



CALIFORNIA PROFESSIONAL FIREFIGHTERS

'A RECIPE FOR DISASTER'

DROUGHT, HEAT & FEWER RESOURCES PROMPT WORRIES OF AN EPIC FIRE SEASON IN 2015

On a brilliant and relatively temperate spring day earlier this year, CAL FIRE Captain Brian Newman stood near a U.S. Forest Service helipad, his eyes scanning the rolling Sierra mountains near the South Fork of the American River. Less than a year earlier, Newman had been down in the heart of that canyon, as part of the first-in response on what would become the 97,000-acre King Fire.

"We spent all night on the fire, doing what we could to keep it relatively small," Newman recalled. "But in the middle of the night, the weather conditions changed."

Continued on Page 12

**PRESIDENT'S
PERSPECTIVE**
Page 3



**PENSION
INITIATIVE**
Page 8



**HISTORY OF THE
LICENSE
PLATE**
Page 9



**DISTRICT
REPORTS**
Pages 14-21



Dear Lou,

I wanted to take a few moments to express my heartfelt thanks to all that supported my candidacy for Monrovia City Council.

This journey began some years ago, as a young Firefighter/Union Leader. My friend, boss and Pasadena union President, John Tennant saw some potential in me. He introduced me to local politics and I was hooked. John is no longer with us, but I want to thank him for showing me how to run a local campaign for city council (I used his system during my campaign.) Thank you John!

Eleven years ago, when Debbie

and I moved to Monrovia, I set the goal to one day run for office. So last December, with much encouragement from Debbie and a few good friends, I pulled the nomination papers for City Council. From December 30th to Election Day on April 14th, it was one non-stop, crazy journey that I could not have done without the help of many people.

To all my brother and sister firefighters that sent me contributions for my campaign, thank you for your selfless acts to help one of your brothers realize a dream. I really appreciate the backing and am so proud to call

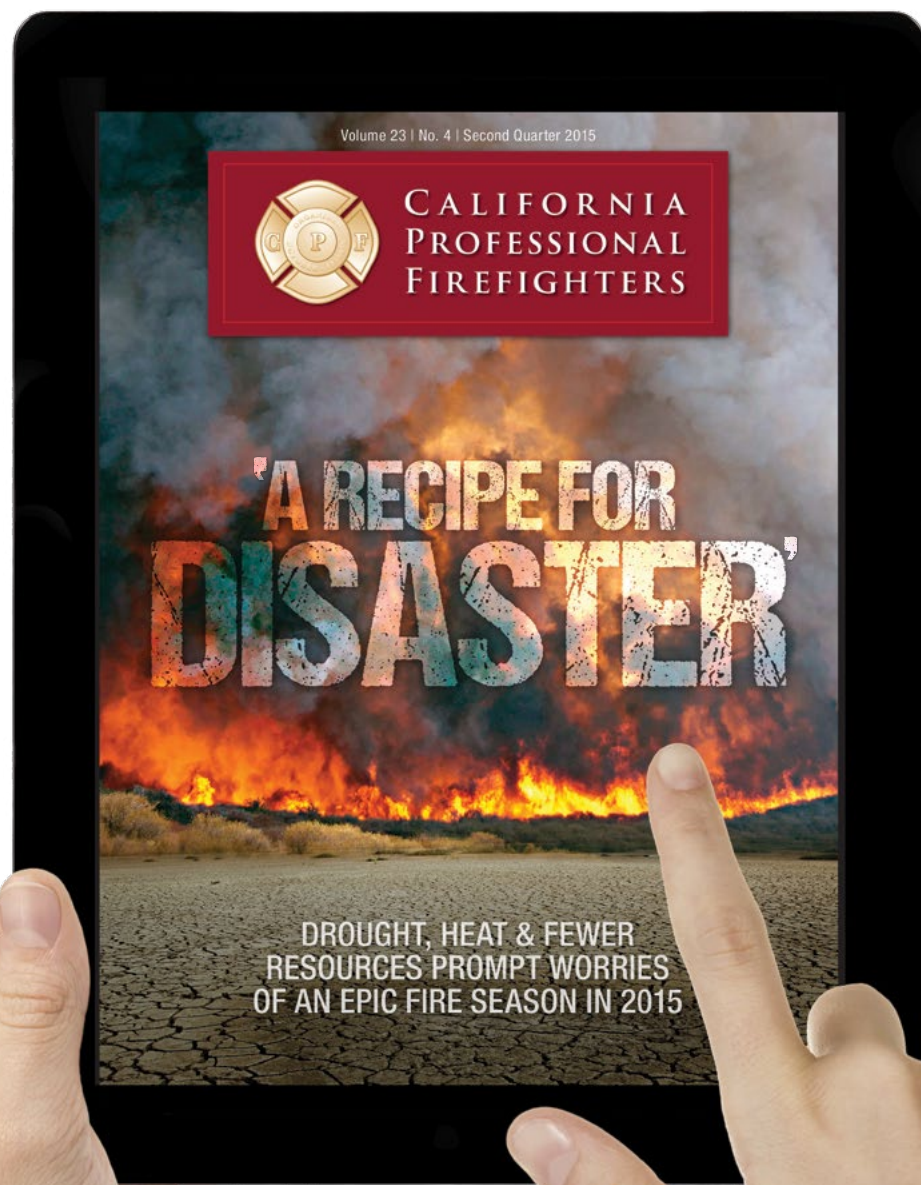
you my brothers and sisters.

Special thanks go out to my friends in Sacramento at California Professional Firefighters. Chris Patterson, Mariena De Anda, Joe Zago and their team went beyond the call of duty for me. Thank you very much for your efforts 350 miles away.

Sincerely yours,
Scott Austin
Pasadena Fire Fighters
Association, Local 809



CPF'S AWARD WINNING NEWSPAPER, **NOW AT YOUR FINGERTIPS**



Digital newspaper partners with Fire Engineering Magazine

For years, CPF has led the field in member communications, delivering its award-winning newspaper, *The California Professional Firefighter*, to more than 30,000 mailboxes up and down the state.

Now, that same award-winning content is available at your fingertips.

Recognizing the drive toward mobile communications, CPF is now publishing a digital version of *The California Professional Firefighter* to accompany the print edition.

This new, digital edition includes a variety of content and interactive elements designed exclusively for mobile users, and is available through CPF's new publication-specific app on both the iOS and Android platforms.

Beginning with this issue, the digital version of *The California Professional Firefighter* will also feature exclusive fire training and education resources produced by the editorial staff at *Fire Engineering* magazine. This content will only be available in the digital edition.

Stay up to date with the latest developments in your profession by downloading the "CPF Publications" app today. To download, simply search for "CPF Publications" on the Apple App Store or Google Play.



NEW THREATS ON THE HORIZON

There have been many times over the past few years, where the theme of this message has been a simple, yet immensely important piece of advice. “Remain vigilant.”

Even in the best of times, our union has always been on the lookout for the next attack; the next attempt to break our membership and strip us of our ability to protect the man or woman that works beside us.

If you’ve been following the news in recent months, you know those attacks have arrived.

In early June, anti-retirement activists made good on their latest threat to impose a Wall St.-style privatized retirement system on our profession. A new initiative proposed for the 2016 ballot would force the next generation of firefighters into an insecure retirement system, unless voters approve continuation of the pension system. The measure would also require public votes for any increase or reduction in pensions or changes in the pension formula.

Beginning in 2019, new employees would no longer be enrolled in defined-benefit pension systems – the kind that provide you and I a secure, reliable income for a life of service. Instead, these employees would be installed in an insecure, privately-run retirement system that offers no guarantee beyond what the market will bear. The only way future state employees will be able to get their pension back will be if the whole issue is put on the statewide ballot again!

It doesn’t stop there.

For existing workers, the right to bargain for retirement benefits will effectively end your vested pension

rights. In its place, a chaotic and expensive blizzard of individual elections will be required for every change in retirement benefits. With 21 state bargaining units, that means Californians will have to vote statewide on changes to any or all of these groups. And, of course, there are the hundreds of local jurisdictions – cities, counties, special districts, school boards – whose every benefit (even cost of living increases) will have to go to the ballot. Depending on where you live, there could be as many as a half dozen or more pension votes every two years!

The authors of this latest assault on your pension security are the same people who have been on the attack against public workers pretty much since Day One: Failed former San Jose Mayor Chuck Reed and San Diego Councilman-turned-talk-show host Carl DeMaio. Pulling the financial strings will likely be deep-pocketed special interests like Texas Enron billionaire John Arnold.

You’ll read more about this initiative – including the mind-blowing fiscal impact it would have on the state – in the pages that follow, but it’s important to note that the ballot box is only one front on Wall Street’s ongoing war on labor.

Earlier this summer, the United States Supreme Court announced it would hear *Friedrichs v. California Teachers Association*, a statement that could have major implications for all of the labor movement.

What’s at stake in this case is one of the core tenants of the labor movement – the ability of workers to organize, stick

“Even in the best of times, our union has always been on the lookout for the next attack; the next attempt to break our membership and strip us of our ability to protect the man or woman that works beside us.”

together and speak with one voice for ALL within the union.

Doing away with “fair share” payments would undercut labor’s ability to effectively advocate for its membership, which is exactly what the anti-labor groups that have pushed this case to the steps of the Supreme Court want to see take place.

Make no mistake, this case isn’t about First Amendment rights or some need for phony reform, it’s an outright attack on labor. It’s an attempt to break us.

As firefighters, we know these fights are ones we cannot avoid. We know the value of a strong, united and committed union. We know that any attack on that principle is an attack on each and every one of our members.

And we know that such attacks will not be allowed to succeed.

The upcoming year promises to be a challenging one, but by standing together, as we have so many times in the past, I’m confident we will emerge victorious once again.



CPF-SPONSORED LEGISLATION CONTINUES TO ADVANCE IN CAPITOL

When it comes to crafting legislative policy in Sacramento, deadlines can make all the difference.

In early June, the first round of major legislative deadlines came and went in Sacramento, and while hundreds of bills fell by the wayside, the vast majority of proposals being put forward by the California Professional Firefighters moved through the process with resounding support. At the same time, the Legislature was focused on the 2015 state budget, which contained a few CPF-backed proposals of interest to our members.

Here's a rundown of where CPF's sponsored bills stand following June's "house of origin" deadline:

AB 883 (EVAN LOW, D- CAMPBELL)

This bill would expressly prohibit private and public employers from publishing or posting a job advertisement requiring that applicants not be, or have ever been, a public employee. The proposal was brought about by reports that some California fire departments were excluding current firefighters from applying for open positions in an effort to contain retirement costs. This bill was approved by the Assembly and is currently working its way through Senate policy committees.

