATION

By Nicholas Wyaman

Firefighters. They are different than the rest of us. While others run away from a burning building, they race toward it. They hold the line against raging wild fires, pull people from burning buildings, and deal with all types of disasters, including floods, traffic accidents, and chemical spills. When someone has a medical emergency, firefighters are often the first to respond.

It's easy to forget about these public servants and what they do every day to protect our lives and property. Easy, that is, until we need them. That was my experience recently when James, my six year-old, took a nosedive, badly gashing his chin. Blood, wailing, and pandemonium followed. Within minutes of dialing 911, a local fire crew and EMTs arrived and took control of the situation. Once the dust had settled James had seven stitches in his chin, a kid's fireman's helmet on his head, and a "bravery" award on his shirt. And my family had a new respect for firefighters and other first responders.

My passion involves helping young people find pathways to satisfying,

skilled-based careers. So I naturally found myself thinking about those two firefighters and about other men and women who devote their working lives to helping others in stressful situations. What are their jobs like? How do they learn to do their work with such cool heads and professionalism? What I learned was that firefighters are among the best-trained and most respected public servants. They are also well paid, with compensation in some communities ranging from \$40,000 for newcomers to over \$120,000 for experienced people—not bad for a vocation that does not require a four-year college degree. But for most firefighters it's not so much a good job but a calling they wouldn't trade for any other.

This isn't nine-to-five work.

In California, for example, most firefighters work 24-hour shifts, with 48 or 72 hours off. When wildland blazes are on the move, companies of men and woman are on the fire lines most of the day and night, sometimes for a week or more, until the fire is under control. Coping with the rigors of this type of

work requires technical know-how, physical strength, and the ability to stay level-headed in dangerous situations.

Firefighting today goes beyond the traditional business of "putting wet stuff on the red stuff." Today's fire professionals deal with hazard waste spills, traffic accidents, natural catastrophes, "active shooter" events, and medical emergencies of many types. In fact, over the past year California's firefighters responded to some 300,000 events that had nothing to do with fire.

As fire departments around the country have learned, continual training is the best way to prepare people for such varied responsibilities. Maintaining uniformly high-quality training, however, is a challenge. That is especially true in a big state like California, which has over 200 professional municipal fire departments, as well as volunteer departments in rural communities. The larger municipal departments operate their own training "academies." Others look to fire academies in local community colleges for basic training. In fact, most departments now expect job candidates to have completed firefighting coursework—and to have earned EMT certification—prior to applying.

But training doesn't stop there.

More than half of California's professional fire departments provide on-going training through a state registered apprenticeship program that currently involves over 7,000 men and women.

That program offers apprenticeships in occupational fields that include paramedic, hazardous materials, fire officer, fire inspector, and 14 others. Each combines classroom and on-the-job training under the watchful eye of the California Firefighter Joint Apprenticeship Committee (Cal-JAC)—a decades old collaboration of the Office of the State Fire Marshal and California Professional Firefighters, the state firefighters union. This management/labor collaboration ensures that training is of consistent, high quality and that it addresses the challenges that firefighters experience in their work today. It also provides some training cost reimbursement to cash-strapped local fire departments.

That incident with my son, and what I've since learned about the firefighters has changed the way I think about the men and women who follow that calling. They are among the most well trained public servants in our communities.

And though they may never receive the social prestige or earn the princely sums paid to doctors and surgeons, they get the satisfaction of saving lives, helping people in difficult situations—something that few of us will ever experience. Theirs is one of those admirable vocations that, for too many of us, is hidden in plain sight.

This article originally appeared on Forbes.com. It was reprinted here with the author's permission.

CAREER EXPOS DRAW HUNDREDS OF CANDIDATES ACROSS CALIFORNIA

This year, hundreds of candidates looking to launch a career in the fire service were given the opportunity to learn more about the everyday rewards and challenges that comes with fire service at a series of career expos hosted by the California Firefighter Joint Apprenticeship Committee (Cal-JAC).

