

SUCCESS

ELEVATING YOUR OPPORTUNITIES



70th
ANNIVERSARY



50th
ANNIVERSARY

NEWS | WINTER | 2015-2016

4	Annual/Fall Meeting Recap
4	Social Media and Apps
4	Interschutz 2015
5	Emerging Technology and Communication Trends
6	Succession Planning
6	2015 Annual Meeting Business Speaker
7	Active Shooter
8	Brilliant Brands Create a Sudden Urge to Act
9	AFG and the Super Circular
9	Catastrophic Contingency Planning
10	Purchasing Panel
11	Washington Update
12	Photo Collage
13	Thank You Sponsors
14	FAMA Spring Meeting 2016
15	FAMA Technical Committee/ Phillip L. Turner Scholarship
15	FAMA Technical Meeting Sponsors
16	Homeland Security Again in the Forefront
17	National Firefighters Memorial
18	FEMSA 50th Anniversary—History (part 1)
21	FAMA 70th Anniversary—History (part 1)
23	NVFC
24	Tradeshow Report Card
26	Bid and Performance Bonds 101
28	Member News
33	In Memoriam
33	Welcome New FEMSA and FAMA members
35	FEMSA/FAMA Board of Directors
BC	2016 Fire Service Events



By David Durstine
FAMA President

It is hard to believe that a new year is just around the corner, and with it comes the final culmination of a year of change and transitioning. These include, but were not limited to, the retirements of Karen Burnham and Bob Grimaldi, introducing Sonya Kelly into the role of Business Manager, and restructuring the Board adding two Director-at-Large positions. As we look to 2016, I assure you that this Board, with a more than normal number of new faces, is committed to continuing to move this organization forward by building upon the strong foundation set forth by previous leaders. I look forward to serving alongside this able and dedicated team driving several key initiatives in 2016.

Some featured initiatives that you can expect to see this year include:

▪ **Enhanced Statistics Reporting and Apparatus Data Uploading**

FAMA Apparatus Statistics are frequently acknowledged as a significant value to the membership. Over the past several months, the FAMA Board in conjunction with the statistics committee, has begun evaluating proposals to upgrade the uploading of apparatus data, as well as advancements in data reporting. We are excited to bring these advancements to the membership in more detail as we finalize the project's specific details and kick it off early in 2016.

▪ **Apparatus Safety Guides and Additional Opportunities for FAMA Revenue**

The FAMA technical committee has been successful in promoting the Fire Apparatus Safety Guide to NFPA, and has been instrumental in requiring the guide be included with all new apparatus sold after January 1, 2016, as part of the new NFPA 1901 and 1906 standards. As a result of this effort, I believe that the fire service is safer, member companies are better protected, and FAMA will be financially stronger. We continue to look for new projects in 2016 to enhance the promotion of the safety guide, as well as other methods to improve market conditions for members, and generate revenue for the purpose of providing member companies increased levels of service.

▪ **Fire Act Reauthorization**

2016's FAMA/FEMSA GAC Hill Day and member-sponsored home days will play a significant role in encouraging reauthorization of the Fire Act Grant Programs. Look for more details and supporting materials to assist in educating our politicians on the importance these grants play in our industry as well as our communities.

▪ **Relevant Meeting Content – "See you in Fort Lauderdale"**

The spring meeting will be here before we know it, so register soon. This year's meeting will be held April 2-5, 2016, in Fort Lauderdale, Florida. Like every meeting we have, it will be worth your time! It is a great place to learn more about what FAMA does to support and add value to our members. It is also a great place to network and expand your contacts. There has been a great deal of effort put into providing an educational and exciting meeting, so I encourage you to sign up! I am looking forward to seeing everyone.

I am excited for what 2016 will bring, and am proud to lead this fine organization just as my predecessors have done. Communication is key. I engage in regular communications with the membership and encourage the same from other members of the Board. I invite you to do the same. I value your input and feedback. Reach out to me directly at ddurstine@akronbrass.com or by telephone at (330) 287-7031. I anticipate a great 2016 and have high hopes for what we will be able to accomplish this year! ☺



By Bill Lawson
FEMSA President

2016 looks to be a very interesting and exciting year. As the newsletter cover illustrates, it is FEMSA's 50th Anniversary Year and it is also FAMA's 70th Anniversary Year! With this being a dual milestone year, both Boards are striving to make this a memorable year for all members.

As part of FEMSA's celebration of its 50th Anniversary, the next two newsletters will include articles that get into the roots and history of the organization. Karen Burnham has taken on this task. She and Kit Cafaro have done some sleuthing, so you should gain some knowledge on the where, who, when and how the organization grew to its current status.