AB 1031 (TONY THURMOND, D-RICHMOND)

If signed into law, AB 1031 would require employers to meet their obligations in providing 100 percent of any collectively-bargained, statutorily required or

vested post-retirement healthcare contributions, including reimbursement of Medicare Part B premiums, when employees become eligible for Medicare. This bill was approved by the Assembly, has cleared its Senate policy committees and is waiting for a senate floor vote.

SB 239 (BOB HERTZBERG, D-VAN NUYS)

This bill would increase the jurisdiction of Local Agency Formation Commissions, or LAFCos, to include contracts for fire protection between public agencies and trigger a review process that includes impacted firefighter organizations when an extension of fire protection services outside current service areas are proposed. This bill was approved by the Senate and is currently working its way through the Assembly.

SB 292 (RICHARD PAN, D-SACRAMENTO)

As a result of recent changes to retirement law, a handful of California cities whose voters had previously approved a tax to fund their jurisdiction's retirement obligations prior to July 1, 1978 have been barred from doing so. This bill would allow those pension-levy revenues to pay the required retirement obligation, as voters originally intended and approved. The bill was approved by the Senate and is awaiting an Assembly floor vote.

SB 763 (MARK LENO, D-SAN FRANCISCO)

Building off the success of SB 1019 from 2014, this bill would require manufacturers of certain juvenile products to

disclose, via a product label, whether their products do or do not contain added flame retardant chemicals. The bill was approved by the Senate and is currently working its way through Assembly.

AB 1203 (REGGIE JONES-SAWYER, D-LOS ANGELES)

This bill sought to repeal the \$150-per-parcel State Responsibility Act (SRA) in favor of a three- or five-percent disaster response surcharge to insurance premiums in California. Revenue generated would be allocated directly to the Office of Emergency Service for distribution to state public safety organizations and local governments. The bill was held in the Assembly Committee on Governmental Organization and is now a two-year bill.

UC/CSU AUDIT

CPF is also supporting a state audit request made by Assemblyman Bill Dodd (D-Napa), which was approved by the Joint Legislative Audit Committee in March. The audit will examine the impact of lost property tax revenue on local fire departments that stems from tax exempt UC and CSU campuses expanding and acquiring properties that were formally private, tax-paying properties.

The audit will begin in July and evaluate four CSU and three UC campuses over a period of about seven months. The campuses that will be examined by the State Auditor's Office are UC Berkeley, UC Santa Barbara, UC Merced, CSU Dominguez Hills, CSU Stanislaus, San Diego State University and San Jose State University.

Turning to the state budget, in late June, Governor Jerry Brown signed a new \$167.6-billion spending plan that, among other things, reverses recession-era cuts to fire service apprenticeship and renews the state's apprenticeship commitment. Due in large part to CPF's advocacy efforts, the governor signed a budget that will fund apprenticeship programs by restoring the previous cuts, while also providing additional funding for existing and new programs throughout the state of California.

The approved budget also includes a program authorizing those governmental agencies that provide ground emergency medical transportation to Medi-Cal patients to capture a portion of their lost reimbursements from managed care beneficiaries through the use of intergovernmental transfers via funding provided by the federal government at no cost to California taxpayers.

Additionally, the governor authorized the creation of a new Regional Railroad Accident Preparedness and Immediate Response Force in the Office of Emergency Services (OES). The Force will oversee the provision of regional and onsite response capabilities in the event of a release of hazardous materials from a railcar or a railroad accident involving hazardous materials. This new program will assist in critically-needed training, coordination and oversight of emergency response planning and safety programs within OES and among the state and local emergency responders.

For more information on any of these bills, including developments in their respective policy committees, visit www.cpf.org.

NIGHTS AT THE KITCHEN TABLE



In the fire service, the kitchen table is where the world's issues are solved, along with most departmental and union problems.

Going back as far as most can remember, firefighters have gravitated to this long, rectangular table to engage in camaraderie and relax. Stories are told, including those from the old captain who recalls the same fire for the tenth time. It is where a small amount of information can be extrapolated into an

indisputable set of facts regarding negotiations or the kangaroo court which has disciplined an innocent member.

Why do I write about this? Because the culture of the kitchen table creates many frustrating situations for your union leadership.

During negotiations, a member of the negotiating team must sit there as others hypothesize on why the city isn't giving them the 10 percent raise they so richly deserve. The negotiators simply cannot divulge information or it greatly hampers what takes place during negotiations. It is amazing how

quickly something said accidentally from a negotiator can filter back to the other side and potentially destroy any leverage the union had.

Discipline matters are always entertaining at the kitchen table. Often, a union president must sit there as each firefighter takes turns bashing the chief for "coming down hard" on a member with a substance problem. Neither the union president, nor the chief, can tell the true story – confidentiality prevented either of them from saying a word, when in fact, the chief has gone out of his way to help the member return to work and complete a successful career.

Perhaps more frustrating is the disciplined member who carefully explained how his union representation did not fully invoke the nuances of the Firefighters' Bill of Rights in his defense, when the reality was that the union had fought hard to have the proposed discipline reduced. But the union rep has to "let it go" as part of the tremendously rewarding task of representing the ungrateful member.

These days, the buzzword around the table is "transparency."

When it comes to the two subjects above, many members believe that transparency demands that they know everything. It doesn't! It means that when the union's negotiators reach a tentative agreement, then they can bring it back to the troops for a ratification vote. That's when the open discussion takes place – at the union meeting, not the kitchen table. On discipline rulings, it's up to the member. If he or she wants to tell their twenty closest friends, then so be it, but you won't hear it from the union. Or at least you shouldn't.

If you want to end frustration and get the most accurate information in a timely fashion, attend the union meeting. If you hear a rumor, go to the source. Contact your union and get clarification from them, then go back to the kitchen table and help your union by setting the story straight.

But, in reality, it probably won't be nearly as entertaining as the fictional account.

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**

A D M I N I S T R A T I O N

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
Randy Sekany 4th District Vice President
Michael Massone 5th District Vice President
Mike Lopez 6th District Vice President
Dave Gilotte 7th District Vice President
Frank Lima 8th District Vice President

Trustees

Erik Baskin
Tony Gamboa
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 Communications Specialist
Kevin White EMS and Health & Safety Director
Pharris Treskunoff Assistant to the President
Rosalia Lopez Administrative 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

Mariana De Anda Director
Natalie Mercado Assistant Manager
Autumn Emond Administrative Assistant
Cynthia Clark Promotional Products Representative
Robbie Panco Senior Graphic Designer
Victor Jimenez Press Operator
Todd Archer Digital Press Operator
Taylor de la Peña Delivery/Shipping Clerk

California Fire Foundation

Hedi Jalon Executive Director
Kaitlin Conrad Program Specialist
Christine Harms Administrative Assistant

California Fire Fighter Joint Apprenticeship Committee

Yvonne de la Peña Executive Director

FireStar Studios

Kelley Trujillo Vice President

WALKING THE HALLS OF POWER

CPF members descend upon Sacramento for the 2015 Legislative Conference



Sen. Richard Roth (D-Riverside) meets with Riverside City Firefighters, Local 1067 and Corona Firefighters Association, Local 3757 in the chambers of the California State Senate.

PHOTOS BY ROBBIE PANGCO

When it comes to making a case on the issues that impact your profession, there's no substitute for face-to-face interaction, which is exactly why more than 150 CPF local leaders walked the halls and "pressed the flesh" at the California Capitol during this year's CPF Daniel A. Terry Legislative Conference.

The bi-annual conference gives CPF members the opportunity to sit down with election officials and discuss the issues that matter to first responders, their family members and the professional as a whole.

"For us to have that contact with the elected officials, to see them here in Sacramento but yet have that contact in the district, the importance can't be overstated," said Sean Burrows, president of Alameda County Firefighters, Local 55, one of roughly 40 CPF affiliate locals that took part in the event.

Included in this year's priority issues was Senate Bill 763, which seeks to limit firefighters' exposure to cancer-causing chemicals by informing consumers about flame-retardant chemicals used in children's products such as high chairs, nap mats and baby carriers.

During the event, CPF 3rd District Vice President Bobby Weist testified before the Senate Committee on Environmental Quality regarding the importance of the bill.

"Every time firefighters enter a structure fire or a vehicle fire, they are confronted by a haze of toxins and compounds released by smoldering products," Weist said. "We believe these toxins are a direct threat to the health and safety of our members. More importantly, they're a threat to the health and safety of the people we serve."

In addition to SB 763, CPF members advocated for nearly a dozen other bills being supported by CPF on issues ranging from disaster response to Medi-Cal reimbursements for public agencies.

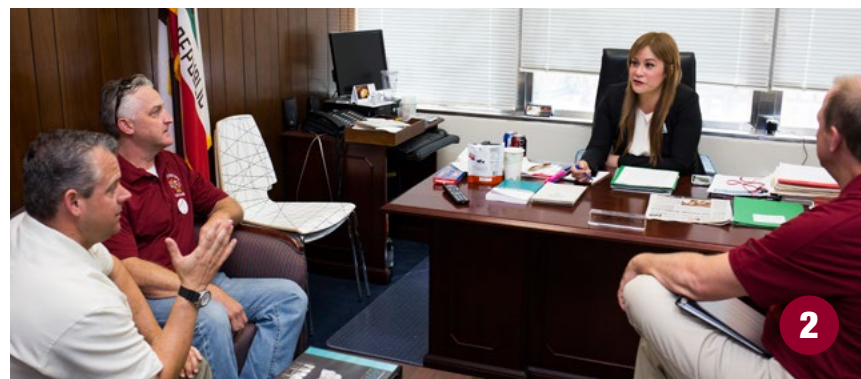
"This is a day when we can all come here and build on the relationships that we have built locally with legislators and really dig into the meat and potatoes of the issues that are important to firefighters," said Chris Mahon, president of Ventura County Firefighters, Local 1364 and CPF's 2nd District vice president.

Throughout the day, it was clear that the efforts had made an impact with lawmakers, which would in turn translate to difference back home.

"Somebody told me a long time ago, if you aren't sitting at the table, you are probably on the menu," said Ruben Esparza with Modesto City Firefighters, Local 1289. "Our voices really resonate in the Capitol, and I think that is huge when we're advocating for our brothers and sisters throughout the state, and even the nation."



1



2



3



CPF's 3rd District Vice President Bobby Weist testifies before the Senate Committee on Environmental Quality during CPF's annual Legislative Conference.

PHOTOS BY ROBBIE PANCO



CPF President Lou Paulson addresses conference attendees during the morning's general session.



