



CALIFORNIA  
PROFESSIONAL  
FIREFIGHTERS ASSOCIATION

# KILLING RETIREMENT SECURITY

*Two new ballot proposals take dead aim at your pension. Either one could end secure retirement within a generation.*

Over the past year, ideologues standing against secure retirement for firefighters and other public servants have been marshaling their forces for an epic battle.

Their goal: end pensions once and for all.

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# CPF WINS BIG AT IAFF MEDIA AWARDS

PRINT, VIDEO AND PUBLIC RELATIONS EFFORTS TAKE HOME FOUR AWARDS AT 2015 CONTEST



California Professional Firefighters continued to find success at the International Association of Fire Fighters' annual Media Awards, taking home honors in four categories during the contest's 2015 installment.

Leading the effort was CPF's 75th anniversary book **"Strength Through Solidarity,"** which chronicles the history of the organization with more than 80 pages of intensely researched content and beautifully designed artwork. "Strength Through Solidarity" took home first place in the IAFF's "Best Affiliate Special One-Time Publication or Product."

CPF also took home top honors in the "Best Affiliate Social Media Video" for the **"Fire and Law Enforcement Training Together"** episode of its regular video news service, **CPF Firevision.** The episode highlighted the groundbreaking Unified Response to Violent Incidents training designed by the California Firefighter Joint Apprenticeship Committee, which is co-sponsored by CPF.

A major public relations campaign regarding the California Fire Foundation's **Supplying Aid to Victims of Emergency** was also recognized during this year's contest, receiving an honorable mention in the "Best Affiliate Public Relations of Political Campaign" category. In November of 2014, CPF and the Foundation launched a statewide media campaign, holding events in four major media markets in the span of three weeks. The campaign generated earned media results from dozens of outlets in some of the state's biggest media markets.

Rounding out this year's awards was CPF's quarterly newspaper, **The California Professional Firefighter,** which was recognized in the category of "Best Affiliate Publication" with a circulation of 1,000 or greater. As has been the case in years past, *The California Professional Firefighter* was cited for the way it pairs engaging content with vivid images in an easy-to-read layout.

"These projects and publications fulfill the incredibly important role of putting valuable information in front of our members," said CPF President Lou Paulson. "We're proud of the high standard of work with which we've been able to satisfy that goal."

**FIREHOUSE WORLD**

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- Special Event: Burn Survivor Benefit

**CPF members get \$50 off registration**  
**Enter code: CPF**

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**#FHWorld16**



# A TIMELY REMINDER

It seems like déjà vu all over again. Here we are, looking down the barrel of another full-tilt political attack on what should be a basic principle: a dignified, secure retirement. The same duo that, in separate cities, tried to break pension promises, are joining forces on ballot measures designed to strangle retirement security. Former San Jose Mayor Chuck Reed and failed congressional candidate Carl DeMaio of San Diego have submitted not one, but two initiatives designed to end the pension system once and for all.

I know it all sounds depressingly familiar. After all, we've been pushing back against the attacks of anti-pension ideologues for more than a decade. Every few years, it seems, there's another threat around the corner. When will it all end?

I wish I could tell you that the next fight will be the last.

Still, after more than a decade of non-stop attacks, your retirement is strong and secure. That fact alone offers an important reminder about why politics matters.

The moment you become a professional firefighter, your future is intertwined with politics. Every decision affecting your job, your career and your future is made by a politician, or sometimes the voters themselves. With so much at stake, for our profession and our future, we can't afford to stay on the sidelines. And when it comes to your pensions, we haven't.

It starts, of course, with helping to elect the right people to office. Through the years, your state and local unions have worked hard to keep pro-firefighter majorities in the Legislature and on local city councils, boards of supervisors and fire districts. In Sacramento, that involvement has allowed us to keep your issues on the front burner, get traction on

legislation that impacts your lives on the job and off, and help persuade lawmakers to defend the progress we've made.

But politics is about more than just votes. It's also about building coalitions. When retirement security first came under attack in 2004, then-Gov. Arnold Schwarzenegger tried to go around the Legislature and get a pension-slashing initiative qualified for the statewide ballot. Coming together with our partners in labor, we were able to unmask a fatal flaw in the effort that doomed Schwarzenegger. This same coalition has worked cooperatively to push back against every major attack on retirement security.

To date, we've managed to keep every one of them off the statewide ballot.

Politics is also about keeping an eye on the whole picture, not just the center of the page. For decades, CPF has been active in the statewide campaigns for superintendent of public instruction. What does the state schools chief have to do with our lives as firefighters? Well, with the wrong superintendent, we might not have firefighter apprenticeship training. With the wrong state controller, local governments might not face accountability for their fiscal mismanagement. And with the wrong attorney general, a skewed, ideological ballot description might have cost us our secure retirement.

Perhaps most importantly, political action is about being engaged in the nuts-and-bolts of the political process. CPF was heavily engaged with our labor allies in winning passage of reform legislation requiring that all statewide ballot propositions be on the November ballot. In addition to being good government, that measure also undermined the low-turnout strategy behind Proposition 32, the anti-firefighter measure defeated in 2012.

CPF was also the driving force behind

*“With so much at stake for our profession and our future, we can't afford to stay on the sidelines. And when it comes to your pensions, we haven't.”*

legislation peeling back the curtain on political spending by local government groups like the League of California Cities. In addition to being a needed reform, the measure also kept the League and its allies from secretly funneling taxpayer dollars into their various anti-employee initiatives.

In response to the needs of our members, CPF initiated legislation that eventually gave every Californian the right to register as a permanent absentee voter. It helped our members vote on their own schedule and also helped provide better ballot access to every Californian.

Nothing, of course, is 100 percent.

Despite what our adversaries may contend, we do not control the process. We simply participate like everyone else. We are hardly the biggest player at the table. Big business and, for that matter, many other labor organizations, have much larger bank accounts and membership totals.

But thanks to your energetic participation as members, and close attention to the “inside game” of politics, CPF is able to have an influence in the process far beyond what our numbers would suggest. As we move forward toward yet another fight, rest assured that we are working on your behalf behind the scenes, as well as in front of the cameras.

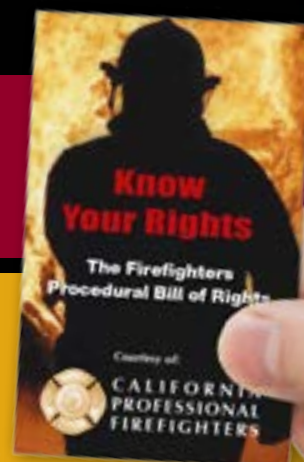
# KNOW YOUR RIGHTS!

**The Firefighters  
Procedural Bill of Rights  
gives you the strongest workplace  
protections in California.**

- The right to representation
- The right to know if you're under investigation
- The right not to be intimidated
- The right to record any interrogation
- Many other protections in disciplinary procedures

**TO PROTECT YOUR RIGHTS,  
YOU HAVE TO KNOW YOUR RIGHTS!**

**CARRY IT WITH YOU:** CPF's Firefighters Bill of Rights wallet card puts the basics directly into your pocket. Talk to your local union to get a copy or find it on the CPF App.



**WATCH AND LEARN:** Coming in 2016, CPF Firevision will present a series of instructional videos to help you understand your rights ... and responsibilities ... under the Firefighters Bill of Rights. **The first episode – covering representation rights ... is online now!** Find it at [www.cpffirevision.org](http://www.cpffirevision.org) or by using the QR Code at right.



**CPF Firevision ...  
Your Online Video News Service  
[www.cpffirevision.org](http://www.cpffirevision.org)**





# THE GIVING SEASON

**F**or most of us, the holiday season is the peak season for “The Golden Rule.” Whether it’s giving gifts to loved ones, donating to a favored charity or volunteering at a food bank, it’s the time of year when we think about “doing unto others.”

In a season like this, we notice those with the giving spirit, but we also are more aware when people fall short. The hotshot in heavy traffic who won’t clear a space for you to merge in. The sharp-elbowed holiday shopper jostling for position in a crowded mall. The gasbag whose idea of charity is delivering lectures on self-sufficiency to the homeless.

As firefighters, we have our own “pet peeves” that seem to shout a little louder. It can be as benign as when the cook, who miscalculates the necessary amount of pasta needed to feed the whole crew, asks everyone to “take a little, leave a little,” and then Captain

“I Got Mine” loads 1.25 pounds of pasta on his plate. On calls, it’s the 24 year old male who dials 9-1-1 at 0245 hours with a complaint of minor knee pain times three weeks. The alcoholic frequent flyer that is sure she is having chest pains for the third time today. The response to the fully involved tri-tip right in the middle of your Code 7.

None of us, myself included, are immune from the frustration of those who seem overly needy or self-focused. Many times I can remember commiserating with the crew enroute to quarters, wondering how someone could have so little common sense to dial 9-1-1 for something that defies logic. All that paramedic, hazmat, swift-water rescue training and here I am rolling Code 3 to a barbecue fire, called in by a neighbor more concerned with tweeting out the video than offering a helping hand.

Sometimes, if we’re not careful, we can let our frustrations get the better of us. A clipped, annoyed response to

the person calling in the latest “trivial pursuit”. A little extra judgment at the imperfect soul who is again asking our help. A dirty look at the cellphone Hitchcock over the fence. These callers – our customers – sense our annoyance with them. And when they talk about us, it’s not a “hero story.”