The expos, which were held at four locations across California, gave fire



department recruiters the opportunity to meet with qualified applicants with a strong interest in the fire service. This year's expos were held at the Firefighter Candidate Testing Centers in Livermore, Sacramento, Orange and San Diego.

Throughout the day, candidates were given the opportunity to try their hand at the Candidate Physical Ability Test (CPAT), which measures the capabilities of firefighting recruits along eight job-specific areas. Candidates also met with

recruiters, were given an idea of what to expect on the written test and had the opportunity to find out more about "A Day in the Life of a Firefighter."

Sponsored by the Cal-JAC's Commission to Recruit Women for the Fire Service, the expos drew prospects from local high schools and community colleges who previously thought a career in the fire service was out of reach.

"We want women to understand that this is a great career path," said Melissa Mohilla, a firefighter with the San Diego Federal Fire Department and member of the Cal-JAC's Women's Commission. "The profession needs people with drive, determination and ability. If you have what it takes, nothing should stand in your way."

"Firefighting is a rewarding and demanding profession, but it's not for everybody," said Cal-JAC Chair Dan Terry. "Young people who think they've 'got what it takes,' can take the first steps by attending."



CPF MEDIA SERVICES PROVES TO BE THE DIFFERENCE MAKER IN LOCAL ELECTIONS

When it comes to getting your message heard, no one gets the job done like CPF Media Services.

At least that's what the Election Day results show.

Up and down the state, locals conducted mail or video messaging campaigns through Firefighters Print & Design and Firestar Studios saw their endorsed candidates backed by voters at the polls.

The end result? Firefighter friendly elected officials making decisions affecting your life and livelihood.

On the print side, Firefighters Print & Design (FP&D) produced hundreds of thousands of mail pieces for nearly 20 locals, helping elect more than 30 firefighter-endorsed candidates to city council, board of supervisor or fire district boards across California. FP&D also printed pieces regarding more than a dozen local ballot measures that sought to provide valuable public safety resources to California communities.

In the world of video, Firestar Studios produced web and television spots of local candidates and measure from the Bay Area down to Southern California, while also producing spots for state-wide ballot measures and firefighter endorsed candidates for state Assembly, Senate and representatives in Congress.

"The resources available to our affiliate locals through CPF Media Services are unmatched in the political realm," said CPF President Lou Paulson. "The materials produced by these two outfits have proven to be the difference maker on Election Day."

For more information on the resources available to your local through CPF Media Services, visit www.ffprint.org or www.firestarstudios.net.





CPF CALLBACK ASSOCIATION

PAC CONTRIBUTORS

As a member of the Callback Association, Gold and Silver Circle members make a valuable contribution to the California Professional Firefighters' Political Action Committee (PAC), which helps backup legislative leaders and candidates – on both sides of the aisle – who stand up for firefighters.

On behalf of the CPF Executive Board, a special thanks to the following Callback members.

GOLD CIRCLE

Alameda Firefighters, Local 689
Richard Bennett
Daren Olson
James Ritchey
Alhambra Firefighters Association, Local 1578
Robert D'Ausilio
Berkeley Fire Fighters Association, Local 1227
Leslie Putnam
Richard Watters
Burbank Fire Fighters, Local 778
Monte Osborn
CAL FIRE, Local 2881
Paul Graham
Lloyd Limprecht
Dennis O'Brien
Guylid Vincent
Hank Weston
Camp Pendleton Prof. Firefighters, Local F-85
William Harvey
Carlsbad Firefighters Association, Local 3730
Richard Fisher
Contra Costa Professional Firefighters, Local 1230
Robert Eason
Gerald Goss
Russell Greenlaw
Arnold Pehlke
William Rabska
Jack Walker
Ron Walker Jr
Daly City Firefighters, Local 1879
John Roy
Davis Professional Firefighters Assoc., Local 3494
Marty Eckhardt
Richard Jett
El Segundo Firefighters Association, Local 3682
Gary Preston
Firefighters Local Union 1186
Jennifer Kuret-Nadeau
Kevin Purnell
Hayward Fire Fighters, Local 1909
Michael Hyde
Steve Montevago
Kern County Fire Fighters, Local 1301
Gary Frank
Kevin Harper
George Welch
Charles Wimmer
Livermore-Pleasanton Firefighters, Local 1974
Edward Boddington
Raybert Thornton, Jr.
Long Beach Firefighters, Local 372
Charles Lyon
Los Angeles County Fire Fighters, Local 1014
Sheldon Bromberg
James Holdridge Jr
Kenneth Johnstone
Richard Land
Edward Murrieta
John Price
Marin Professional Firefighters, Local 1775
Charles Onorato
Eric Stroud
Modesto City Firefighters, Local 1289
Charles Giles
Herbert Jenkins
Gary Lopez
Cecil Ridge II
Monterey Co. Regional Fire Protection Dist., Local 2606
Walter Days
Mountain View Prof. Firefighters, Local 1965
Dale Kuersten