2016 is also a big political year, and we know how politics can shape the landscape on economic activity. Hill Day is one way FEMSA tries to shape the politics that affect our industry. Our Hill Day efforts, slated for May 4-5, 2016, again will coincide with the annual Congressional Fire Services Institute's annual dinner. This is a great year to get involved with our Hill Day and Congressional outreach, as the Fire Grant program is due to expire in calendar year 2017. You and your company can make a difference in how your Representatives and Senators vote in a reauthorization bill. It is never too late to get involved!

Thank you to everyone who attended our Annual Meeting in Baltimore. Your feedback has been very positive, and FEMSA's VP Bill Van Lent is working hard to incorporate as many suggestions as possible into this year's meeting in Nashville. Suggestions also can be forwarded to Karen or any Board member at any time.

We are updating and refreshing the FEMSA website. The main areas of change will be digitizing the User Information Guide (UIG) program to allow for digital downloads to end-users as well as printed copies. We will also be updating the Buyer's Guide to get a better end-user experience in finding member companies' products and services. As part of this revamp, each member company will need to update its online profile in order to be included in the Buyer's Guide. You will receive a notice once the profile section is ready for your input.

Please help me welcome FEMSA's newest board members, Richard Boyes (Ontario Association of Fire Chiefs) and Geoff Evans (Streamlight). Both were elected to the Board at the annual meeting in Baltimore. I would encourage anyone who would like to get more involved with FEMSA to contact Judy Weigand (or any Board member) to express your interest.

Lastly, the Board and I thank and recognize the long, dedicated service of Dan Reese (Holmatro) and Rod Carringer (Task Force Tips). Dan served as FEMSA President and Vice President, while Rod served on the executive committee and has several stints as a FEMSA Board member. We will miss you both, and may the wind always be at your back!

I wish you and your companies all the best in 2016! ☉



By Phil Gerace
Past FAMA President

I've just returned from the Fall Planning Meeting at which the FAMA and FEMSA Boards met both independently and jointly for two days. During that time we wrapped up 2015, finished plans for 2016, and accomplished a great deal. I look forward to 2016 with much anticipation.

The last item of the FAMA meeting agenda was a ceremony in which the current President passes a baton (engraved with all the names of FAMA's Past Presidents) to the incoming President. The tradition began with Bill Ballantyne and speaks to those who came before, our small part in advancing the organization, and to those to come. While it is a brief moment during the meeting, it's still a nice opportunity to reflect upon the last year and give both thanks and encouragement.

Thank you to the current FAMA Board for your support and friendship. If you agree that the "baton" was advanced well this year, know that it was the result of both teamwork and individual hard work from each of you. In addition, our Committee Chairs did an outstanding job. I've never felt better about the strength we have in those leadership positions. Lastly, our support team continues to be invaluable, and thank you for keeping us informed, on schedule, and on task.

2016 will be FAMA's 70th anniversary and FEMSA's 50th. These are important milestones and provide an opportunity to reflect. While each organization has a unique culture and brand, we share many common interests (and members). I hope we will continue to cooperate and work closely together. Beyond sharing the Tradeshow Committee, GAC, the Fall Meeting, and newsletters, we also share a common interest in making the fire service better for both first responders and the companies that serve them.

Thank you to the membership for an opportunity to serve. The experience has been professionally and personally rewarding. I challenge those companies and members that are not currently serving on a committee or the Board to get more involved in 2016. It's one of those rare opportunities that is truly a win for everyone—association, individual and company. ☉

Social Media and Apps 101

Paul Andrews of PennWell Marketing Solutions and Steve Barnett of Bullard were back by popular demand, and delivered a presentation on social media and apps to be utilized by a firm's sales force.

Paul discussed tools for competitive analysis, brand reputation monitoring, and measuring engagement. These apps can help the user make the most of Twitter, and can easily track and measure what people are saying about you and your company. He also discussed tools to aid in marketing, unifying social media outlets and linking them to your schedule, and even a service that will analyze your contacts and how to communicate better with them (Crystal Knows). Paul finished up his presentation with information from the Pew Research



Center, which provides information about trends, issues, and attitudes shaping social media in America. You can be sure that social media is not going away. However, it is certainly changing.

Steve's demonstration, all geared up reflecting those tools that can be effec-

tively used by sellers, began with the "Where To?" app. The app can show the location, phone number and GPS directions of fire departments. He then introduced apps that can create databases based on various needs, modify PDF documents, and create forms. A valuable app he introduced was Tap Forms, a tool that organizes price lists, customer information, inventory, etc. Steve finished his time by showing a presentation from an iPhone. He demonstrated how to connect an iPhone straight to a projector to show a PowerPoint presentation, allowing flexibility in the field.