We all have our selfish moments. We’re human beings. And it’s only natural that we sometimes vent in the friendly company of our brothers and sisters. But it is not OK when we don’t exercise the restraint to mask our feelings with the citizens we serve.

The people who call us did so because they know we can fix their world... and quickly. We are their security blanket. Many people in our communities only call us once or twice in their lives. They will remember the experience forever. And yes, it matters what they think of us, if for no other reason than, one way or the other, they are paying our salary. We always want that “forever” memory

be a positive one of responders who cared, not one of condescending firefighters grumpy about getting dragged away from dinner.

As a group, firefighters far exceed the general population in looking beyond ourselves to the needs of others. We often go above and beyond the call of duty on the job and off. Our involvement in various charities and helping those in need are examples of an attitude that places service above self as a core value.

So at a time when we all are focused on giving, let’s take a little time to remember that the gift of service that we offer isn’t always delivered with all of the adrenaline pumping. Sometimes, it comes in small doses, and it is there for everyone ... even those who may not seem to deserve it.

We can all roll our eyes back at the station. But when we’re on the job, let’s make sure our citizens only see the eyes of someone who cares.

## CALIFORNIA PROFESSIONAL FIREFIGHTERS

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

Web: [www.cpf.org](http://www.cpf.org)  
Email: [info@cpf.org](mailto:info@cpf.org)

Editor: **Carroll Wills**

Managing Editor: **James Noonan**  
Graphic Designer: **Robbie Panco**

Cover Photo by: **Robbie Panco**

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Two new ballot proposals – filed in early October – would effectively end secure retirement for new public workers. They are also designed to bleed away the foundation of retirement security for all workers – current and future.

- The “Voter Empowerment Act” is a trimmed-down version of the retirement-gutting measure introduced earlier this year. This version ends secure pensions for new employees, bans any retirement benefit hikes without a public vote and restricts employer costs. It also continues the threat to death and disability benefits.
- The “Government Pension Cap Act” limits employer contributions, putting the burden of keeping the system solvent squarely on the backs of employees.

“These new measures are poorly drafted, unworkable and just mean spirited,” said CPF President Lou Paulson. “Their only goal is to punish the people who protect our communities, teach our children and care for our parents and grandparents. It’s despicable.”

The new proposals follow the acknowledged failure of their first attempt to savage retirement. In its original version, the “Voter Empowerment Act” sought to end pensions for new employees and eliminate the constitutional guarantees protecting the retirement commitments made to current workers. The original measure also threatened to undermine death and disability benefits for firefighters and other workers. Called out on these facts by the attorney general and the non-partisan legislative analyst, the original overreaching measure was withdrawn.

“These new proposals deceptively try to make it look like they’re scaling back their efforts,” said CPF President Lou Paulson. “In truth, the objective is the same: end retirement security as we know it.”

**AN ARROW TO THE HEART OF OUR PROFESSION**

For firefighters and their families, the two measures pose an especially grave threat. For one thing, both could essentially wipe out public safety death and disability benefits. While both measures contain superficial language that claims to protect these benefits, they also essentially end the system through which these benefits are provided – a poison pill hidden inside a coating of soothing words.

“I don’t care how many disclaimers you put in,” said Paulson. “If you close the system that supplies the benefit, you end the benefit ... it’s as simple as that.”

The “Government Pension Cap Act” also levels a startling attack on firefighters and law enforcement. Under its restrictive terms, new firefighters and police officers could find their overall pay cut by as much as 40 percent.

# PICK YOUR POISON

Either one of the Reed-DeMaio initiative proposals would devastate retirement security for millions of hard-working Californians. Here’s a look at what the two initiatives aim to do:

**MEASURE 1:  
ELIMINATION OF  
DEFINED BENEFIT  
RETIREMENT**

Eliminates defined benefit retirement for new public employees hired after January 1, 2019 and does not require employers to provide new employees with any retirement whatsoever.

Eliminates death and disability benefits for police, fire and other workers killed in the line of duty by eliminating the basis on which these benefits are provided. Once defined benefit pensions are eliminated, it is not possible to provide current death and disability benefits to police, firefighters and others injured or killed on the job.

Closes pension plans to new employees and prohibits employers from paying the costs of closing these plans. When no new employees can enter retirement plans, the cost of paying promised pensions will have to be paid by someone, leaving taxpayers on the hook.

**MEASURE 2:  
CAPPING  
RETIREMENT  
AND CUTTING PAY**

The initiative limits employer contributions towards retirement for new employees to 11 percent, or 13 percent for safety employees.

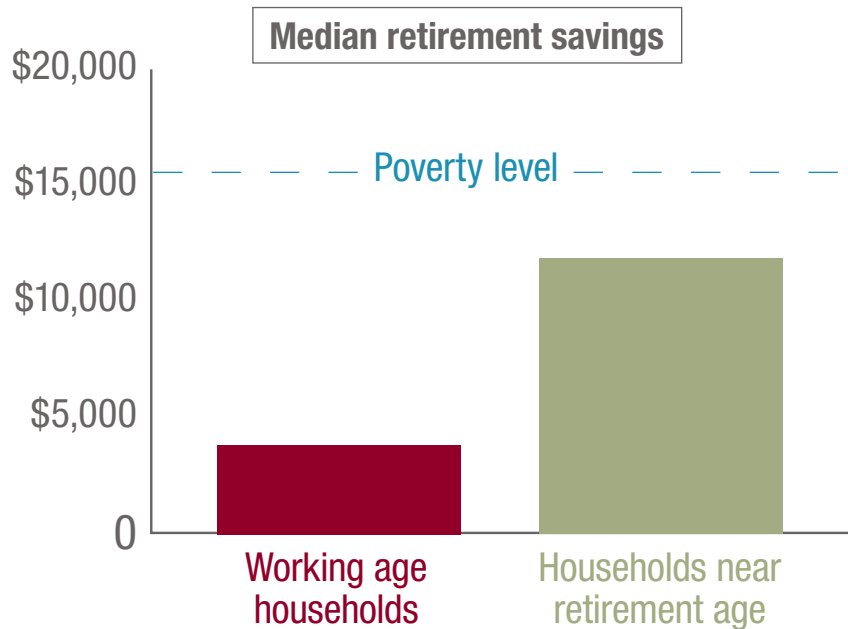
Contribution caps will force new public employees to suffer pay cuts of between 7-39 percent.

Threatens death and disability benefits by starving the retirement system they are based upon.

Photo by Robbie Panco

# RETIREMENT SECURITY UNDER SIEGE

*Stealing the dream of a dignified retirement*



## Retirement ... only for the rich?

**Top 10%:**  
**56%**  
of retirement  
assets

**Bottom 50%: 4%**  
of retirement assets

Source: National Institute for Retirement Security

### POLITICAL OPPORTUNISM AT ITS WORST

The new measures spilled out of the poisoned pens of two unemployed politicians – former San Jose Mayor Chuck Reed and former San Diego Councilman Carl DeMaio. Both have a history of attacking firefighters, police and other public workers with ultimately doomed local ballot measures. Both have sought to ride anti-government sentiments and stir up anti-union fervor in their bid to undermine pensions.

Their first overreaching broadside – unveiled in the spring – would have slashed pensions for all workers,

effectively ending the constitutional protection guaranteeing that a promise made is a promise kept. Instead of retreating, pension foes doubled down on their attack.

The tandem has made it clear that they are going to pick whichever of the two plays best – not with the public but rather with the billionaire ideologues who will bankroll the effort. Among those who figure to play heavily in the campaign is John Arnold, a former Enron executive turned venture capitalist and self-proclaimed fiscal scold. Also buzzing around national pension fights are the Koch Brothers, the deep-pocketed extremist sugar daddies who have already vowed to spend nearly

\$1 billion on political campaigns next year.

Another thing in Reed and DeMaio's favor is math. Because of the record-low voter turnout in the last statewide election, the signature threshold for qualifying ballot measures is dramatically lower. Translation: they have a much better shot at making the 2016 ballot.

### FIGHTING BACK

As of this writing, the pension critics still hadn't decided which arrow they wanted to shoot. But defenders of retirement security aren't standing still. A coalition of labor groups – Californians for Retirement Security – has been successful over the past decade in pushing

back on retirement attacks, working to keep these issues off the ballot. CPF is one of the founding members of CRS and continues to be in the center of the communications fight.

More importantly, CPF members are in a position to play a prominent role in defending retirement security and helping their family, friends and neighbors understand the value of a secure retirement for everyone – whether or not they are firefighters.

“Our message is simple: Everyone deserves a secure retirement,” said Paulson. “Rather than trying to take secure retirements away from some, we all should be working together to rebuild retirement security for all workers.”



# LOCAL LEADERS RECEIVE TECH TRAINING AT FACEBOOK



Photos by Robbie Panco

Every day, more than 1 billion people log on to Facebook, using the network to get everything from breaking news to entertainment.

Now, California's firefighters are better equipped to get their message in front of these users.

In late September, leadership from

users see which posts – to targeting users for political or public relation campaigns using Facebook's sophisticated audience filtering tools.