1. Sen. Tom Berryhill (R-Modesto) greets representatives from Modesto City Firefighters, Local 1289. **2.** Leaders of West Covina Fire Fighters, Local 3226 meet with Asm. Ling Ling Chang (R-Diamond Bar). **3.** Representatives from Los Angeles County Firefighters, Local 1014 and United Firefighters of Los Angeles City, Local 112 meet with Sen. Isadore Hall (D-Compton). **4.** Modesto City Firefighters, Local 1289 and Turlock Firefighters, Local 2434 meet with Assembly Minority leader Kristin Olsen (R-Modesto). **5.** Leadership from United Professional Firefighters of Contra Costa County, Local 1230 sit down with Asm. Susan Bonilla (D-Concord). **6.** Attendees at CPF's Legislative Conference welcome California Attorney General Kamala Harris.



ROBBIE PANCO

LOCAL LEADERSHIP GEARS UP FOR ELECTION SEASON

When it comes to affecting change at the city, county or district level, the phrase “all politics is local” couldn’t be more true.

With this in mind, leadership from CPF affiliate locals from across the state sat down the day before this year’s Daniel A. Terry Legislative Conference for CPF’s PAC Workshop, where they received a full complement of training regarding how to shape and best utilize political action committees at the local level.

With participation from David Binder Research, Media & Associates, Signified Media Group and Olson, Hagel & Fishburn LLP, this year’s PAC workshop featured sections on polling, the results of a statewide voter survey conducted by CPF, social media and digital voter outreach, as well as

major components dedicated to rules and reporting requirements for both campaign contributions and independent expenditure committees.

With major changes such as the top-two primary system and changes to campaign finance laws, the need for locals to be politically involved has never been greater. These workshops are designed to help local union leadership learn what the PAC rules mean, the impact on their locals and how to make them work best for union members and their families. The recently added digital components also demonstrate how to use social media as an effective campaign tool when election season arrives.

To view the material presented at this year’s PAC workshop, please contact CPF’s Political Director Chris Patterson at cpatterson@cpf.org or (916) 921-9111.

ANTI-PENSION ACTIVISTS GO AFTER SECURE PENSIONS IN LATEST INITIATIVE

The other shoe has dropped in the latest effort to roll back the retirement security of firefighters, and it’s a profoundly devastating one for the next generation.

A new ballot initiative introduced this past June would impose a Wall St.-style privatized retirement on new firefighters, police officers and other public workers, beginning in 2019. The measure would also require voter approval for any change in state or local pensions.

“Beginning in 2019, new firefighters

won’t get a pension – all they’ll get is a Wall St. ‘maybe,’” said Lou Paulson, president of California Professional Firefighters. “Essentially, this means the end of pensions for incoming state employees and the slow death of retirement security for all public workers.”

The initiative’s sponsors include failed former San Jose Mayor Chuck Reed and hard-right San Diego politician-turned-talk show host Carl DeMaio. The two ideologues pushed through local anti-pension initiatives in their own cities that have since failed legal tests.

“The proposal is the latest in a long line of doomed-to-fail efforts to eliminate the retirement security of firefighters, teachers, bus drivers and pretty much everyone who has worked hard to earn some modest retirement security,” said Paulson.

Financial backing for the statewide campaign is expected to come from anti-union sugar daddies such as Texas Enron billionaire John Arnold and, possibly, the Koch Brothers. Their efforts will be aided by a record-low signature threshold: only about half a million signatures will be needed to put it on the ballot.

Paulson added that the measure’s “vote first” provisions will swamp local and state ballots with minute pension changes, turning local elections into expensive free-for-alls bankrolled largely by the likes of Arnold and the Kochs.

“It’s full employment for lawyers,

political consultants and talk-show hosts like DeMaio,” said Paulson.

The initiative language introduced this week must be submitted to Attorney General Kamala Harris for its official title and summary, after which it will be on the streets for signatures, most likely beginning this fall.

As one of the co-sponsors of the statewide pension coalition, Californians for Retirement Security, CPF will aggressively press the case for secure retirement and will be reaching out to firefighters and their families to help press the case for retirement security.

“Our adversaries have learned from their past mistakes and they will have financial help they haven’t had in the past,” said Paulson. “We’re going to need everyone on the barricades if we’re going to defeat this cynical attack on hard-working men and women in our state.”

THE CALIFORNIA FIREFIGHTER LICENSE PLATE TURNS 20

Honoring fallen firefighters with a special tribute to a proud profession

The California Firefighter license plate has become a key trademark on the highways and byways of the Golden State. Available only to active and retired firefighters, the striking plates are on cars, trucks, trailers and motorcycles. Proceeds from sales of the plates fund programs that support families of our fallen, including the California Firefighters Memorial.

2015 marks the 20th year that the California Firefighter license plate has been on the roads in our state.

The history of the license plate is rooted in the profession's desire to honor its fallen. In 1992, the Legislature authorized the construction of a California Firefighters Memorial at the State Capitol in Sacramento. The Memorial legislation stipulated that construction and maintenance of the Memorial would come from private fundraising.

After follow-up legislation was passed, the California Firefighter license plate program was established, ensuring a portion of each California Firefighter license plate sale goes to the California Fire Foundation, CPF's non-profit charitable foundation that was the fund raising vehicle for the Memorial.

Getting the legislation passed was the easy part. The hard part was getting them on the road. For one thing, the design of the plate was critical. The preferred design was the iconic image from the 1991 movie "Backdraft." Thanks to the personal intervention of "Backdraft" director Ron Howard, the image was approved for use on the plate.

An even bigger challenge came from the DMV.

"There was a catch to the legislation," recalled CPF President Emeritus Dan Terry. "In order for the DMV to start making the plates, we had to get 5,000 pre-orders within a year, selling only to firefighters."

Under a tight deadline, CPF staff

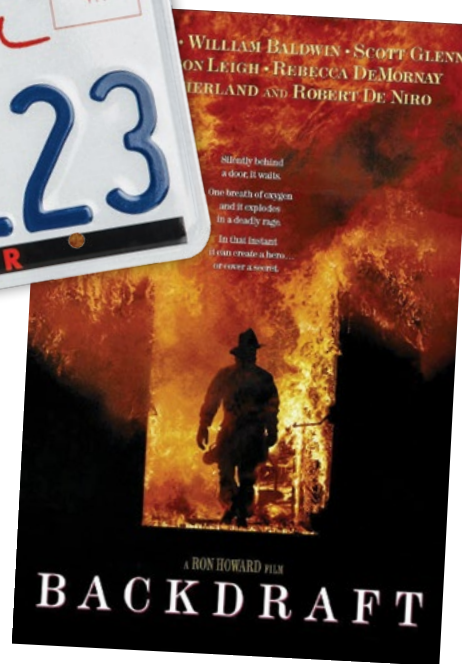


Twenty years ago, CPF staffers Cynthia Clark and Christine Fischer hit the road to help meet the DMV requirement of selling 5,000 firefighter license plates. Without their efforts, the success of the program would not have been possible.

ROBBIE PANCO



Thanks to the personal intervention of director Rob Howard, the artwork on the California Firefighter license plate closely mirrors the iconic imagery used to promote the 1991 movie "Backdraft."



members fanned out in the summer and fall of 1994 to spread the word. CPF staffers Cynthia Clark and Christine Fischer lived out of a suitcase for the better part of five months, going from fire station to fire station across hundreds of miles throughout Southern California.

"We'd hit anywhere from five to 10 stations in a day, and gave them our pitch," recalled Clark.

"At the time, the plates were only available to active firefighters," added Fischer. "The firefighters were attracted by the fact that it was something unique and special for them."

As the deadline approached, the effort intensified and expanded to the north, aided by local presidents, including then-Contra Costa Secretary-Treasurer Lou Paulson, who guided CPF

staff member Shirl Coons to each of his department's stations.

"When we got the word from Dan Terry, we hit the road," Paulson recalled. "It was all hands on deck."

"They spent months away from their families to get this done," said Terry. "Without their efforts, we might still be raising money to build the Memorial."

In 1995, the California Firefighter license plate hit the road. Since its launch, more than 30,000 of the plates have been sold, raising hundreds of thousands of dollars to help build the Memorial and honor the memory of the fallen. Thanks to funds from the license plates, the California Firefighters Memorial is Capitol Park's only memorial that is maintained without any taxpayer dollars.

The plates cost \$50 (sequential) and \$98 (personalized). Renewal costs are \$35 (sequential) and \$73 (personalized). Also, \$35 from each renewal goes to the California Fire Foundation and is tax deductible.

For more information about ordering your very own California Firefighter license plate, call (800) 890-3213 or e-mail Kaitlin Conrad - kconrad@cpf.org.

DANIEL A. TERRY SCHOLARSHIP

Where are they now?

Named for California Professional Firefighters President Emeritus and California Fire Foundation founder Daniel A. Terry, the California Fire Foundation's scholarship program helps benefit children of parents who have fallen in the line of duty with a \$2,000 college scholarship.

Since its inception, the program has awarded more than \$120,000 in scholarship funds, helping more than 70 students realize their dream of a college education. With the rising cost of tuition, the Foundation created the California Firefighters Endowment in order to increase funding for the program and eventually raise the scholarship award amount from \$2,000 to \$10,000.

With the help of firefighters and corporate contributions, the Foundation is approximately a quarter of the way to its goal. With continued support from our brothers and sisters, together we can continue to carve out a pathway to opportunities that, otherwise, would not have been available.

Here are some first-hand accounts from previous Daniel A. Terry Scholarship recipients detailing how valuable the program can be:



With the help from the Foundation, I was able to pursue my dreams. I moved into the dorms and made a new group of friends.

I was able to apply for remarkable internship opportunities and learn from world-renowned scholars. I was even able to study abroad in Italy for a summer, another one of my life-long dreams.

I am lucky to have found my true calling in life. I want to help people, to follow in my

dad's footsteps, to do whatever I can to make a difference in someone else's life. That is why I want to be an emergency room physician. I can be the one to save someone else's father, to give him the opportunity to see his daughter graduate from high school, to walk his little girl down the aisle. I can be the one to save her from the pain and suffering I have gone through in the past few years.

I want to thank the Foundation again for their help. I might not be where I am today, doing everything that I am and having the experiences that I have, if it were not for them. I am truly grateful for such an honor. This scholarship has helped tremendously in achieving my goals, and for that I am truly grateful.

**Nicole Ann Herman
Daniel A. Terry Scholarship,
2010**



Receiving the Daniel A. Terry Scholarship has truly been a blessing for me and my family. Upon being awarded this scholarship, I completed my Bachelors degree at Baylor University and started the Master of Public Health program at San Diego State University. I never dreamt of graduating

from college without my dad, but I know he would have been so proud. I'm excited for the opportunities that lie ahead and I am so thankful for the California Fire Foundation's continued support.

**Amanda Gee
Daniel A. Terry Scholarship,
2012**



Thank you so much for the scholarship money, it helped tremendously with my college funds. The money I received helped with my supplies for school, food and the apartment bill.