For a comprehensive list of all social media and apps discussed in this presentation, please contact FEMSA. ☉

Interschutz 2015

BY DAVID DURSTINE AND ROD CARRINGER

Every five years, the world's most renowned exhibition for emergency service professionals takes place. This past June, thousands of fire service professionals from all around the world came together to experience Interschutz in Hannover, Germany. Rod Carringer and I provided our take on the six day event at the recent FAMA/FEMSA Fall Meeting, and highlight here some of the key points on why you should mark your calendars now to attend in 2020!



People

Interschutz reported the show attracted an enthusiastic audience of 157,000 visitors from around the world (compared to 123,266 in 2010) with the highest number of visitors coming from Germany, Austria, and Switzerland. These 150K+ attendees swamped 1,141,000 sq. feet (106,000 sq. M) of the Hannover fairgrounds filled with

1500 exhibitors from 51 countries, making Interschutz 2015 the biggest and most well-attended event in its history.

Experience

Visitors experienced a plethora of highlights including rides in aerial ladders and platforms that reached record heights (341' or 104 Meters) and live rescue training and firefighting demonstrations that feature new techniques and products. With almost a cult-like following, this event truly has become a must see event, inspiring and motivating the future of the fire service for years to come.

Networking

Interschutz is more than just a trade show! It is an explosion of cultures and networking opportunities from all over the world. Life and the fire service are much different outside of North America, but Interschutz presents vast opportunities to allow people with common

goals and mutual ties to help others in a time of need to come together and share their goals and experiences. You can guarantee that the top decision makers from around the globe attend in search of new products and ideas. It is the perfect place to stay in touch with current customers and generate new contacts or markets.



Interschutz 2015 exceeded expectations and delivered exceptional performance for many FAMA and FEMSA member companies that exhibited. This once-every-five-year opportunity to display products, learn about the global market, and network with like-minded professionals from around the world should be added to

the bucket list for every fire service professional. Plan to go even if you are not looking to exhibit! Begin making your plans now for Interschutz 2020 (June 15-20) in Hannover, Germany. ☉

Emerging Technology & Communications Trends in Public Safety: Peeking Around the Corner

BY CHRIS MC LOONE

Chief Jeff Johnson, CEO of the Western Fire Chiefs Association and a board member of the First Responders Network Authority (FirstNet) began his presentation with a review of FirstNet's progress, and then communicated five emerging trends he has identified in public safety.

FirstNet is a national public safety broadband network, the same type of network used by the smartphones in use today. The present issue is that the phones consumers and public safety professionals use share the same network. So, during a major incident, when thousands might be trying to use the network at once, it will lock up. FirstNet is a Verizon for cops, firefighters, and paramedics. "This network is built to mission-critical standards," he said. FirstNet currently has 20 MHz of spectrum and \$7 billion in funding to select a partner to build the network.

Trends

Johnson cited five trends he sees occurring right now in the public safety industry.

Wildfire mitigation approach. "From a policy perspective," he said, "if you think back to when we didn't fight fires, and fires burned through the forest on a regular basis, you didn't have big fires. You had modest fires. Now we have huge carbon loading, and when we get a fire, it is off the charts, and unable to be controlled in many circumstances. Once you have that, you're going to see a policy reaction to reauthorize logging and mitigating the threat by removing carbon loads. Even if the government doesn't, individual homeowners for the first time are investing their money to mitigate wildfires on their own property by removing the fuel load."

Mobile healthcare in the fire service. Some hospitals are paying to have paramedics visit recently discharged patients within 24 hours. Departments have discovered that it doesn't make sense to send four people on these visits. This is leading to more progressive departments deploying for in-home healthcare and more appropriate responses in common scenarios

as part of a broader integrated strategy. These are the kinds of higher-level thinking that are going on in terms of EMS and mobile healthcare in the fire service."

Deployment. Johnson says community risk assessment is playing a bigger role in deployment. "It is something you do to more intelligently think through how you put resources on the street and what they do," said Johnson. "Community risk assessment with companies that are focusing on data give me a picture of what is really going on in my community. If I pick up a million dollars out of my budget and use it one way, the result is: A. If I take that million dollars and I use it another way, the result is B. Extracting data and risk from my community and creating a picture about how my money gets spent and what happens to the end result is a big trend in our profession."

Johnson talked about how technology is affecting the response side and how analysis is allowing departments to do a better job of dispatching crews. "If you know at an address you have someone who two people can't lift and it takes six people, the system is enhanced if you send six people to start with. Also, running false alarm after false alarm and taking yourself out of service when you can use technology to make a better decision about what you send, leaves resources in service that would be better utilized in a smarter fashion."