Richard Ring
Newport Beach Firefighters Assoc, Local 3734
Randall Smith
Oakland, Alameda Co., Emeryville Fire Fighters, Local 55
John Corrigan
Bruce Ghezzi
Ralph Johnson
Kenton King
Tom Lueder
Alex Mathews
Patrick Neil Sr.
Eldon Parker II
Bradley Pieraldi
Oceanside Firefighters Association, Local 3736
Kenneth Love
Ontario Professional Fire Fighters Assoc., Local 1430
Clifton Chandler
Ralph Des Lauriers
Rick Lebel
Oxnard Firefighters Association, Local 1684
William Gallaher
Roderick Thorp
Thomas Waller
Palo Alto Fire Fighters, Local 1319
Tim Bettencourt
Eugenio Castillo
Daniel Lindsey
Leland Taylor III
Pasadena Firefighters Association, Local 809
Larry Divan
Gerald Gardner
Piedmont Fire Fighters, Local 2683
Martin Ensrud
Redlands Professional Firefighters, Local 1354
Rick Bullard
James Drabinski
Joe Pompa Jr
Riverside City Firefighters Association, Local 1067
Felix Biggers
John Jones
Tedd Laycock
Sacramento Area Fire Fighters, Local 522
Charles Bader
San Bernardino County Fire Fighters, Local 935
Danny Bowling
Marc Peebles
San Jose Fire Fighters, Local 230
Samuel Avila
Michael Blatz
Jerry Buzzetta
Kevin Conant
Michael Curcio
Jerry Ellis
Ken Heredia
Gregory Martell
James McClure
Clifford Pierce
Douglas Potter
San Mateo County Firefighters, Local 2400
William Fearing Jr.
James Fields
Wayne Williams
San Ramon Valley Firefighters, Local 3546
Gene Dangel
Michael Hann
Santa Barbara County Firefighters, Local 2046
Michael Bennett
Santa Clara City Firefighters, Local 1171
David Busse
Dan Gama, Jr.
Santa Clara County Firefighters, Local 1165
Lido Gemignani

Robert Matthews Jr.
Mark Winters
Santa Rosa Fire Fighters, Local 1401
Ann Bruner-Welch
Edward Burtner
Timothy Doherty
Timothy Hamlin
Eileen Kortas
Kenneth Wills
South San Francisco Firefighters, Local 1507
Richard Dennin
Stockton Professional Firefighters, Local 456
David Macedo
Torrance Fire Fighters Association, Local 1138
Julian (Mack) Oetting
Leo Palumbo
United Firefighters of Los Angeles City, Local 112
Julian George
Dennis Grogan
Michael Lannen
Vacaville Firefighters, Local 3501
Dennis Miller
Ventura County Prof. Firefighters Assoc., Local 1364
John Wade