Facebook staff also used the opportunity to introduce the state's first responders to the network's new "Safety Check" feature, which prompts users to check in with a status of "We



*Facebook and other social networks are the way people are communicating in today's world. We want to make sure our members, and our message, are out in front of that trend.*

more than 60 CPF-affiliate locals descended upon Facebook's Silicon Valley headquarters to receive comprehensive training about how to effectively use the world's largest social network for content distribution, marketing opportunities and political campaigns.

Over the course of the day, local leadership learned about topics ranging from how to tailor posts to Facebook's algorithm – the formula that decides which

are OK" in the event of a major disaster. Facebook successfully activated the feature during Superstorm Sandy, the 2011 Japanese Earthquake and Tsunami, the 2015 Nepal Earthquakes and most recently, Hurricane Patricia, which struck the coast of Mexico. CPF is working with Facebook on ways to implement the system for a range of disasters including major fires.

Political observers from across the

country are already predicting that the 2016 election cycle will see social media playing an unprecedented role when it comes to voter engagement, making this summer's training particularly valuable to locals.

"Facebook's messaging training for

political action will be a huge benefit to our members," said CPF President Lou Paulson. "Facebook and other social networks are the way people are communicating in today's world. We want to make sure our members, and our message, are out in front of that trend."

# LOCAL GOVERNMENTS TOP LOBBYING SPENDING IN SACRAMENTO

*Despite crying poor at the bargaining table, local governments up and down the state are spending big in Sacramento, diverting millions from critical municipal services.*

**M**aybe “cash-strapped” doesn’t mean what we think it does. Despite their tendency to cry poor when it comes time to draft budgets, records show that the interest group that spends the most on lobbying in Sacramento is the one sitting across from you at the bargaining table: local government.

Earlier this year, a report from KQED Radio’s John Myers – part of the station’s “Political Muscle” series – shed light on the more than \$110 million dedicated to lobbying expenditures by cities and counties since 2013.

That’s twice what the oil companies spent, three times what utilities spent and ten times what agriculture spent. It also dwarfs spending by organized labor.

These are taxpayer dollars, diverted from critical services to pay for banks of lobbyists in Sacramento, often to work against your members’ interests.

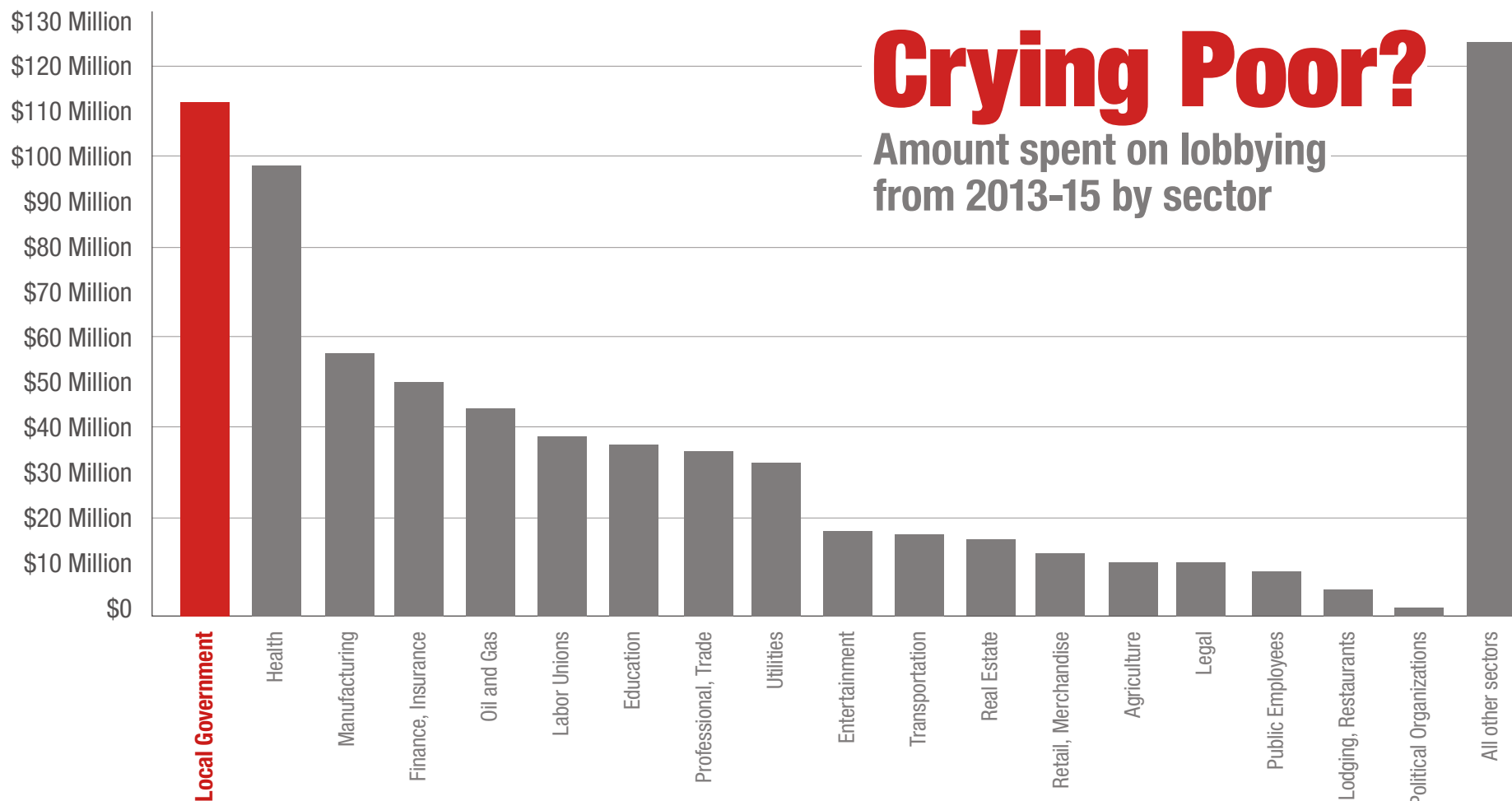
Even the most cash-strapped cities in the state have found their way into the spending

fray, shipping off hundreds of thousands of dollars to Sacramento while core services back home are being cut to the bone. Bankrupt San Bernardino spent more than \$105,000 during the two-year period, while Stockton, which recently emerged from its own bankruptcy filing, dropped more than \$204,000.

“It’s always been frustrating for me to see how much taxpayer funds are being diverted from services, and sending that money to the state Capitol so that we can hire lobbyists,” Kevin Jeffries, a former assembly-member and current Riverside County supervisor, told KQED.

**Curious how much your city or county diverts toward lobbying?**

KQED’s story includes a searchable chart that is available online [www.cpf.org](http://www.cpf.org), as well as within the digital edition of the CPF newspaper.





## 2015 CALIFORNIA FIREFIGHTERS MEMORIAL

PHOTOS BY **ROBBIE PANCO**

**U**niformed firefighters, family members, and dignitaries from throughout California gathered on the grounds of the State Capitol on Saturday, October 17, to pay tribute to those who gave their lives to protect the state and its citizens.

This year's ceremony, which took place on the hallowed ground near the center of Sacramento's Capitol Park, saw sixteen names added to nearly 1,300 fallen firefighters on the California Firefighters Memorial.

"Your loved ones are joining the other 1,300 brothers and sisters on an eternal monolith for all to see that a life with purpose and sacrifice is never to be forgotten," said Lou Paulson, chair of the California Fire Foundation and president of California Professional Firefighters. "The people of California are keeping their memories alive by having their names etched upon these walls, thanking them forever for their sacrifice."

California Attorney General Kamala Harris was among those paying their respects at the ceremony, which fea-

tured a solemn procession of uniformed firefighters and the presentation of flags to representatives of the sixteen honorees.

"We grieve with you and we thank you, on behalf of the state of California, because you have sacrificed on behalf of others," Harris told the assembled families. "People who may never know your name, but whose lives have forever been improved because of the sacrifice you and your loved ones have made."

During this year's ceremony, Vince Wells, a captain with the Contra Costa Fire Department and president of the United Professional Firefighters of Contra Costa County, Local 1230, paid tribute to his fallen friend and fellow firefighters Captain Richard Voisey of the Pinole Fire Department.

"My feelings today are mixed. Rich and I have escorted several families to this ceremony. Today I come to add his name to the wall," Wells said. "I know my friend would be proud to have his name here, along with all the loved ones you've come to honor."

Also paying tribute at this year's cer-

emony was international television star Jaime Camil, who spoke about the impact the profession has for those who have experienced its importance first-hand.