It took a big weight off my shoulders, knowing that I had that money in case I needed some last-minute supplies. I go

to Los Angeles Pierce College, and so far the school year has been great for me.

My volleyball team and I were conference league champs this year and had an amazing season. My family and friends are a big part of my survival now that I'm living alone. My mom and siblings have gone to all my home games and supported me throughout this semester. Knowing that my family is proud of me, assures me that my dad would be proud of me too.

Thank you again for the scholarship, I really appreciate it.

**Savanah Loutzenhiser
Daniel A. Terry Scholarship,
2013**

COMING TO THE SUPPORT OF CALIFORNIA'S FALLEN

Organizations across the state help raise funds for the California Fire Foundation

For much of the California Fire Foundation's history, the primary supporters were firefighters themselves - men and women staffing the fire lines and hoping to give back to the firefighter family.

Today, while the support from within the fire service family is as welcome as ever, it's now being bolstered by a host of organizations who have helped take up the Foundation's cause of supporting families of fallen firefighters, firefighters themselves and the communities they serve.

In the past few months, several such organizations have stepped up to the plate, holding events that have raised thousands of dollars for valuable programs sponsored by the Foundation.



ROCKING FOR THE CAUSE

For the past three years, the men and women of San Ramon Valley Firefighters, Local 3546 have helped support the California Fire Foundation through their annual "Rock to Remember" benefit concert.

Area bands including Conscious Souls,

The Risky Bisquits, The Slim Chances, Calm and Chaos and Hardwood got the crowd moving following a hosted lunch and family safety fair. At the end of the day, Local 3546 celebrated another successful installment of the concert, having raised more than \$7,000 for the Foundation.

CHILI, CHARITY AND BODY-CHECKING

Partnering with the semi-pro Ontario Reign hockey team, Ontario Firefighters, Local 1430 hosted Fire on Ice - its annual charity hockey match and chili cook-off - benefitting the Foundation.

On the ice, Ontario took on their neighbors to the west, the Los Angeles County Fire Department, at Citizens Bank Arena while attendees dug into bowls of chili submitted for the event's cook-off. Following the festivities, attendees were treated to a match between



the Ontario Reign and Alaska Aces.

When all was said and done, the event helped raise more than \$7,300 for the Foundation.

TAKE ME OUT TO THE BALLGAME

For the second year, the Los Angeles Dodgers played host to the Southland's Firefighter Appreciation Night.

At Dodger Stadium's Historic 76 station,



more than 1,300 firefighter and family members were treated to a pregame celebration that drew attendees from across Southern California to show support for their profession, their team and the California Fire Foundation. The event raised more than

\$6,000 for the Foundation, helping fund programs that provide emotional and financial assistance to families of fallen firefighters, firefighters themselves and the communities they protect.

Clad in orange and black, over 3,400 attendees of this year's Firefighter Appreciation Night with the San Francisco Giants, presented by AAA, helped the California Fire Foundation raise over \$11,000. Firefighters and their families enjoyed pre-game festivities at AT&T Park's Seal Plaza, including a unique performance by the Pipes and Drums of California Professional Firefighters. Over 42,000 fans in total came out to see the World Champion Giants take on the New York Mets.

GENTLEMAN, START YOUR ENGINES

For the fourth consecutive year, the Auto Club Speedway in Fontana honored firefighters and other first responders at its signature NASCAR event, the Auto Club 400. The nationally televised event was the fifth race of the 2015 Sprint Cup series.

Special ticket packages were available for firefighters, while a First Responder Pavilion welcomed firefighters and law enforcement officers and held a variety of special pre-race activities. The event helped raise more than \$7,000 for the Foundation.



For more information on how you can select the California Fire Foundation as a beneficiary for your next fundraiser, please contact Foundation Executive Director Hedi Jalon at 800-890-3212 or hjalon@cpf.org.

Save the Date

CALIFORNIA FIREFIGHTERS MEMORIAL CEREMONY

Saturday, October 17, 2015
Capitol Park, Sacramento



A Recipe for Disaster: Continued from Page 1

As if unstable weather, rugged mountainous terrain and nighttime firefighting weren't enough of a challenge, Newman and his fellow firefighters also knew that the fire would be fed by tinder-dry vegetation, the product of what was then a vicious three-year drought.

In 2015, the three-year drought became an unprecedented four-year drought. The winter of 2014-2015 was the driest on record, and a fourth year of record drought has taken conditions from dangerous to desperate.

- All but two percent of California's total land mass is suffering from drought conditions – nearly half is in an “exceptional drought”;
- The Sierra snowpack – California's natural reservoir – was virtually unmeasurable – 6 percent of normal;
- The level at Folsom Lake north of Sacramento was so low that a lost mining town was revealed;
- For the first time in the state's history, California implemented mandatory water restrictions;
- One Central Valley community came within days of literally running out of water, and many more have seen critical groundwater supplies dry up to dust.

ON PACE FOR A RECORD FIRE SEASON

The impact on fire protection in California has been profound. In the first six months of 2015, California had already seen more than 2,800 wildfires – nearly 1,000 more than the average. During the final weeks in June, major wildfires in Northern and Southern California charred well over 50,000 acres within a week and a half. “We saw conditions in April and May that we normally don't see until July and August,” said Mike Lopez, president of CAL FIRE, Local 2881.

“In a good year, with good rainfall, the urban-wildland interface is a tough place to operate,” said CPF President Lou Paulson. “As we move through multiple years of drought, it becomes a very, very dangerous place.”

One fire weather expert in Arizona offered an even blunter assessment to Mother Jones magazine: “In California ... it's pretty much a recipe for disaster.”

CALIFORNIA: AN ALL-RISK STATE

Wildland fire is not the only danger lurking for California's first responders.

- 22 million Californians live within 30 miles of an active earthquake fault;
- Seven million residents are at risk of devastating flooding;
- 94 coastal cities are located within a tsunami inundation area;
- Nearly four million Californians live in the path of an oil-train derailment.

The breadth of dangers facing California has brought renewed attention to the state's well-designed but increasingly fragile mutual aid system. Long seen as a model for the nation, the system is under pressure – not only because there are more incidents, but because there are fewer personnel to respond.

“We have 38 million people in this state, and the threat levels continue to increase, rather than decrease,” said Mark Ghilarducci, director of California's Office of Emergency Services. “We are taxing the system day-in and day-out.”

Much of the blame for stress on the system lay with Recession-era cuts to local and state fire and emergency services. Local agency fire departments – long seen as the backbone of the



Fanned by wind and fueled by drought, the King Fire consumed nearly 100,000 acres of forest last fall. (Wes Schultz, CAL FIRE)

mutual aid system – saw staffing levels reduced substantially. At the height of the economic crisis, the number of local engines available for mutual aid response decreased by as much as 50 percent. Although many departments are once again hiring new firefighters, personnel levels still haven't returned to pre-Recession levels, even as the threat has increased.

Through its legislative efforts in Sacramento, California Professional Firefighters has been steadily making the case for a greater commitment to disaster response resources for local and state fire agencies. Paulson said the

organization would continue pressing the case in Sacramento and throughout the state for a renewed commitment to ensuring that our state is not caught short when disaster strikes.

“Fire departments may be recovering, but they all can't stand up to the levels they had before,” said Paulson. “Emergencies are happening all the time ... some of them at major levels ... that we've got to be prepared for.”

A stark image of the devastation from June's Washington Fire in the Sierra (USFS)



NEW FIRE SERVICE TASK FORCE TO EXPLORE CLIMATE CHANGE RISKS

Although the current drought suggests a record fire season might be ahead, major wildfires have become increasingly commonplace in California. Seven of the 10 most destructive fires in the state's history have occurred within the past decade and a half, topped by the catastrophic 2003 Cedar Fire. Six of the next 10 largest fires also occurred during the same time period.

The broad and deep drought comes against a backdrop of increasing concern about the impact of global climate change in California.

- California's statewide average temperature has risen every year since 1985;
- The 2014-2015 winter just completed was the hottest on record.
- Recent research at Stanford University directly implicates human emissions in the steadily warming temperatures and drier conditions.
- That same Stanford research predicts the probability of drought conditions will at least double over the next few decades.

"Warmer temperatures are making our snow melt at an alarming rate," said J.B. Tengo, California director of the BlueGreen Alliance. "It's making our forests drier and changing the soil composition."

The steady increase in the number and intensity of wildland fires has prompted Gov. Jerry Brown to revive the Governor's Blue Ribbon Fire Task Force, reborn as the new Fire Service Task Force. First appointed in the aftermath of the Cedar Fire, the original Blue Ribbon Task Force issued a series of detailed game-changing recommendations covering everything from aerial firefighting protocols to training to development patterns.

The Fire Service Task Force will expand its scope to include an assessment of the impact climate change on our state's fire risks and what can be done now to prepare for an ever-drier, ever-riskier future. CPF President Lou Paulson and CAL FIRE, Local 2881 President Mike Lopez have both been appointed to serve on the new task force.

"It's not really a question of 'if' this is happening ... it's happening," said Paulson. "We need to figure out how to deal with it."

Learn more about the Blue Ribbon Task Force at www.cpfirevision.org.



Grateful residents of the Sierra town of Markleeville thank firefighters responding to the Washington Fire near Lake Tahoe. (U.S. Forest Service)



The lost mining town of Mormon Island was revealed when the level of Folsom Lake dropped to historic lows.



Tim Strack CPF 1st District Vice President

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



SAN BERNARDINO OFFICIALS EYE PRIVATIZATION, RISK PUBLIC SAFETY

After mismanaging their way into municipal bankruptcy, city officials in San Bernardino are now toying with the dangerous idea of outsourcing fire protection to a private entity with a long track record of failure.

In mid-May, the San Bernardino City Council approved a “plan of adjustment” meant to shepherd the Inland Empire city into the next stages of its nearly three-year bankruptcy. Included in the plan was a proposal to outsource the city’s fire department, and after opening the door to potential bidders, the city received interest from the San Bernardino County Fire Department and a private company, known as the Centerra Group.

From the get go, the prospect of privatization drew nearly universal condemnation.

“We feel as though privatization would bring about some major problems with the municipal departments that surround us,” said Jeff English, president of San Bernardino City Firefighters, Local 891. “There’s concern about whether or not they’re qualified to, or could even participate in the mutual aid process.”

The concerns over mutual aid prompted regional and statewide fire chiefs, as well as members of the California State Legislature, to weigh in against the prospect of privatization.

“Despite this, the city continues to allow Centerra to be a part of the process,” English said.

As if the prospect of a failed mutual aid system wasn’t enough, the Centerra Group, formerly known as both G4S Government Solutions and the Wackenhut Corporation, also possesses a history of failure when it comes to providing public safety services.