SILVER CIRCLE

Alameda Firefighters, Local 689
Albert Smith
William Sowersby
Alhambra Firefighters Association, Local 1578
Paul Curtis
Robert Daugherty
Berkeley Fire Fighters Association, Local 1227
Clinton Beacham
John Frankel
Malcolm Greene
Melora Valentine
Burbank Fire Fighters, Local 778
Hans Jenner
CAL FIRE, Local 2881
James Laughlin
James Mortensen
James Wagner
Camp Pendleton Prof. Firefighters, Local F-85
Doug Smith
Contra Costa Prof. Firefighters, Local 1230
Steven Babcock
Scott Bamford
Anthony Gatson
Richard Gromacki
Randy Kramm
Robert Nelson
Martin O'Connell
Thomas Thiering
Daly City Firefighters, Local 1879
Robert Barbanica
Don Ciucci
George Panellis
Davis Prof. Firefighters Assoc., Local 3494
Ray Brouette
Firefighters Local Union 1186
Herbert Jones
Michael McClure
Mitchel Whorton
Glendale Fire Fighters, Local 776
Johnston Wray, III
Hayward Fire Fighters, Local 1909
Mike Henderson
Lester Thompson
Hemet Fire Fighters Association, Local 2342
Scott Hudson
Kern County Fire Fighters, Local 1301
Milton DeLano
Mark Missildine
Steven Thompson
Dennis Walker
Livermore-Pleasanton Firefighters, Local 1974
John Clanton
Long Beach Firefighters, Local 372
Rodney Dykhous
Ray Gibson
George Straling
Los Angeles County Fire Fighters, Local 1014
Ronald Bozarth
Victor Caldwell
Ronald Conway
James Tollefson
Dave Walizer
Marin Professional Firefighters, Local 1775
Jim Hopkins
Lawrence Martinez
James Stephenson
Robert Suttles
Modesto City Firefighters, Local 1289
James Bradberry
John Greenstreet
Phillip Lee
Lawrence Thompson
Robert Walton
Monterey City Fire Fighters Assoc., Local 3707
Chris Miller
Kirk Napier
Mountain View Prof. Firefighters, Local 1965
Clifford Del Carlo
Robert Jonasson
Naval Station Firefighters, Local F-159
Paul Wallace
Oakland, Alameda Co., Emeryville Fire Fighters, Local 55
John Dailey
Patrick Dailey
James Ready III
Ontario Professional Fire Fighters Assoc., Local 1430
Dennis Wafford
Orange City Firefighters, Local 2384
Brian Ford
Keith Marshall
Palm Springs Professional Firefighters, Local 3601
Christopher Kramer
Palo Alto Fire Fighters, Local 1319
Ray Blow
Michael Chiesa
Nancy DeMattei
John Rosinski
Carl Schilling
David Shum
Ronald Weaver
Petaluma Firefighters, Local 1415
Charles Gantt
Robert Hickox
Redlands Professional Firefighters, Local 1354
Robert Forsythe
Riverside City Firefighters Association, Local 1067
David Austin
Robert Linden
San Bernardino County Fire Fighters, Local 935
Thomas Nichols
San Jose Fire Fighters, Local 230
Phillip Ayers
John Flatley
Arthur Garcia
Chuck Gluck
Gregary Grenfell
Jeffrey Hunter
Carl Kiepen
Ramon Luna
Ronald Pomerantz
San Mateo County Firefighters, Local 2400
Gerald Chevalier
John Dellinges
Kevin McDowell
David Meghinasso
Rawn Pritchard
San Ramon Valley Firefighters, Local 3546
Danielle Bell
Jon Bell
Karen (Straub) Kiiskinen
Bruce Kingham
Ronda Ross-Leen
Santa Barbara County Firefighters, Local 2046
James Petersen
Santa Clara City Firefighters, Local 1171
Kenneth Hamlin Jr.
Michael Maloney
Santa Clara County Firefighters, Local 1165
Mary Brandeau
Bruce Dahl
Michael Eash
Charles Sanfilippo
John Thompson
Santa Rosa Fire Fighters, Local 1401
Verne Avila
Torrance Fire Fighters Association, Local 1138
Breal Rowe
Mary Steiner
United Firefighters of Los Angeles City, Local 112
Russell Collier
Barry Englestad
Jack Holman
Samuel Lostutter
Bruce Norman
Steven Ventura
Robert Young
Ventura City Firefighters, Local 3431
David Hilty
Roger Morgenthaler
West Covina Fire Fighters, Local 3226
Thomas Hazelleaf