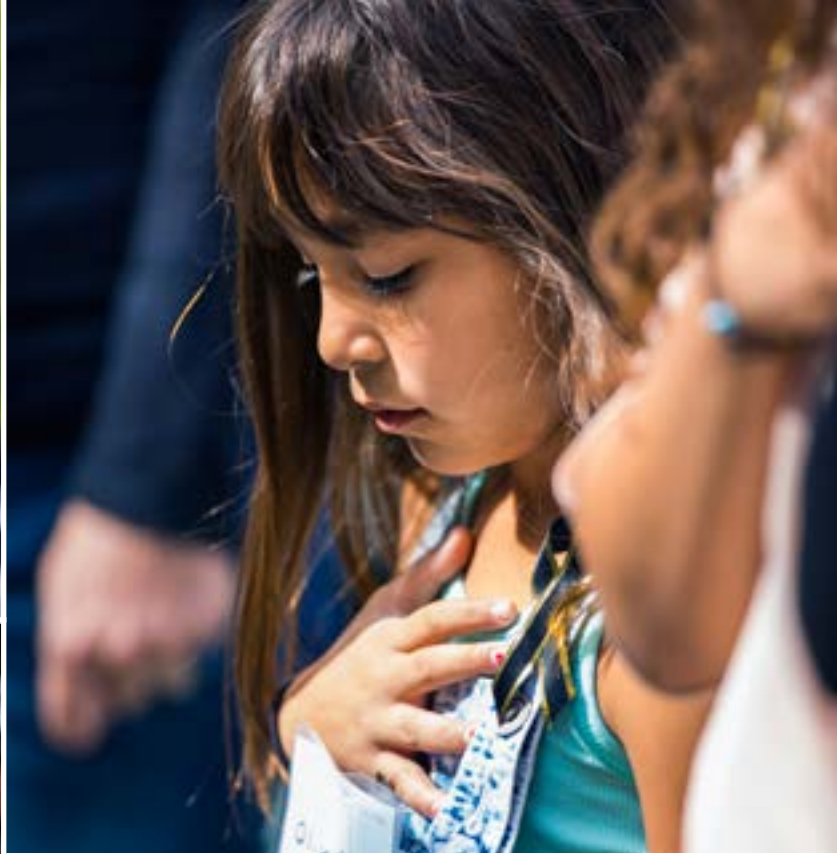
"When we hear of a firefighter who dies in the line of duty, it touches something inside of us. We mourn their passing even though we did not know them," Camil said. "But for you, it's a jarring experience and a deeply personal loss."

Unveiled in April of 2002, the California Firefighters Memorial fea-

tures two stunning statues and a dramatic Memorial Wall on which the names of 1,299 fallen firefighters are engraved. The Memorial was created without any state funding through private contributions to the California Fire Foundation, most of them directly from firefighters.

Save the date for the 2016 Memorial which will be held on Saturday, October 15th. For additional information, visit [memorial.cafirefoundation.org](http://memorial.cafirefoundation.org).





# STATE CAPITOL DOCENTS RECEIVE EDUCATION ON CALIFORNIA FIREFIGHTERS MEMORIAL

In Sacramento's Capitol Park, the California Firefighters Memorial stands as a stark reminder of the sacrifice that the men and women of the state's fire service have made for its citizens.

Now, those touring the park will be able to get a little more insight into the memorial's history.

Beginning this past summer, staff from the California Fire Foundation participated in the training program for

Capitol Park's volunteer docents, providing volunteers with a primer on the memorial's history, purpose and place in California's fire service tradition.

"The California Firefighters Memorial is a tribute to the nearly 1,300 men and women whose names are inscribed on that wall," said California Fire Foundation Chair Lou Paulson. "We're proud that the docents in Capitol Park will now be able to share some of that history with the visiting public."



Foundation Program Specialist Kaitlin Conrad gives an overview of the history and purpose of the California Firefighters Memorial to volunteer docents at Sacramento's Capitol Park

# SAVE PROGRAM CONTINUES TO MAKE A DIFFERENCE

Next Enrollment Deadline January 1, 2016



Los Angeles firefighters issued a SAVE card to a victim, after she was displaced by a North Hollywood apartment fire this past November.

Since its launch in late 2014, the California Fire Foundation's Supplying Aid to Victims of Emergency (SAVE) program has assisted more than 1,000 victims up and down the state.

The program, which has been implemented by more than 60 departments throughout California, allows firefighters to instantly help fire or natural disaster victims by providing \$100 gift cards at the scene of an emergency.

Enrollment for this groundbreaking program is currently open, with the next deadline coming on January 1, 2016. To enroll in the program, the fire chief and head of the corresponding bargaining unit, or association, must agree to the guidelines of the program and sign a Memorandum of Understanding.

For more information about SAVE, go to [www.cafirefoundation.org](http://www.cafirefoundation.org).

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FONTANA, CA

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SPECIAL RESPONDER-ONLY OFFER  
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CONTACT: ROD CHAMBERS 909-429-5134  
OR EMAIL [RCHAMBERS@AUTOCLUBSPEEDWAY.COM](mailto:RCHAMBERS@AUTOCLUBSPEEDWAY.COM)

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AVAILABLE WHILE SUPPLIES LAST. OFFER SUBJECT TO CHANGE. CANNOT BE COMBINED WITH ANY OTHER OFFER. FEES APPLY.



# CONGRATULATIONS TO THE 2015 DANIEL A. TERRY SCHOLARSHIP RECIPIENTS

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

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

Since its inception, the Daniel A. Terry scholarships, which are funded through the California Firefighters Endowment, have helped more than 80 students attend the college or university of their choice.

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

This year, the Foundation is proud to award scholarships to these 11 students.

SCHOLARSHIP RECIPIENT	FALLEN FIREFIGHTER	DEPARTMENT
Lenessa Age	Steven Age	San Marino Fire Department
Chelsea Chestnut	Lawrence "Scott" Chestnut	Sacramento Fire Department
Asa Gray	Philip Gray	Kern County Fire Department
Zalika Jefferson	Crystal Golden-Jefferson	Los Angeles County Fire Department
Gregory Lamont	Michael Lamont	Redondo Beach Fire Department
Chanel Olsson	Michael Olsson	San Mateo Fire Department
Candace Rice	Darrell Rice	Los Angeles County Fire Department
Sydney Rockett	Darren Rockett	Long Beach Fire Department
Kerstin Rucker	Steven Rucker	Novato Fire Protection District
Alisa Walsh	Robert Walsh	Redwood City Fire Department
Logan Wolf	Brian Wolf	Downey Fire Department

## PARTNERSHIPS CONTINUE TO SUPPORT CALIFORNIA'S FALLEN

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

Much of the Foundation's work would not be possible without the generous support from our community partners. Here's a quick look at some of the events that have recently been held to support our cause:

### Rocking for the Cause

For the fourth year running, the men and women of San Ramon Valley Firefighters, Local 3546 have helped support their Foundation through their annual "Rock to Remember" benefit concert.

This year, Local 3546 raised roughly \$8,000, and over the history of the event, have brought in more than \$22,000 to support the Foundation's efforts.

### Pitfire Pizza Gives Back

Southern California based Pitfire Pizza got into the giving spirit this summer, hosting a series of Firefighter Appreciation Nights throughout the Los Angeles area to benefit the California Fire Foundation.

In all, these events raised approximately \$4,500 dollars for Foundation's mission of supporting firefighters, the families of fallen firefighters and the communities they protect.

### Mountain Mikes Partners with the Foundation

Mountain Mikes Pizza kicked off a partnership with the California Fire Foundation in 2015 and will continue their support throughout 2016. Be on the lookout for special events designed to support the Foundation next year!

### Coming in 2016

#### Another Night at the Ballgame

Both the Giants and Dodgers will be holding their annual Firefighter Appreciation Nights in 2016, meaning first responders in both Northern and Southern California can expect a night full of baseball and good times while coming together to support the Foundation.

Be on the lookout for 2016 date announcements soon!

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](mailto:hjalon@cpf.org).

## FOLLOW THE FOUNDATION ON SOCIAL MEDIA!

Every day, the California Fire Foundation is working to benefit the families of fallen firefighters, firefighters themselves and the communities they serve. Keep up to date with the Foundation's activities by following them on social media:



[www.facebook.com/CaliforniaFireFoundation](http://www.facebook.com/CaliforniaFireFoundation)



@CAFireFound



# FIRE SEASON

Photos by Jeff Zimmerman and Tod Sudmeier

The 2015 fire season was one of the most devastating on record. Two fires, the Valley Fire and Butte Fire, ranked in the top 10 most damaging wildfires in California history, placing third and seventh, respectively. Together, these two blazes destroyed nearly three thousand structures and claimed six lives. Here are a collection of photos that capture the extent of the devastation.



Jeff Zimmerman



Jeff Zimmerman





## Tim Strack

### CPF 1<sup>st</sup> District Vice President

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

1<sup>st</sup>

DISTRICT REPORT

# COUNTY CONTRACT ENDS PRIVATIZATION THREAT IN SAN BERNARDINO



**T**he threat of privatized fire services in one of the Inland Empire's largest cities looks to have been avoided, with San Bernardino City Council voting to contract with the county's fire protection district as part of its plan to exit bankruptcy.

The decision, which aims to see the city's fire protection assumed by the San Bernardino County Fire Protection District by July 1, 2016, comes after city officials publicly toyed with the option of outsourcing San Bernardino's fire department to a private company known as the Centerra Group.

The prospect of a privatized fire department sent shock waves through the region, with area and statewide fire chiefs, as well as members of the California State Legislature, all weigh-

ing in to condemn to the proposal before it could gain traction.

"From the beginning, we felt 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. "It was an option that no one really wanted to see happen. There is a long list of folks to thank for their assistance in this situation. The IAFF, CPF, state legislators and many of the surrounding locals stepped stopped this from happening. I would like to genuinely thank all who helped us."