Specifically, the group has a long track record of hiring employees without verifiable experience, training or background checks, multiple wage and other labor disputes, and extensive security failures regarding the mishandling of

biochemical threats, according to the Federal Contract Misconduct Database.

San Bernardino’s City Council was expected to have the outsourcing options presented to them in early July, however, that presentation and discussion was removed from the council’s agenda at the last minute.

As of mid-July, the discussion had yet to be placed back on the council’s calendar, English said.

Meanwhile, Local 891 continues to inform the public about the risks the

city would face if it were to contract with a private company as opposed to the county. Their message has been well received, with recent polling figures suggesting that nearly 80 percent of San Bernardino city residents believing that fire protection and emergency medical response services should only be provided by a public fire department.

“The community overwhelmingly opposes privatization,” English said. “It’s an option that no one really wants to see happen.”



ONTARIO FIRE AND ICE: Ontario and L.A. City firefighters battle for the puck in Ontario Firefighters Local 1430’s annual “Fire on Ice” charity hockey game. Between the pre-game chili cook-off and some scrappy play on the ice, the event raised nearly \$7,500 for the California Fire Foundation.



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.



HAVE YOU IMPLEMENTED PEPRA?

Almost two and half years ago, the new Public Employees Pension Reform Act, or PEPRA, retirement law went into effect.

Today, we are about half-way through the 5-year period allotted for bargaining an agreement to fairly implement the 50-50 cost sharing provision for employees hired before January 1, 2013. Beginning in January 2018, PEPRA gives the employer the right to unilaterally implement the 50-50 cost share

provisions if no agreement has been reached through collective bargaining. For some locals, that could result in a significant pay cut.

Negotiating a trade that compensates employees for the higher contribution is not as easy as it sounds. Before PEPRA, most employers were already paying a portion of the employee contribution plus the difference between the employee contribution and the higher employer rate. On the surface it looks simple – give the employee in salary the money that management

was previously contributing and have the employee start paying the full 50 percent cost share.

Simple it is not.

Because of the impact to overtime, pensionability questions and good old politics, getting a trade that is fair to the employee can be complicated and difficult.

I recently went through this process in my home local where we saw management propose a host of “creative” alternatives that would have caused long-term harm. The list included dis-

counting overtime back to the FLSA minimums, reducing the value of salary increases and even over-hiring to reduce total overtime despite it being more expensive.

Did I mention politics?

In the end, none of these proposals made it into the final agreement, but keeping them out was a year-long fight.

PEPRA implementation for current employees looks like an inevitability. To get a fair deal, you need to have your facts – and your politics – lined up and ready to go.

LOCAL 1684 FACING STEEP CUTS IN OXNARD

One of the lowest staffed departments in California could be taking yet another hit to its workforce this August, thanks to slash-and-burn tactics being pitched by outside, anti-labor consultants.

Earlier this summer, the Oxnard City Council approved a municipal budget that called for the browning out of two engines beginning in August. The result, says Oxnard firefighters Local 1684, would be catastrophic for the safety of the community.

“Right now, we’re one of the lowest staffed departments in California,” said Jeff Donabedian, president of Local 1684, noting that – even before the brownouts – the ratio of firefighters to residents is roughly half of what is seen in surrounding areas in Ventura County.

“If you brown us out, you’re dropping that level of coverage even lower,” he said.

By taking firefighters off duty with brownouts, the city council is placing

the lives and property of those living within the browned out areas at risk, forcing longer response times onto events where mere minutes can mean the difference between life and death.

Despite these risks, the council opted to move forward with the browning out of two stations, largely at the insistence of the public safety-slashing consulting firm, Management Partners, and their companion legal firm Renne Sloan Holtzman Sakai LLP.

Both groups have a long history in cutting public safety to the bone in communities like Vallejo, Stockton and San Bernardino, collecting millions of dollars in consulting fees from cash strapped local governments.

“These consultants come in and try to apply a one-size fits all approach to public safety staffing,” Donabedian said. “In places like Vallejo and Stockton, it took

them several years to bankrupt those communities. Now they have their sights set on Oxnard.”

To combat the influence of these outside groups, Local 1684 has been educating citizens about the risks that come along with brownouts, asking that they tell their elected officials to oppose

cuts to public safety.

“The public’s been incredibly supportive,” Donabedian said. “They understand the cuts that are coming and we’re thankful for the way they’ve voiced their concern to the council. Hopefully, their voice will be heard and it will make a difference.”





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.



CITY-IMPOSED CONTRACT PUTS PUBLIC, FIREFIGHTER SAFETY AT RISK IN YUBA CITY

After months of stonewall tactics at the bargaining table, local politicians in Yuba City have placed fiscal savings over the safety of their citizens.

In January, with a 3-2 vote, the city council imposed a contract on Yuba City Firefighters Association, Local 3793 that calls for unsafe, two-person engine staffing at two of the department's five stations. After 8:00 PM, a third engine company is dropped to two people, leaving the city woefully understaffed in the event of an emergency.

"These cuts greatly reduce our ability to act when arriving on scene of an emergency," said David Jans, president of Local 3793. "With fewer firefighters on scene, it means more risk to both residents and the firefighters who have sworn to protect them."

Adding to the local's frustration is the fact that the city's data shows that savings from the imposed contract are largely being used to help fund other city



departments, Jans said.

"The citizens were told that this was for the fiscal viability of the city, but it's really a shifting in priorities, away from fire/EMS services to other areas of the city," he added. "It's not the fiscal doomsday situation they presented to the public."

While the city's motivation is questionable, one thing is now certain – public safety is at risk.

Under the imposed staffing cuts, incidents such as vehicle accidents, which call for a minimum of three firefighters on scene, will now require two engines to respond. With the resulting shifts in coverage, even a routine medical aid call would mean an entire district would be left vacant and uncovered due to the reduced staffing.

When tied with mandates such as OSHA's "two-in/two-out," the staffing cuts will also result in a slower initial attack on structure fires.

"This means an increased risk to both lives and property in the city," Jans said.

In addition to placing the public at risk, the council's decision also jeopardizes the safety of the firefighters themselves.

"There's empirical data that proves that, with the reduction in staffing, comes a slower, less effective response," Jans said, referencing a study by the National Institute for Science and Technology that shows two-person companies to be 30 percent less effective than three-person companies.

"That's going to mean more time on the roof, it's going to be more time inside, it's going to mean more time doing these dangerous activities," he added.

Jans and the members of Local 3793 are trying to get the word out to Yuba City residents about how the council's decision has jeopardized their safety. Off-duty firefighters are now regularly knocking on doors and distributing literature about how the cuts impact the Yuba City community. The local has also established a website, www.protectyubacity.com, which houses this information.

"This mayor and this council were elected largely on a platform of making public safety a priority," Jans said. "Reducing staffing levels to what they were a decade ago does not meet that goal."

ROSEVILLE FIREFIGHTERS TAKE STAND AGAINST CUTS, REACH IMPASSE

Following the errant lead of cities like San Jose and San Diego, the City of Roseville has decided to play a dangerous game of chicken with the safety of its residents.

Earlier this summer, the city brought negotiations with Roseville Firefighters, Local 1592 to a screeching halt by insisting that Local 1592 accept steep cuts despite a wealth of evidence suggesting city coffers are flourishing

For Local 1592, the notion of cuts was a non-starter, and the two sides officially

reached impasse in late May.

"Even though they're crying poor, Roseville's a city that's thriving by every measure. The City of Roseville is spending millions on capital improvement projects, yet they're cutting fire protection to the lowest level possible," said Local 1592 President Jamie Pepin. "It just doesn't make sense and it's not acceptable."

Negotiations between Local 1592 and the City of Roseville began in November of 2014, but quickly came to a head when the city began pushing the idea of pay and benefit reductions for new hires.

"The big sticking point is that the City of Roseville is insisting that we take cuts for our new hires – in their pensions, in their medical benefits and in their salaries," Pepin said. "We think this will have a devastating effect on our recruitment efforts and lower the quality of protection we have in Roseville."

In addition to the damaging effect that the cuts will have on recruitment and protection efforts, Pepin noted that the proposed round of cuts would come on top of reductions that resulted from the Great Recession. Since 2008, members of Local 1592 have made sacrifices for the betterment of the City of Roseville, including major cuts to salary, medical benefits and retirements that have helped save the city – and taxpayers – millions of dollars.

With the economy now rebounding, the City of Roseville has approved cost-of-living increases to pay and benefits

for city management, but continues to insist that fire services be cut.

"They're shortchanging rank and file and it's not acceptable," Pepin said. "We've seen nothing but increases in sales tax, nothing but increases in property tax, and yet we're still being asked to take cuts."

To help raise awareness of the dangerous position that city leaders have taken on public safety, Local 1592 has launched an aggressive public awareness campaign designed to keep members of the public informed. Fact sheets and other information regarding the impasse are available at www.rosevillefirefighters1592.org.

While support for the local continues to grow, City Hall has yet to back down from its position.

"The city and their negotiators continue to be hostile," Pepin said. "We're definitely prepared for the long haul."



Randy Sekany 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.



MARIN GRAND JURY RECOMMENDATIONS COULD IMPEDE BARGAINING, INCREASE COSTS

Collective bargaining is under attack in Marin County, where anti-pension advocates are looking to butt their way into the negotiating process.

Earlier this summer, the Marin County Grand Jury issued a report calling for various “transparency reforms” to be included in contract negotiations between government entities and their employee bargaining groups. The move, says Marin Professional Firefighters, Local 1775, is the latest in a line of attacks from anti-labor and anti-pension groups in the North Bay.

“They’re using the grand jury as a way to get their own message out,” said Bob Briare, president of Local 1775.

The grand jury’s report calls for the implementation of a process known as “Civic Openness In Negotiations,” or COIN, which is based off an ordinance adopted by the City of Costa Mesa back in 2012. COIN would require that public agencies conducting contract negotiations hire both an independent negotiator and outside auditor, issue an independent fiscal analysis of each and every pay and benefit proposal put forward during the bargaining process, and post details of tentative labor pacts at least two weeks before they are to be adopted to allow for public discussion and input.

Briare notes that the core principles behind COIN appear to violate California’s collective bargaining laws, and that

the legality of the Costa Mesa ordinance is currently being heard by the Public Employees Relations Board (PERB).

Even if the proposal was found to be legal, he said, its implementation would prove a financial burden to taxpayers.

“The grand jury is making recommendations to hire independent negotiators and conduct a financial analysis, but when you go through the report, there’s no mention of where the funding is going to come from,” Briare said. “Those are two big costs right there.”

The requirement to subject all proposals to a financial analysis would also impede the bargaining process, which typically sees ideas and proposals freely exchanged between two parties. Additionally, the added two-week process of public discussion promises to drag out and complicate collective bargaining, while making the entire process vulnerable to being hijacked by various interest groups, Briare said.

“How do you measure public input? Is it when the anti-labor groups pack the room and scream the loudest? Or when the labor folks come in and do the same?” Briare said. “We feel that our public officials are elected to serve the people and they’re the ones best suited to make these decisions.”

Local 1775 responded to the grand jury report back in June with a letter. As an amalgamated local, Marin Professional Firefighters represents 11 different firefighter associations, the presidents of which all stood together in signing on to Local 1775’s position on COIN.

The response letter was sent to a total of 46 different government agencies in Marin County and highlighted the violations of collective bargaining, legal issues and unknown financial costs. In addition to the letter, Local 1775 promises to remain engaged on the issue as it develops.

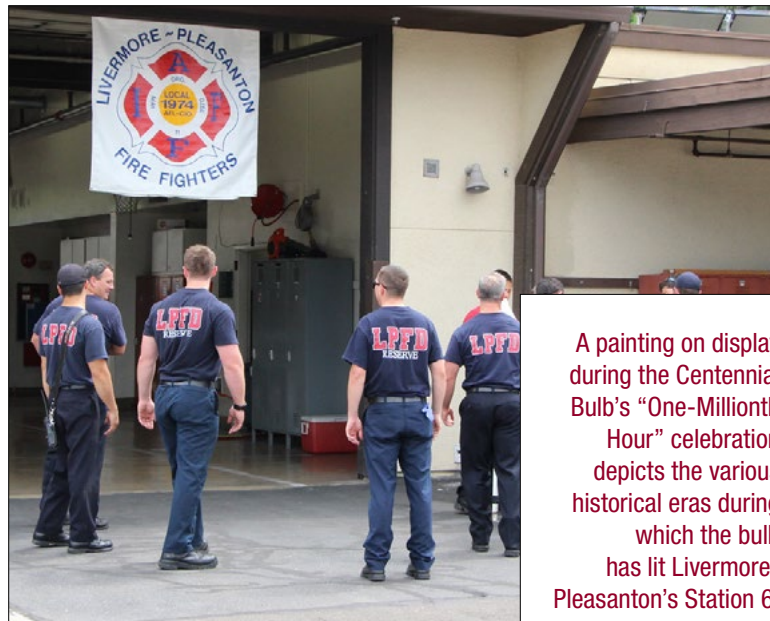
LOCAL 1974 HELPS CELEBRATE CENTENNIAL BULB

When it comes to firehouse chores, swapping out light bulbs is a regular occurrence.

That is, of course, unless you’re working in Livermore-Pleasanton’s Station 6, and we’re talking about *that* light bulb.

Widely known as the “Centennial Light,” the small, dimly lit bulb in the bay of Station 6 has been burning since 1901, and earlier this summer members of Livermore-Pleasanton Firefighters, Local 1974 helped celebrate its one-millionth hour of lumination.

The celebration, which was co-sponsored by Local 1974, saw East Bay residents packing to Station 6 to cele-



A painting on display during the Centennial Bulb’s “One-Millionth Hour” celebration depicts the various historical eras during which the bulb has lit Livermore-Pleasanton’s Station 6.



brate what the Guinness Book of World Records and Ripley’s Believe it or Not officially recognizes as the world’s longest burning light bulb.

Proceeds from the event went toward the Livermore-Pleasanton Firefighters Foundation, the 501(c) 3 non-profit created to support injured and fallen firefighters, police and EMS personnel, both local and across the state.





Michael Massone

CPF 5th District Vice President

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

5th

DISTRICT REPORT



remember once reading an ancient proverb that went something like this: “A boat doesn’t go forward if each one is rowing their own way.” As federal civilian firefighters, I know sometimes it feels like we are forced to “row our own way.” We’ve got smaller numbers, our employer is gargantuan and our “city council” – the U.S. Congress – is 3,000 miles away and dysfunctional to boot.

Even if we all row together, we’re going to need a bigger boat to get anywhere. Fortunately, here in California, we’ve got the flagship.

For over 75 years, California Professional Firefighters has been the loudest and proudest voice for federal firefighters in the entire IAFF. As early as the 1950s, CPF – then known as Federated Fire Fighters of California – was the first affiliate to advocate for full representation of federal firefighters on the IAFF Executive Board. Over the

years, CPF has been our most powerful ally and advocate on the issues most critical to our lives and livelihoods:

WORK HOURS/OVERTIME: In the early days, federal firefighters lagged. In the late 1970s, it was CPF that mobilized its full lobbying efforts and the influence of local members on a bill to shorten the 72-hour workweek. Paul Wallace, one of my predecessors on the CPF Board, says Federated’s activism was key to getting the bill to President Carter’s desk. Though it wasn’t signed, the issue was joined, paving the way for the salary and overtime provisions we have today.

JOB SECURITY: More than any other state, California was hit hardest by the military base closings of the late 1980s and early 1990s – 32 installations were closed or realigned, and 93,000 civilian defense jobs were lost.

“I was losing members all over the state,” recalled Ken Harrell, another of my predecessors on the CPF Board. CPF pretty much singlehandedly got legislation passed in Sacramento to create a displaced firefighter list that made it possible for the lateral hiring of federal firefighters into local and state departments. “Because of CPF, we saved those jobs,” Harrell said.

SURVIVOR HEALTH CARE: A lot of you remember the Esperanza Fire, when five U.S. Forest Service brothers were killed. When it became clear that one of them had a family at risk of losing health coverage, CPF and our local brothers and sisters aggressively lobbied in Sacramento for a bill ensuring that our federal survivors had access to the same health benefits available to state and local California firefighters.

Beyond these and other accomplishments, I can tell you that nobody ... nobody ... moves the needle in Congress on our behalf like CPF. When our California contingent descends on the Capitol during IAFF lobbying days, the doors open for them because, chances are, it was the firefighters who helped get them elected. Our California representatives know them by name ... they know me by name. And when we have an issue affecting our federal firefighters, it’s CPF that is usually mobilizing the army to charge up the hill.

CPF is also the “big dog” with IAFF, meaning that our issues here become their issues. Just this past year, it was CPF that brought our trade time inequity issue in front of the International’s convention delegates, in an effort to bring them in line with those enjoyed by municipal firefighters.

Because we are all in this together. I’m proud to say that we as federal firefighters have stepped up to the plate on behalf of our brothers and sisters ... on pensions, on workplace safety and, most recently, in the attack on our political rights. And I am proud to participate in CPF’s lobbying efforts in Sacramento.

While I believe in the idea of union solidarity, this is not only about brotherhood. California is at the leading edge of every trend. If a bad idea succeeds here, you know the “brain trust” in Washington will try to send it back out everywhere. By the same token, ideas that benefit us all usually start here. We don’t even have a chance to fight for a cancer presumption unless California leads the way on the issue, as it has for over three decades.

Quite simply, CPF is the strongest voice for our profession outside of the IAFF, and hands down the strongest voice within the IAFF. Our active involvement with CPF opens doors that we could never open ourselves, even with the IAFF. It puts us at the forefront of every issue that touches our profession, and it connects us with 30,000 of the men and women that we work alongside in service to our state and nation.

As part of CPF, we’re riding the battleship with our brothers and sisters in arms, not paddling in the rowboat hoping to be noticed. I don’t know about you, but I’d rather be on the battleship.



Mike Lopez

CPF 6th District Vice President

CPF District 6 represents CAL FIRE, Local 2881.

6th DISTRICT REPORT



BUDGET

By now, you've all likely heard that a \$115.4 billion dollar budget has been signed by Governor Jerry Brown.

In signing the state's spending plan, Governor Brown displayed an understanding of CAL FIRE infrastructure and earmarked money necessary to be assertive during a year in which we are seeing a continued crisis with water.

WILDLAND FIREFIGHTER SYMPOSIUM

At a symposium organized by CAL FIRE Local 2881, one of our expert panelists made an interesting observation:

"Given the complexity of our communities and land-use, most firefighters will, at some point in their career, respond to a fire in the Wildland/Urban interface. The statistics are staggering. In California, only four percent of wildfires are natural events, meaning that well over 95 percent of our wildfires are the result of human activity. In the last 20 years, we've seen the wildlands abrogated by development that has consumed almost 30 percent of property that was once considered pristine and unreachable."

The challenges for CAL FIRE have changed considerably. In the span of only a generation, we've witnessed an increase from 3,000,000 acres to 7,000,000 acres burned annually, with the greatest growth in this damage taking place in California. Only a few years

ago, we were regulated by a fire season that today seems antiquated.

CAL FIRE fought roughly a thousand more fires last year than the year before. The trend will not be stanch in 2015. Lawmakers from both parties have displayed a willingness to increase staffing under the guise of emergency conditions. We believe the historic thread certainly indicates that 4-0 staffing is a responsible, credible safety valve for our neighbors and businesses and important to the overall health and safety of firefighters. We anticipate the push for smart staffing to continue.

DROUGHT

Firefighters don't need to be told about the drought. We see it every day in the brittle fuels, the reservoirs that are frighteningly low, a watershed that is penurious in its offering and in citizens who are terrified that this most precious resource will soon become impossible to access.

Of course, as firefighters, we have to plan for the inevitable demands associated with suppression, as well as how we're going to protect those areas that have not seen these low levels of water at any point in recorded history. The drought has quickly become the issue of our time. We supported Governor Brown's proposal to increase storage facilities and require conservation. However, those remedies have limited, short-term impacts and will ultimately prove costly and life-changing

to the people of California. Included in all of these discussions must be the way we continue to allow urbanization without creating a nexus to water sources.

Our firefighters are on the front line as California enters the early stages of how water resources are to be delegated for rural and urban needs. Undoubtedly, the conflict over water will become geographic and the ultimate resolution will impact the conditions under which our firefighters will be working. We advise you to go to the faucet and pour yourself some water while it still runs unimpeded through the pipes.

The same experts who attended the symposium also pointed out that the woeful problems associated with drought and global warming suggest a conservative estimate that large fires, defined as 500 acres or more, will increase nearly 35 percent by 2050, or an increase of one percent each year. There are more than a few knowledgeable prognosticators who would say the numbers will be much greater.

BARGAINING

We'll be back at the table soon. The governor's own people did a study of CAL FIRE's wages, benefits and conditions. The statistics were gathered independently and compared to other fire departments without the input or editorializing of Local 2881. The end result was not completely unexpected, but bothersome to say the least.

Using only the governor's numbers, the study showed that our firefighters continue to work essentially for one-third less pay in return for one-third more work. The situation has been exacerbated as the demands of a year-long fire season require fewer days off and a demanding, non-sustainable program of firefighters being required to call-in on holidays to guarantee the duty rosters are full. The budget committees in both houses have recognized that CAL FIRE is overworked and new employees must be put in place to fulfill the fundamental task of actually hiring those who work the line. We are prepared to make our case with the administration. This is a critical year in terms of how we will be managed for the next decade.