The Centerra Group, formerly known as both G4S Government Solutions and the Wackenhut Corporation, also has a history of failure when it comes to providing public safety services.

The company was found to have hired employees without verifiable experience, training or background checks, and was the object of multiple wage and other labor disputes. Even more urgently, it was targeted for extensive security failures regarding the mishandling of biochemical threats, according to the Federal Contract Misconduct Database.

Ultimately, concerns over a lack of mutual aid agreements and overall quality of service were enough to convince even the city's hand-picked consultants to advise against privatization. The City Council formally voted to outsource fire protection services to the county in late August.

While privatization looks to formally be off the table, the situation in San Bernardino has yet to be fully resolved. In September, a month after city offi-

cialists voted to outsource services to the county, a judge ruled that the city hadn't met its legal obligation to bargain with Local 891 before the decision. The city was ordered to meet and confer with the local before implementing the plan.

"It's a slow process," English said. "At this point, we really don't have an actual date where things will be resolved."

As the process unfolds, results will likely be aided by the fact that Local 891 and San Bernardino County Firefighters, Local 935 worked closely together with CPF and the IAFF throughout the outsourcing process.

"It's been a process. We've been in close contact with Local 891 the entire time," said Local 935 President Jim Grigoli. "We remain in close contact today, and will continue to do so as we move forward."



## Chris Mahon CPF 2<sup>nd</sup> 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.

2<sup>nd</sup> DISTRICT REPORT

# LONG BEACH ORDERED TO END DEEPLY FLAWED STAFFING MODEL

**A** pilot program that saw sworn firefighter-paramedics being paired with non-sworn EMTs in Long Beach has been nixed by county regulators, bringing an end to a staffing model that jeopardized the health and safety of both patients and responders.

The staffing model, known as the Rapid Medic Deployment pilot project, was one that Long Beach Firefighters, Local 372 had said was flawed from the get-go, noting that it compromised patient safety and was pushed forward by management solely for financial reasons.

"This is something that was origi-

nally proposed as a way to save money, not as a way to improve patient care," said Rex Pritchard, president of Local 372. "In the end, it was definitely harming patients."

Beginning in July of 2014, the city implemented the pilot program, which called for the staffing of advance life support ambulances with one sworn firefighter paramedic and one non-sworn EMT.

On its face, the program sacrificed patient care in favor of financial savings, turning away from the previous staffing model of two paramedics per ambulance as a way to notch \$1.2 million in savings.

After letting the failed program run for a little over a year, the Los Angeles County Emergency Medical Services Agency eventually sided with the union's point of view, ordering the city to abandon the program this past August.

In a letter to the Long Beach Fire Chief Mike Duree, the agency stated that staffing models being used under the Rapid Medic Deployment program posed "significant patient safety issues," citing a laundry list of examples where patient safety had been compromised by the pilot program.

In addition to a decline in quality of care, the staffing models also posed

health and safety risks to the civilian employees.

"In a system where you're mixing sworn with non-sworn employees, these ambulance operators are finding themselves in some dangerous positions," Pritchard said. "They could find themselves responding to a call in which the department didn't provide them with the proper PPE or that they're not properly trained to handle."

While the flaws in the program were eventually exposed, Pritchard noted that the local's allies in City Hall, specifically Councilman Al Austin, were instrumental in helping bring the program to a close.

# OXNARD TAKES DEEP CUTS, PUTS CITY'S FINANCES IN THE SPOTLIGHT

**T**his past August, due to a city budget that slashes fire protection to dangerous levels, the city of Oxnard began browning out two engines, dealing a devastating blow to public safety that city officials and their cabinet of anti-labor consultants say was necessary in order to keep the city solvent.

The city's financial records, however, appear to paint a different picture.

Earlier this year, Oxnard Firefighters, Local 1684 began working with an independent financial expert to examine municipal accounts that the city officials, as well as their public safety-slashing consulting firm, Management Partners, say are running deep in the red.

"These consultants have come in and

made projections that show our city is on the verge of bankruptcy and that we'll be insolvent if we don't accept these deep cuts," said Jeff Donabedian, president of Local 1684.

Claims such as these come in stark contrast to investment reports filed by the city officials back in March, which showed the city running a surplus of roughly \$110 million. Only a few months later, with Management Partners now deeply imbedded in its budgeting process, the city began making drastic cutbacks it said were needed in order to keep its fiscal house in order.

The contradiction has public employees now looking for answers.

"The city had \$110 million in available funds that could be used for any

purpose," Donabedian said. "Only a few months later they're presenting this bankrupt budget."

Early on in their examination of the city's finances, Local 1684 and their financial consultant found several instances in which the city had misrepresented the current state of its assets after shifting funds to different accounts or locations.

"Some of the so-called losses the city is claiming are based on accounting changes," Donabedian said. "The money's not gone. The assets have just moved from one area to another."

In late August, the local's financial consultant presented his findings to Oxnard residents during a community forum that cast considerable doubt on whether

the city had been transparent with its employees, or the public as a whole, during its past budgeting hearings.

The local's financial expert, who was hired by Local 1684, the Oxnard Peace Officer Association and the Oxnard Mid Manager's Association, continues to comb through the city's finances. Additional findings about the 2014-15 fiscal year are expected to be released soon, Donabedian said.

Meanwhile, the cuts approved by the Oxnard City Council are taking a devastating toll on the city's public safety.

"As all this is brought into the light, our stations are still browned out and public safety continues to suffer," Donabedian said. "These decisions have put the people of Oxnard at risk."



## Bobby Weist CPF 3<sup>rd</sup> 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.



# SAFER GRANT HELPS YUBA CITY REGAIN STAFFING AFTER CITY-IMPOSED CONTRACT

**T**hanks to a roughly \$1.5 million SAFER grant, the Yuba City Firefighters Association, Local 3793 will be getting back some much needed manpower, following a city-imposed contract that cut staffing levels to the bone.

In January of 2015, the Yuba City Council imposed a contract on Local 3793 that called for unsafe, two-person engine staffing at two of the depart-

ment's five stations. After 8 p.m., a third engine company was dropped to two people, leaving the city woefully understaffed in the event of an emergency. The recently awarded SAFER grant will help ease some of the tremendous burden that Yuba City firefighters have assumed under the reduced staffing levels.

"We're happy that we were able to get the grant," said Local 3793 Vice President Dave Newquist. "We're hop-

ing to get those guys back on the street as soon as we can."

The reduction in staffing has forced Local 3793 members to pick up mandatory overtime shifts to stay consistent with minimum staffing requirements.

"We typically work a 48/96 schedule," Newquist said. "For the past few months, most of us have been working a 96/48 schedule due to the cuts."

In the month of July alone, Local 3793 members had to pick up more than 130 overtime shifts, Newquist said.

The grant funds, which are expected to hire nine, limited term firefighters will help ease the city's staffing situation for now, as well as help end the dangerous conditions being place on Yuba City residents and firefighters, by the city-imposed contract. Department management is in the process of determining how new staffing levels will look and when hiring will take place.

Given the dangerous conditions created by the city-imposed contract, Local 3793 is hoping the hiring takes place sooner, rather than later.

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

While the grant funding helps end these threats to public safety for the immediate future, Local 3793 leadership warns that a permanent solution to the city's staffing problem has yet to be found.

"These positions will all be hired back for limited terms," Newquist said. "In two years, we could find ourselves right back in the same situation."

# LOCAL 2434, TURLOCK COMMUNITY GO PINK FOR CANCER AWARENESS

**F**or the fourth consecutive year, Turlock Firefighters, Local 2434 painted the town pink for October.

In conjunction with Breast Cancer Awareness Month, members of Local 2434 held their annual drive to raise awareness and funds for the Bill & Elsie Ahlem Cancer Endowment at Emanuel Medical Center in Turlock.

The drive, which in past years has raised tens of thousands of dollars to benefit community members battling cancer through the sale of pink t-shirts and donations, began in 2012 with rather modest expectations.

"When we first started out, we didn't go into things with a goal of raising a certain amount of money," said Paul Arai, president of Local 2434. "Some of our own guys have been affected by cancer, so obviously, as firefighters, the subject hit home."

In their first year, Local 2434 firefighters hoped to raise somewhere in the neighborhood of \$3,500. Instead, they raised \$18,000.

Asked about the program's success, Arai credited the way that the Turlock community has rallied around the program, noting that the design for the pink t-shirts themselves comes about through a contest held at area high schools. The local newspaper, the *Turlock Journal*, also pledges to run photos of businesses and community groups who support the program by wearing their pink t-shirts.

Every year, Local 2434 also honors one local cancer survivor, advocate or someone otherwise affected by the disease with its "Pink Helmet Award."

"We reached out to the community and they've supported us every step of the way," Arai said. "It's really amazing to see what we've been able to accomplish together."





## Randy Sekany CPF 4<sup>th</sup> District Vice President

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



# PUBLIC-PRIVATE AMBULANCE PARTNERSHIP COMING TO CONTRA COSTA

**U**nder an innovative new proposal, members of United Professional Firefighters of Contra Costa County, Local 1230 will soon find themselves in the ambulance business.