CPF CAMPAIGNS

The Legislature is where all of the infrastructural budgeting for the Department is handled. The Capitol is also the arena where the results of bargaining are placed into an MOU. It is critical that legislators understand where CAL FIRE fits into the public safety fabric of California. To that end, CAL FIRE, Local 2881 works closely with CPF to discuss issues of importance with possible candidates. Our partnership with CPF continues to grow stronger.

California is at a crossroads. Regardless of the issues, and in spite of the very real challenges, it remains an honor to be a firefighter and to be part of this association.



Dave Gillotte

CPF 7th District Vice President

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



LOCAL 1014 REMAINS VIGILANT IN LOS ANGELES COUNTY

As we enter the second half of 2015, it should be readily apparent to all firefighters, paramedics and fire personnel that the work of their union – specifically its legislative and political action – will, again, be tested and will be critical to protecting their member's rights, salaries and benefits, as well as ensuring their health and safety on the job.

LOCAL 1014 POLITICAL ACTION 2015 - 2016

Local 1014 is gearing up for two more Los Angeles County Board of Supervisors elections in 2016, with long-time Supervisors Don Knabe and Mike Antonovich leaving office due to term limits.

Candidates to fill these two seats will start to line up early, and Local 1014's efforts in these races will be extensive. The LA County Board of Supervisors are five of the most powerful elected officials in the nation, each representing more than 2 million people. These supervisors also serve as the Los Angeles County Fire District Board and, as a result, are our direct employers.

In addition to these races, we are also preparing to help Isadore Hall make his entrance to Congress this year in a special election, and plan to engage in at least a dozen city elections during the November 2015 cycle. Finally, we are preparing to be a major player in the CPF-driven fight to combat the Reed-De Maio pension attack initiative that seeks to further harm our members' retirement security.

We are locked and loaded and ready to join all CPF affiliates in that battle.

LA-RICS AND CELL TOWER FIGHT – AB 57 “THE NEW ATTACK”

We won!

Accomplishing what most said could not be done, Local 1014 took on the multi-billion-dollar cellular industry and was able to bring construction of cell phone antennas on our fire stations to a grinding halt.

While we are extremely supportive of upgraded, interoperable radio and data systems, we are not supportive of bypassing health and safety concerns and major citizen objections, as was done when the Los Angeles Regional Interoperable Communications system (LA-RICS) rushed to put up these antennas.

Due to our ongoing advocacy, as well as advocacy on the part of our community, the Los Angeles County Board of Supervisors voted to stop construction of the towers in our fire stations. Additionally the LA-RICS joint powers authority was required to reorganize and resubmit plans, ones which call for no fire station locations for these cell antennas.

This result would not have been possible without the work of Supervisors Sheila Kuehl, Hilda Solis and Mark Ridley-Thomas. Great leadership was also shown by Supervisor Michael Antonovich and his staff on this issue.

A special thanks also goes to Local 112 President Frank Lima and his board for rallying the Los Angeles City Council to mirror the county's direction, which added considerable weight to the fight.

Despite this past success, we must be vigilant of attempts to end-run our objections, to get these antennas into our stations. This year, Assembly Mem-

ber Bill Quirk (D - Hayward) introduced AB 57. If passed, this bill would give “deemed approved” status to applications for cell sites that have not been processed by the local jurisdictions.

AB 57 threatened to overwhelm the local entities with applications and circumvent public hearings and disclosure of project details, including health and safety issues, in particular, the location of these towers on fire stations.

As originally written, AB 57 was strongly opposed by Local 1014 and CPF. Thanks to our CPF legislative team, an agreement was reached that will keep the cell towers off of fire stations, if this bill becomes law.

This is a matter affecting the health and safety of every firefighter in California, and frankly, the nation. Local 1014 intends to carry this to the IAFF Convention and rally each and every one of its members to protect our health and safety and take up the fight against these cell antennas.

Join us in the fight and protect your members.

NEGOTIATIONS

Los Angeles County firefighters, along with county sheriffs, lifeguards and probation officers continue to negotiate both salary and fringe benefits. We are at the table and engaged to ensure we bring home another fair contract for our members. Key items taken up during this negotiation cycle will be general salary movement, as well as pension and retiree healthcare funding.

In all, Local 1014 represent more than 3,200 firefighters, paramedics and fire personnel, and provide fire and EMS protection to more than 2,000 square miles,

including all unincorporated areas of Los Angeles County and nearly 60 contract cities. Over four million residents rely on Los Angeles County Firefighters to protect their lives, their homes and their businesses.

We are proud professionals who work hard at keeping our trade and our craft a “tradition of excellence” as we serve the public. Local 1014 is a union that brings together a rich family of public servants as we represent our members. We are also very proud to be a part of the larger families of the IAFF, the CPF and the LA Federation of Labor, where we partner with our allied trades to employ political action and legislative efforts to positively affect our wages, hours and working conditions through collective bargaining.

FINAL NOTES

Local 1014 faced a series of “near misses” again this year, culminating with a crew of four going through the roof on a working commercial building fire.

As we join many of you in mending our injured firefighters and remembering our fallen, let us remember why we fight so hard for our profession and our members and their families. Let us remember the fallen, and let us remember the fact that every “near miss” is a reminder of the danger our membership faces while working to protect the citizens we serve.

This is why we, as union leaders, work so hard to protect our brothers and sisters.

United we stand and divided we fall. It is an honor to ally with all of CPF affiliates in our continued fight to protect our profession.



Frank Lima

CPF 8th District Vice President

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



MAKING ELECTIONS COUNT: SUCCESSFULLY PROMOTING THE FIREFIGHTER MESSAGE AT THE BALLOT BOX

We just finished election season here in the City of Los Angeles, and the United Firefighters of Los Angeles City, Local 112 (UFLAC) were actively engaged in several local races.

Of the fifteen seats on the Los Angeles City Council, seven were up for election during the city's March primary, including two open slots in Districts 4 and 8. UFLAC made sure to capitalize on this opportunity to promote the firefighter agenda in the community and with our selected candidates.

With all the ballots now counted, I am happy to report that all six of our endorsed candidates were successful in their bids for office, ensuring that we will have multiple champions for firefighter issues on the council. UFLAC also supported two charter amendments relating to city elections, which were passed by voters, meaning Local 112 went a perfect "eight for eight" on Election Day.

To ensure that UFLAC is making the best endorsements possible, our process of engaging and familiarizing candidates with our issues of concern begins before they even step into our union hall for the endorsement interview.

We send candidate questionnaires ahead of time for them to fill out and return with answers to questions such as, "Do you support or oppose a planned and phased restoration of all LAFD previously closed emergency and non-emergency resources (truck companies, engine companies, etc.) back to the levels prior to the last few years of budget cuts?" and "Do you support the Deferred Retirement Option Plan (DROP)?" This serves a couple of purposes; first, it forces the candidates to educate themselves on our priority issues and second, by asking that every candidate sign or initial their answers, UFLAC has a written record that can be used to hold these individuals accountable once they are elected into office.

Following this vetting process, UFLAC

then carries out a competitive candidate interview process during which the membership has an opportunity to pose their questions to the individuals running for office.

Our board and our members are looking for the candidates to demonstrate specific criteria in the interview, including:

- A commitment to work with UFLAC if elected;
- Their belief that the LAFD should be a TOP priority for elected officials;
- Personal honesty, integrity, and sincerity;
- An understanding of what it means to be an LA City Councilmember/elected official;
- Strong leadership skills;
- A respect for the collective bargaining process;
- A clear path to winning their election.

The last point is important because even if there is a candidate who may be well-versed in firefighter matters, their viability and prospects to win must be weighed into the decision to support their candidacy.

As we all know, the firefighter endorsement is highly coveted among candidates and a campaign plan is critical to ensuring individuals who support firefighters are voted into office because the Los Angeles City Council is directly responsible for setting policy that affects the LAFD. In years past, UFLAC has given funds to other umbrella organizations and has allowed these groups to drive the strategy and messaging for our union during campaigns. While these are worthwhile endeavors, during this election cycle, we wanted to be sure to have firefighter-specific communication that would assist us in our efforts to inform the community and our elected officials about the difficult and dangerous aspects of our profession.



For example, the Los Angeles County Federation of Labor, of which UFLAC is a proud member, ran independent expenditure campaigns (IEs) during this election cycle, but their message was focused on raising the minimum wage. While UFLAC supports the raising of the minimum wage, this is not our core issue as firefighters. By running our own campaign, we were able to run our own IEs, which that were 100 percent focused on firefighter issues and candidates.

We controlled the message – and this proved to be a tremendous success.

In addition to lending the traditional support, such as barbecuing at rallies and walking precincts, the UFLAC members authorized expenditures up to \$175,000 in funds to support our favored candidates. UFLAC also took the initiative to set-up an additional Political Action Committee (PAC) for one incumbent who was in a hotly contested race with a termed out Los Angeles County Supervisor. This permitted UFLAC to run its own IE specifically designed so that outside supporters could also legally provide financial support to our PAC. With these funds, we were able to send several pieces of firefighter-specific mail in each council district race. We took this opportunity to educate our audiences about our concerns, including

the increasing number of calls for service, staffing shortages and budget cuts.

Through the work of the UFLAC Board and our dedicated members throughout the LAFD, we currently have excellent relationships in all of the elected offices at Los Angeles City Hall.

Our Mayor and City Councilmembers now understand the importance of our firefighters and they support our priorities, including protecting our truck staffing, fair pay and benefits for our members, maintaining our DROP program, the urgent need to hire new firefighters and much more. The gains we make at the bargaining table begin at the ballot box when we choose to get involved in the political process.

While the Coalition of City Unions has been operating without a contract for months now and threatened to go on strike, our firefighters are one of the only groups of employees in the City of Los Angeles who currently have a contract - a fair agreement that was supported by over 97 percent of our members.

The political process, while not always popular among our ranks, is a prime opportunity to ensure that we continue to elect and support City Councilmembers who will make our Fire Department a priority and who will support our firefighters in Los Angeles.



CFFJAC AND STATE FIRE TRAINING: HOW IT ALL FITS TOGETHER

In the fire service, standardized training is important, and getting the right instruction to help meet those standards can mean the difference between life and death.

Since its inception, the California Fire Fighter Joint Apprenticeship Committee (CFFJAC) has been a leader in delivering that training, helping ensure that the standards put forward by the State Board of Fire Services and the state Emergency Medical Services Authority (EMSA) are well met by California firefighters.

But how does it all fit together?

In order to answer that question, one must first understand the circumstances from which the CFFJAC was born.