The proposal, which was put forward as part of the county's competitive bidding process for its next ambulance service contract, will see the Contra Costa Fire Protection District (ConFire) partnering with the previous vendor, American Medical Response (AMR), in a public-private enterprise that will respond to 911 calls in the county's exclusive operating area. The public-private model is expected to begin service on January 1, 2016.

"We believe this is going to improve service," said Local 1230 President Vince Wells. "Right now, you have two separate entities working to accomplish the goal of 911 response and transport to the hospital. Having us work together will only improve that system."

Under state law, counties wishing to establish exclusive operating areas for ambulance service are required to hold a competitive bidding process. With AMR's previous contract expiring at the end of this year, members of the department and local saw an opportunity to increase patient care by entering the ambulance business, with the initial thought being that

ConFire would submit its own bid and compete directly against the private companies responding to the county's request for proposals. After some further examination, district leadership opted instead for a partnership with a private vendor.

"Seeing as how we would be new to the ambulance business, there was an interest in trying to partner with a private company, rather than trying to build an ambulance service from the ground up," Wells said.

After advertising its interest in a private partner, ConFire received word back from AMR and the two entities formed what is now referred to as "the Alliance," and submitted the lone bid in response to the county's RFP. The alliance was awarded the contract earlier this year, and is currently in negotiations with the Contra Costa Emergency Medical Services Agency to finalize contract language.

Meanwhile, AMR and ConFire are in the middle of their own discussion about how exactly the new partnership will work.

"There were a lot of unknowns when

we started this process," Wells said, noting that the public/private partnership will bring an increased level of cooperation to emergency medical response throughout the county. "In the past, we've always worked as two separate agencies. Working together gives us an opportunity to put some more structure into our response and into our overall patient care.

A successful public-private partnership would not only mean an increased level of service, but would also ensure that valuable revenue derived from an ambulance contract would be kept within the fire district's coffers. Currently, the district does not receive reimbursement when it responds to a 911 call requiring transport.

As the process moves forward, Wells and other stakeholders are curious to see if success in Contra Costa could translate to additional public-private partnerships around California.

"This is a new idea and it's kind of unique," he said. "It's a partnership and it will be interesting to see how it plays out. We're sure other agencies will be watching."

## SAN MATEO COUNTY FIREFIGHTERS DELIVER AID TO VALLEY FIRE VICTIMS



After hearing reports of the devastation caused by Northern California's Valley Fire, paramedics from San Mateo County Firefighters, Local 2400 was looking for a way to help. After holding a brief donation drive to collect camping essentials such as toiletries, flashlights, batteries and clothing, the team loaded up two ambulances and drove the goods north, where fire victims were living in improvised camps. The team eventually made two trips to deliver relief to victims, said Local 2400 President John Wurdinger.





## Michael Massone

CPF 5<sup>th</sup> District Vice President

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

5<sup>th</sup>

DISTRICT REPORT



# CAMP PENDLETON FIRE GRANTED INTERNATIONAL ACCREDITATION

**A**fter roughly three years of work, the Camp Pendleton Fire Department has received “accredited agency status” from the Commission on Fire Accreditation International. The department is staffed by members of Camp Pendleton Firefighters, Local F85, whose leadership believes the new status will be a trending topic within the state and national fire service for years to come.

The accreditation, which is held by only 17 fire agencies in California and 217 nationwide, aims to evaluate a fire department’s service delivery, target hazards, risk levels and internal practices, said Local F85 President Maurice Patrykus. Commissioners on the accrediting body come from the fire service, the NFPA, the insurance industry, public administration and the IAFF.

“The accreditation process hinges self-assessment of the organization weighed against best industry practices,” Patrykus said. “Many industries and disciplines have an accrediting body to measure and validate their performance, so this isn’t something that’s unique to public safety.”

The accreditation focuses on key areas such as health and safety and department staffing, providing both labor and management a detailed road map for the future of department. Patrykus said it has already helped out from a budgetary standpoint when it came time to justify purchases of new equipment and physical improvements to department facilities.

While the accreditation process yielded positive results for both the department and local, not all aspects were initially met with open arms. Accreditation came about via a management mandate, and early on, Local F85 leadership expressed concern about whether it would impact working conditions or provide department management another tool to use

against labor.

There was also some early skepticism about the efficacy of the accreditation itself.

“We wondered whether this was going to just generate another three-ring binder that would gather dust on a shelf, or would it truly make us a better agency,” Patrykus said. “In the end, it’s something that we feel will help labor hold management accountable on areas like health and safety and staffing. They signed off on it, and they own it as much as we do.”

Since Camp Pendleton Fire falls under the jurisdiction of the Department of Defense (DoD), the accreditation process was part of a DoD mandate. Still, the evaluation and accreditation process offers some significant benefits for state, county and municipal departments who might do so voluntarily.

“Given the management trends and budgetary pressures everyone is facing today, I think you’ll see more and more fire departments pursuing accreditation,” Patrykus said.

With recommendations and industry standards clearly aired during the accreditation process, Local F85 now has a bank of data and resources that can be used when working and bargaining with management.

“Risk management is driving so much in the public sector today. It would be foolish for any decision maker, whether it’s a city manager, a fire chief or a DoD official, to ignore the recommendations that a department receives during the accreditation process,” Patrykus said. “To do that would be to openly disregard the need to achieve and maintain an industry standard. Imagine the legal implications of that and you will begin to see how pursuing accreditation will benefit the people we serve, benefit labor and hopefully will keep a fire department strong and healthy over time.”



Mike Meadows



**Mike Lopez**  
CPF 6<sup>th</sup> District Vice President  
*CPF District 6 represents CAL FIRE, Local 2881.*



## CALIFORNIA'S SHIFTING PARADIGM

Since the onset of this historic drought, in tandem with a population approaching 40 million people, the incredible challenge of protecting California from catastrophic fires has become more daunting.

This has been a monster fire season for California, and will go down in the books as one of the most damaging in California history. The Valley Fire, which began burning on September 12, 2015, is now officially the third most destructive fire ever reported in California. The fires that burned at the same time were also damaging but, unfortunately, this is our new normal. This is the reality of what fire seasons will look like in the future. Governor Jerry Brown went as

far as to say this is how we need to plan for tomorrow.

CAL FIRE Local 2881 released *A Comprehensive View on the Future of Fighting Wildfire by a Team of Experts* this month, a report about how we prepare and respond to wildland fires. This report is the result of experts throughout the country gathering for a symposium in Sacramento to discuss wildfire issues. The White Paper was written by Dr. Matt Rahn and Terence McHale, and accesses the testimony of those who understand the mechanics of fire preparedness and response.

The observations and recommendations mirror what our firefighters already know: California's landscape has fundamentally and profoundly changed, and we are not prepared. Capacity to respond

to this unprecedented risk is encumbered by rapid growth, poor land use decisions, environmental change, budgetary constraints and politics.

We used to refer to annual periods where patterns of temperature, precipitation and humidity indicated a phase of fires as a "fire season." That is no longer the case. We now have a "fire year."

All year, every year, the risks are continually evident.

Similarly, the term "wildfire" is fast becoming out-of-date as fires are rarely isolated to wildland areas. A blaze affecting urban areas such as highways, houses and business is now referred to as a "wildland urban interface" fire, or WUI fire.

The conclusions of the symposium cannot overstate the obvious need for a change in how we deal with the severity and intensity of WUI fires in California. We must acknowledge that our approach to how we fight fires can

no longer be rooted in old ideas and traditional methods. We must also acknowledge the ways to minimize and mitigate the risk and impacts.

We are in a new era of firefighting and a comprehensive wildfire/WUI program is needed, particularly with an emphasis on new technologies and strategies on how to meet this unprecedented level of demand.

In 1973, *America Burning* was published by the National Commission on Fire Prevention and Control. This report drastically reduced the risks of fires in our cities. We're burning again and must redefine the fire landscape and how we react to fires.

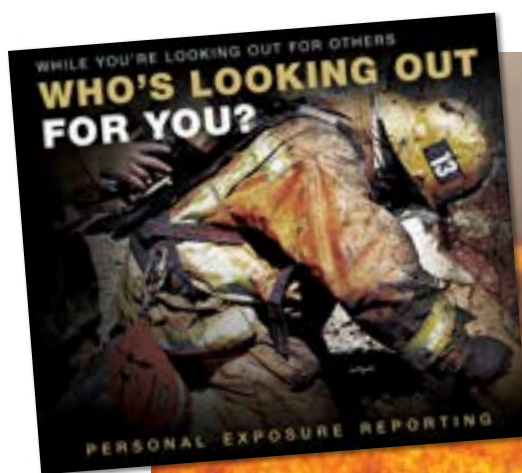
California continues to burn worse than ever, and we need a paradigm shift that fundamentally changes how we deal with wildland and WUI fires.

— Mike Lopez

## CPF BRINGS CAL FIRE SEASONALS INTO EXPOSURE REPORTING

The unseen risks of being a firefighter begin taking their toll as soon as a new recruit puts on turnouts. Now, many of California's newest firefighters will gain an important safeguard in the face of this risk.

Beginning immediately, California Professional Firefighters will expand access to its Personal Exposure Reporting system to CAL FIRE's seasonal



employees. The groundbreaking PER system allows firefighters to easily and effectively record their on-the-job exposures to cancer-causing toxins, a critical protection against the prospect of developing an on-the-job illness.

"Exposures are just as real for seasonal firefighters as they are for 'seasoned' firefighters," said Mike Lopez, president of CAL FIRE Local 2881. "We are grateful that CPF has made it possible to expand this important benefit."

PER Online is already available without charge to permanent CAL FIRE members and thousands of front line firefighters throughout the state. In late 2015, CPF modified its contract with CAL FIRE to include seasonal firefighters in the program.

For more than three decades, CPF's Personal Exposure Reporting system has allowed firefighters to quickly and easily record each incident and the basic nature of their exposure. If they are subsequently diagnosed with a job-related illness, PER's online record protects their disability benefits. It also provides physicians with critical information that can help them diagnose and treat any ailment.

"Entering your exposures is your best protection against the very real risks of job-related cancer or other illnesses," said Lopez. "It's never too early or too late to start entering your exposures."

*Protect yourself by reporting your exposures – register and report today at [www.PEROnline.org](http://www.PEROnline.org).*



## Dave Gillotte

### CPF 7<sup>th</sup> District Vice President

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



# HARD WORK PAYS OFF

## NEGOTIATIONS FINISHED – CONTRACT RATIFIED

After eight months of grinding negotiations and political action to get movement towards a fair contract, we are proud to report that the hard work has paid off.

Working together with all of public safety to coordinate the setting of the general salary movement and the work on all of our non-general salary movement items, we struck a deal with good pay raises each year for three years, significant special pay items for 40-hour personnel, fire suppression aids and other special service positions, as well as significant uniform allowance increases. The contract was ratified with over 94 percent approval.

We are now negotiating to finish our fringe benefits contract. To date, we've seen positive movement with regard to medical benefits and contribution increases ahead of medical inflation and more holidays and vacation days. There are a few other significant items of value that are on the table and moving in the right direction.

Local 1014's past political action has definitely helped our issues to be heard and ultimately embraced in these discussions in a fair manner. Contracts are the cornerstone of a union's work and I am extremely proud of our Executive Board, our bargaining team and our membership for the resolve and hard work to get a quality package on the books and in the bank.

## POLITICAL ACTION

Local 1014's political action continues in full force, heading into the final months of 2015. We have interviewed candidates for the Los Angeles County Board of Supervisors races in 2016 and we will be announcing our endorsed candidates. For those endorsed candidates, we'll soon be launching our support in traditional 1014 fashion – Go big, or go home.

On the state front, I'd like to thank CPF Political Director, Chris Patterson and the legislative staff for their hard work in lining up the facts and information through the cluster interview process to help us all make good decisions for the state Assembly and Senate races. Consensus was reached in all races, and our efforts on behalf of the CPF affiliates in all districts will be very effective, leading to strong influence in our efforts on behalf of our membership. As you well know, we will need that, and every other tool we have, to protect our profession on all fronts.

In my last report, I indicated we would be involved in at a dozen city council races in November 2015. I was close; we will be at a "baker's dozen" in our city council race efforts. This will keep us very busy as the year comes to an end, but when it comes to politics, you are either in the game or out in the cold. We have seen this proven time and time again – political action is the building block of all other actions we take on behalf of our members.

## LEGISLATION AND INITIATIVES EFFORTS

By now everyone is aware that our efforts to combat the pension assault by Chuck Reed and Carl DeMaio was effective. The initial initiative is dead, but only a moment later, the two guys who don't seem to want to get a real job themselves rewrote and submitted two new initiatives to attack our members.

Local 1014 is ready to enter into battle again in alliance with our CPF and labor brothers and sisters to show these two men what American Worker Pride looks like, and that it runs deep in the fiber of our cloth. It's readily apparent that they lack not only that American fiber, but also any sense of moral character. This too will be highlighted in our fight.

Local 1014 would like to also say thank you to Christy Bouma, Amy Howard and the entire legislative staff of CPF for all of the hard work on the numerous bills affecting our membership. We will be keeping a very close eye on the future of AB 1203 (Disaster Response Initiative) and SB 239 (LAFCO), both of which have very direct impact on Local 1014 members. We will also be keeping an eye on any movement regarding EMS issues, specifically 201 rights and EMS discipline issues.

## FINAL THOUGHTS

As always, I'd like to highlight an outstanding job by all the CPF staff, as well as the folks in Firestar Studios and Firefighters Print & Design, who create such fantastic work on behalf of our members. In addition, the California Fire Foundation has done an outstanding job expanding its reach, which will allow us to help our fallen member's families even more with educational

assistance. The California Firefighter Joint Apprenticeship Committee has been moving and shaking in the training, recruitment and testing world with profound impact, increasing our ability to provide critical training to our members. In addition, Cal-JAC held a series of recruitment events this summer, during which its Women's Commission, did a great job of increasing efforts to recruit and mentor very well qualified women to join our ranks. Thank you to Kelly Abadie, an engineer with the Los Angeles County Fire Department, for joining Cal-JAC's Women's Commission. We are proud of her commitment, and trust she will assist the team with this valuable work.

To end, the Firefighter Cancer Support Network (FCSN), an organization that has helped so many of our affected brothers and sisters through their battles with cancer, booked their Annual Gala at the Long Beach Hilton. When they found out the hotel was having labor strife and, in fact, was now on the "Do Not Patronize" list, they forfeited their deposit and moved the event to a labor-friendly hotel thanks to a connection with Frank Lima and Los Angeles City Firefighters. I always encourage folks to support the FCSN, in general, but in light of this labor-friendly action, I ask that they do so even more now.

This is our organization and there is no shortage of work, as CPF members, including those in Local 1014, know all too well. I conclude in the memory and honor of Brother Hector Magallanes and Brother Joseph Savas – our latest two victims to the firefighter killer known as cancer.

We shall never forget.



## Frank Lima CPF 8<sup>th</sup> District Vice President

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



# GETTING BACK ON TRACK: ESTABLISHING TRUST AND REBUILDING AN UNDERSTAFFED DEPARTMENT



Frank Lima, Los Angeles Mayor Eric Garcetti, LA Councilman Joe Buscaino. Standing in front of LAFD Drill Tower 40 in the harbor at LAFD's academy graduation.



New UFLAC member Firefighter Andre Brown raises a ladder during the demonstration portion of the LAFD's recent academy graduation.



UFLAC member-LAFD Drill Master-Captain Steven Skelly, Councilman Paul Krekorian, New UFLAC member Firefighter Blayne Anderson, Mayor Eric Garcetti.

Over the past couple of years, Local 112 has continued to educate our elected officials on the critical issues facing our firefighters, paramedics, inspectors, dispatchers, and boat and helicopter pilots. This outreach, beginning with the great relationships that we have forged, has led to numerous positive results, including our current MOU contract which was ratified by 97.10 percent of our members, the elimination of an interoperable communications plan that would have placed dozens of cell towers on our Los Angeles City Fire Department (LAFD) stations, large annual increases in the LAFD budget, full funding for our drill tower academies, and a department that finally seems to be moving in the right direction.

I cannot overemphasize how critical our relationships with our city's decision makers have been, specifically the mayor and his administration, the 15-member city council, the fire commission, and fire department management. The open lines of communication and re-establishment of mutual respect have made all the difference in turning around our understaffed department. While we still face numerous challenges, I can confidently say that we are in a much better

position today than we were just a few short years ago when our funding was reduced by tens of millions of dollars and our field resources were decimated by budget cuts.

The City of Los Angeles went nearly six years without hiring new firefighters in the field. Thankfully, in 2014, the city started reinstating our drill tower classes and funded 180 recruits. And this fiscal year's budget boasted an increase in LAFD funding by \$55 million and included a revision by the council that added \$4.5 million to hire a total of 270 firefighter recruits, 90 more than the previous fiscal year.

At the end of July, the Los Angeles City Council also considered a motion put forward by Councilman Paul Krekorian (a former California assemblyman) who serves as the chairman of the Los Angeles City Council Budget & Finance Committee, authorizing up to 65 firefighter recruits for each class at Drill Tower 81 and up to 50 recruits for each class at Drill Tower 40 in the current fiscal year. This matter passed with a unanimous 15-to-0 vote. This motion allowed for an additional five recruits per class at both of our drill towers and was the result of UFLAC's continuing efforts to educate our city

council members about the staffing crisis in the LAFD. Councilman Krekorian has repeatedly stated that rebuilding the fire department and properly staffing our local fire stations is his top priority and he continues to fulfill that commitment by pushing to successfully fund five drill tower classes and filling them to maximum capacity.

In late August, UFLAC was proud to attend the graduation ceremony at drill tower 40 to support the 43 recruits who entered our ranks. We are thrilled that these members will be added into our community fire stations -this is a step in the right direction, but we still have a long way to go. Our fire department currently has more than 300 vacancies, and in this fiscal year alone, we will lose a minimum of 185 seasoned firefighters and paramedics due to retirements. We have two fire academies pushing out recruits nonstop, and we will barely keep up with this number of losses.