In the late 70s and early 80s, California's fire service was at a turning point. Returning Vietnam vets had swelled the ranks of departments up and down the state, but standardized training was virtually non-existent. The state had training standards in place but they were laxly enforced, resulting in a scenario where different departments – or even different firehouses – were receiving vastly different training.

“Before apprenticeship, every department in California operated independently of the other,” said CFFJAC Chair Dan Terry. “We didn’t talk to one another, we didn’t train the same way.”

The CFFJAC was created to help address this problem through the implementation of the apprenticeship training program, and in 1986, four years after

its inception, the passage of Senate Bill 167 gave it the tools needed to help radically change how fire service training was delivered in California.

The bill authorized, for the first time, hourly reimbursement for training taken by JAC-participating departments. That training, however, had to be in-line with the CFFJAC's standards, which meet or exceed those put forward by the State Board of Fire Services and EMSA.

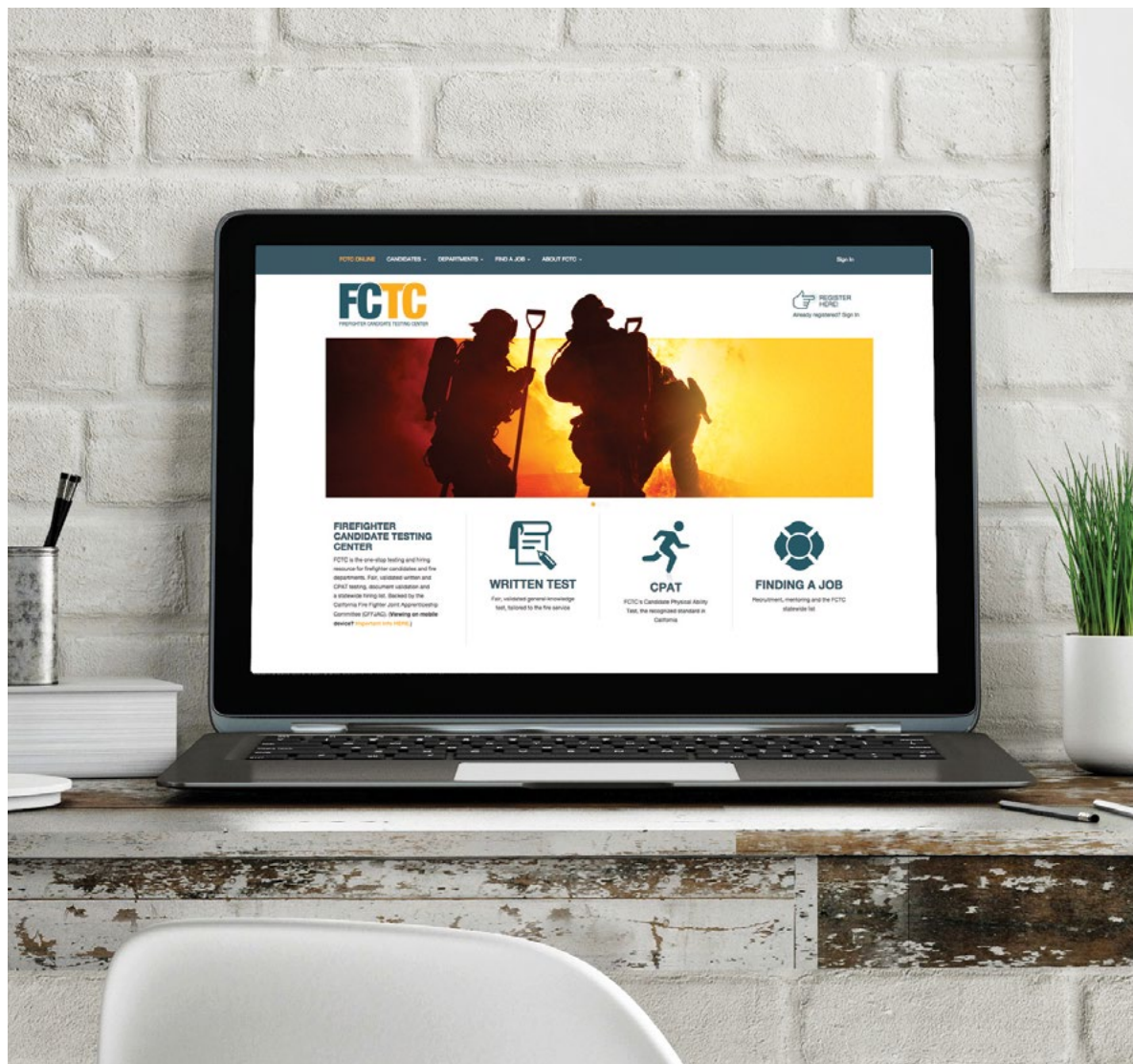
Since then, the California Fire Fighter Joint Apprenticeship Committee has provided California fire departments a way to fund quality, standards-based training without having to rely on volatile local government budgets.

“The JAC really sets the stage and provides the tools for labor and management to come together collectively and provide the best training possible,” said Lou Paulson, president of California Professional Firefighters, CFFJAC's labor sponsor.

Today, CFFJAC's legacy of providing quality, standards-based training continues, evidenced by Gov. Jerry Brown's recent signing of a budget that increases apprenticeship funding by \$29.1 million, with \$15 million going toward the creation of new, innovative training programs that will keep California's workforce on the cutting edge.

“We're not done, I think we'll continue to add programs as the fire service tells us, 'I really need this, this is important to make our profession better,'” Terry said. “That's what we're about.”





CFFJAC'S FIREFIGHTER CANDIDATE TESTING CENTER LAUNCHES NEW WEB SITE

For fire departments and candidates across California, the process of hiring, and being hired, just got a whole lot easier.

This past spring, the CFFJAC's Firefighter Candidate Testing Center (FCTC) launched its new, full-service website, www.fctconline.org, which aims to provide a one-stop testing and hiring resource for firefighter candidates and fire departments. The website provides access to all of the FCTC's testing and recruitment services, which include validated written and CPAT testing, document verification and a Statewide Eligibility List used to fill workforce vacancies across the state.

"FCTC's mission is to bring qualified candidates into the fire service," said CFFJAC Executive Director Yvonne de la Peña. "Through the launch of the center's new website, we hope to take much of the legwork out of the hiring process for both the candidates and the departments."

Building off of the success of the CPAT testing centers, CFFJAC launched FCTC in 2014, after the decision to begin offering a fully validated writ-

ten test at multiple locations around the state. Candidates can locate and schedule testing opportunities for both the CPAT and written exam on the new FCTC website.

A major element of the FCTC's hiring and testing model is the use of the Statewide Eligibility List, which includes candidates that have passing scores on both the CPAT and written exam, are 18 years or older, have a valid drivers license and high school diploma and have submitted required documents through FCTC's online document verification service.

"Departments across California can then hire directly from this list, or use it as a prequalifier for their own hiring process," de la Peña said.

"The Statewide Eligibility List allows departments to be sure they are only reviewing candidates that are qualified and ready to hire. For the candidates, FCTC allows the opportunity to get noticed by departments up and down the state, without the time and expense of scheduling multiple testing dates," de la Peña said.

For more information about services being offered by the FCTC, please visit www.fctconline.org.

TERRORISM CONSEQUENCE MANAGEMENT TRAINING OFFERED THROUGH TARGETSOLUTIONS

The groundbreaking terrorism response training developed by the California Fire Fighter Joint Apprenticeship Committee (CFFJAC) is now available at a second online location.

The CFFJAC is pleased to announce that TargetSolutions, a national leader in web-based training for fire first responders, is now offering Terrorism Consequence Management (TCM) coursework through its online training site.

As always, the TCM coursework will train members of the fire service on how to deal with potential acts of terrorism in their communities. Courses include:

- EMERGING THREATS
- CHEMICAL CONSIDERATIONS
- IMPROVISED EXPLOSIVE AND INCENDIARY DEVICES
- EMERGENCY AND MASS DECONTAMINATION
- FRO REFRESHER FOR CBRNE INCIDENTS
- RADIOLOGICAL-NUCLEAR INCIDENTS
- INTERAGENCY COOPERATION AND RESPONSE

TCM courses are available free of charge to all members of the California fire service.

For more information regarding Terrorism Consequence Management training, please visit www.cffjac.org. More information regarding TargetSolutions can be found at www.targetsolutions.com.

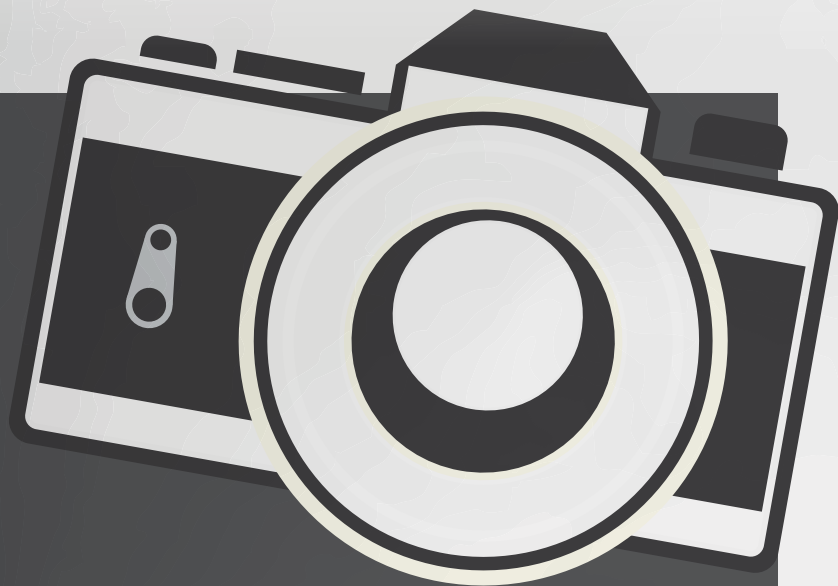


GIVE US YOUR BEST SHOT!

CPF'S 2015 PHOTO CONTEST

THREE CATEGORIES, EACH WITH AN OPPORTUNITY TO WIN!

FOR MORE INFORMATION, INCLUDING COMPLETE CONTEST RULES, PLEASE VISIT WWW.CPPHOTOCONTEST.ORG.



FIREFIGHTERS IN THE COMMUNITY - \$1,000

Firefighters do more for their communities than just respond to calls. If you have shots of philanthropic work, community engagement or other such events, the "firefighters in the community" category is for you.



FIREFIGHTERS ON THE JOB - \$1,000

Whether it's cutting a fire line or delivering medical aid, the "firefighters on the job" category is where you can showcase California's first responders in action.



FIRE ACTION - \$1,000

Got great shots of a structure or wildland fire? We want to see them! Enter your photos in the "fire action" category.