The LAFD's calls for service are up and our population continues to grow. Our firefighters face dangerous conditions every single day and Local 112 continues to fight to restore our ranks to offer some relief. It's a refreshing new day in Los Angeles City Hall as the mayor and city council realize the importance of hiring

new firefighters and paramedics in the LAFD to get our department back on track. Our firefighters are forced to work overtime everyday, not a safe practice in our profession. However, by beginning to reverse the trend of having more firefighters leave the LAFD than we are bringing in each year, we can finally start to address the crisis with our fatigued first responders in the field.

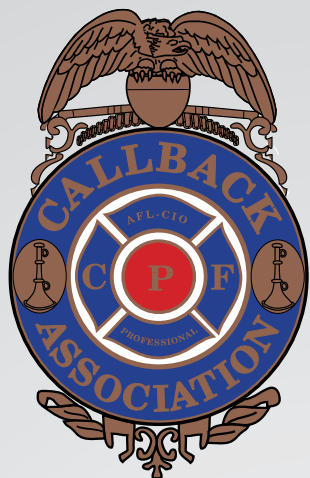
In the near future, we will begin to engage in the process of negotiating a new multi-year contract for our members. UFLAC will continue to advocate for good working conditions, fair pay, and fringe benefits for our fire department. We will also capitalize on our positive working relationships with our city's leadership and continue to stress the importance of hiring more firefighters to address our staffing crisis. These problems won't be solved overnight, but we are confident in the direction that we are heading.

All of these wonderful accomplishments are only possible because we are a unified team at Local 112. Our membership is more united now than it has been in decades and our executive board is doing a terrific job representing our rank and file; all of which is to say that I am truly humbled to lead this great group of professionals.

# CPF CALLBACK ASSOCIATION PAC Contributors

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

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



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# CAL-JAC'S CAREER EXPOS CONNECT RECRUITERS, CANDIDATES



Photos by Taylor de la Peña

This summer, candidates hoping to launch a career in the fire service were given the opportunity to show that they have what it takes thanks to a series of career expos hosted by the California Firefighter Joint Apprenticeship Committee (Cal-JAC).

Sponsored by the Cal-JAC's Commission to Recruit Women for the Fire Service, the expos saw fire departments from throughout the state sending recruiters to expos in Livermore, Sacramento and Orange to provide would-be firefighters with information about job opportunities and requirements.

In addition to meeting with potential employers, prospects got to try their hand at the Candidate Physical Ability Test (CPAT), the test used to assess readiness for a career in the fire

service. The CPAT consists of eight job-related events that must be completed within a set time. CPAT certification is considered a prerequisite for many fire departments throughout California.

The expos also featured an in-depth presentation on "a day in the life of a firefighter," and showcased mechanical reasoning props intended to help candidates better grasp concepts that are present on the written exam offered by Cal-JAC's Firefighter Candidate Testing Centers.

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

The three expos drew hundreds of prospects from local high schools and community college career pro-

grams. The events also attracted many who previously thought a career with the fire service was out of reach.

"We want women to understand that this is a great career path," said Emily Lo, a Davis fire captain and member of the Cal-JAC's Women's Commission. "The profession needs people with drive, determination and ability. If you have what it takes, nothing should stand in your way."

As they have in previous years, this past summer's Career Expos also provided the opportunity to reach out to military personnel transitioning to civilian life. The armed forces are built around many of the same principles and values practiced in the fire

service, in particular the emphasis on conditioning, training and teamwork.

"Veterans understand the command structure of the fire service," said Melissa Mojilla, a Marine veteran who is now a firefighter with the San Diego Federal Fire Department and member of Cal-JAC's Women's Commission. "Veterans and firefighters also share a fierce dedication to duty and a commitment to service."

## CAL-JAC, FCTC EXPAND SOCIAL MEDIA PRESENCE



The California Firefighter Joint Apprenticeship Committee (Cal-JAC) and its Firefighter Candidate Testing Centers (FCTC) have taken their recruitment efforts into the digital world.

Building on its existing online presence, as well as this year's launch of the revamped FCTC website, the Cal-JAC continued to bolster its presence on Facebook, Twitter and Instagram. Geared toward prospective firefighters, the pages offer updates on CPAT and written exam dates, current job opportunities, as well as the range of Cal-JAC services.

Become a fan of the California Firefighter Joint Apprenticeship Committee and learn more about what it takes to become a firefighter by "liking" Cal-JAC's Facebook page. Just search "Becoming A Firefighter" or link to it from the Cal-JAC webpage – [www.cffjac.org](http://www.cffjac.org). You can also follow us on Twitter and Instagram at @BecomingaFF. Be sure to share and invite friends, co-workers and family members to connect with Cal-JAC on social media!





# 13<sup>TH</sup> BIENNIAL CAL-JAC CONFERENCE

TAKES PLACE IN RANCHO MIRAGE, CALIFORNIA

Photos by **Robbie**

**F**or more than three decades, the California Firefighter Joint Apprenticeship Committee (Cal-JAC) has been on the cutting edge of apprenticeship, training and recruitment efforts, helping make California's fire service the envy of the nation.

This past November, Cal-JAC once again, solidified its role as a leader within California's fire service at its 13th Biennial Conference in Rancho Mirage, California. More than 300 fire chiefs, labor presidents, training officers and sub-JAC members participated in the conference – all united in the Cal-JAC's ongoing mission to create excellence in the fire service.

Co-sponsored by California Professional Firefighters and the Office of the State Fire Marshal, the Cal-JAC is the nation's model labor-management firefighter training partnership.

"The Cal-JAC conference focuses on building a better fire service," noted CPF President Lou Paulson. "The conference also offers an opportunity to forge the critical labor management collaboration

that is so vital to our profession."

Over the course of the three-day conference, attendees from both management and labor had an opportunity to come together, set aside rank, and work toward turning the challenges of the present into opportunities for the future. This year's conference featured workshops on issues ranging from addressing Post Traumatic Stress in the fire service to better managing stress, both at the fire house and at home.

A major focus of the conference was also the debut of Cal-JAC's Firefighter Candidate Testing Centers, which are now offering physical and written testing, as well as recruitment services, for participating departments. Offering a

one-stop shop for departments looking to hire, FCTC serve as a major extension of Cal-JAC's commitment to recruiting a diverse workforce for California's fire service.

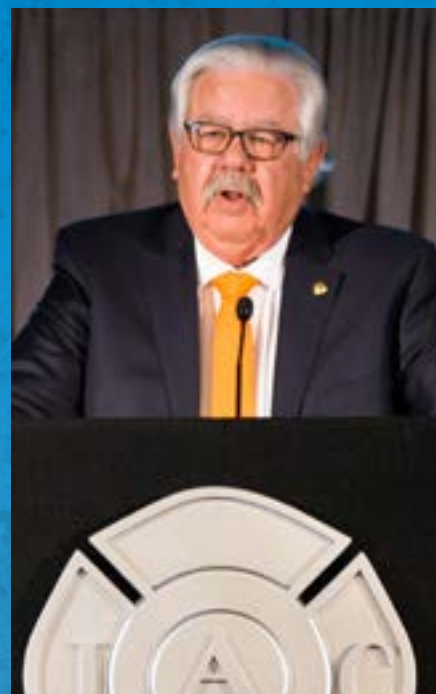
Featured speakers during the event included generation expert Paul Moya, who highlighted common challenges and strategies for working with the millennial generation. Participants also heard updates from Cal-JAC Executive Director Yvonne de la Peña, California Fire Marshal Tonya Hoover, CalChiefs President Tracey Hansen and Cal-JAC Chair Dan Terry.

Another highlight of the conference was the presentation of the "Partnership for Success" award to the Glendale Fire Department and Glendale Fire Fighters Association, Local 776. The award is presented at every Cal-JAC conference to honor departments that demonstrate a special commitment to the labor-management partnership at the heart of the CAL-JAC's mission.

Attendees ultimately gained insight and useful tools to help them in their profession and learn more about the

Cal-JAC program. The conference also featured the Cal-JAC's signature golf tournament, silent auction and dinner reception, all benefiting the California Fire Foundation.

"I'm thrilled to see labor and management come together in such numbers, to collaborate on issues that are important to all of us in the fire service," said Cal-JAC Chair Dan Terry. "It is a tribute to the commitment of all in our profession to the mission that has driven the CAL-JAC's long history of success – creating excellence in the fire service."



Speakers at the 13th Biennial Cal-JAC Conference, from left to right, CPF President Lou Paulson, Cal-JAC Executive Director Yvonne de la Peña, California Fire Marshal Tonya Hoover and Cal-JAC Chair Dan Terry.



**1.** CalChiefs President Tracey Hansen  
**2.** Cal-JAC Conference General Session  
**3.** Julius Cherry, attorney and former Sacramento fire chief  
**4.** Paul Moya, generation expert  
**5.** CPF Secretary Treasurer Lew Stone  
**6.** Kelly Abadie, Cal-JAC Women's Commission  
**7.** Capt. Frank Leto, FDNY  
**8.** Capt. Tray White, Burbank Fire Department  
**9.** Dr. Jay Winner, stress management expert



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## **FIREFIIGHTERS ON THE JOB**

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.

## **FIREFIIGHTERS IN THE COMMUNITY**

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.

## **FIRE ACTION**

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



For more information, including  
complete contest rules, please visit  
[www.cpfphotocontest.org](http://www.cpfphotocontest.org)