How people in the emergency services buy. Johnson said fire apparatus manufacturers are placing their entire apparatus fleets on the fire rescue group purchasing organization (GPO). Numerous wireless carriers are following suit. The list of items that are on the GPO has grown because vendors have found it to be an effective tool. "An apparatus distributor told me that of the last 21 pieces of apparatus he sold, 17 have been through a group purchasing approach," said Johnson.

Buried in that, according to Johnson, is the marketing approach for how manufacturers reach people. "The Internet is a much larger tool for how people choose to make their buying choices," he said. "Your consumers trust each other more than they



trust what the seller tells them." He noted that the fire service and its vendors are slow adopters of this marketing reality, and it's worth the audience taking note in their sales and marketing strategies.

Marketing strategy sophistication. Johnson sees more sophistication in the marketing pieces from vendors. "Who am I targeting," he asked. "A firefighter is not the same as a lieutenant. A lieutenant is not a battalion chief. And, just because you're a chief doesn't mean you make the purchasing decision. So, we're seeing a lot of sophistication by vendors retaining marketing companies that specialize in this. They are asking, who is your customer? Specifically who buys your product? What do they read? Where do they get their information? How do they make decisions?"

Johnson summed up his presentation with, "Think back to what it was like when you had to know directions and pack maps. Think back to your calendar book. Think back to when smart people were more valuable than when all of us could access Google. To the degree that this has changed your and my life and our behaviors is the degree to which [devices] on a broadband network are going to change public safety. The question is: Are you providing a service or a product that is going to be touched by that? If you are, what are you doing today to be ready for that wave? You could be the one who peeked around the corner first, gets ahead of your competitor and gains a huge market advantage." ◉

Succession Planning and Organization Development

BY JAMES LONG

The New England Patriots, St. Louis Cardinals and San Antonio Spurs have all enjoyed sustained success for over a decade. So what's their secret?

How did the Cardinals win 100 games in 2015 without Tony LaRussa at the helm or future Hall of Famer Albert Pujols in the clean-up spot? When David Robinson retired, was it pure luck that Tim Duncan was waiting in the wings? Bill Belichick and Tom Brady are as good as they come, but how do they stay in the hunt for the Super Bowl every year with so many other interchangeable players?

All three of these championship teams were built for the long haul by focusing on scouting and player development. This strategy is just as important for your business.

Barbara Mitchell presented her

"Succession Planning Roadmap" to FEMSA/FAMA members at the annual meeting. She reminded us of the words of Yogi Berra, "If you don't know where you're going, you'll end up someplace else."

Before starting your road trip, be sure to pack a BASKET—determine which **B**ehaviors, **A**ttitudes, **S**kills, **K**nowledge, **E**xperience and **T**alent your organization will need to succeed. Know where you're heading, but realize that you may have to ask for directions and maneuver through a few bumps and roadblocks along the way.

Even the best companies have gaps that need to be filled either by outside hires or development of current employees.

Asking directions comes in the form



of two-way, open communications with employees. Barbara stressed the importance of developmental plans for each co-worker, providing feedback often, managing both performance and expectations.

If you are using a GPS to plot your course, plans still should be reviewed every 12-18 months. Get help from outside advisors, company board members or trusted colleagues. Adapt and adjust as needed, especially if people aren't stepping up.

Winners know the importance of having a player development plan, always looking for new talent, over communicating and occasionally sprinkling in a few outside veterans who are capable of putting you over the top. ☺

2015 Annual Meeting Business Speaker

BY BRUCE WHITEHOUSE

For the fourth consecutive year, Dr. Anirban Basu of Sage Policy Group brought his unique blend of humor, energy and wisdom to our Annual/Fall Meeting. Entitled "The Pit and the Pendulum," Dr. Basu opened with the comment that, while his remarks would follow a general theme of horror, it was important to realize that all horror stories start out on a positive note.

He entertained us with a review of US and Canadian economies, plus a rapid fire lesson on the economy of Turkmenistan—which "we already knew." Dr. Basu injected a mix of recycled and new jokes including some of his favorite jobs at restaurants.

On a macro scale, the International Monetary Fund (IMF) has projected 2015 growth will be 2.5% for the US and a meager 1.5% for Canada. The current recovery is dominated by the stock markets—which

have clearly recovered from the recession—BUT home prices, income and employment are all showing a lack of real, sustained recovery from the lows of the recession.

Dr. Basu introduced data to reinforce past messages that the economy is being supported by consumer spending. Conversely, government spending is down,

net US exports are down—largely due to the foreign exchange influence of a high US dollar. Additionally, while business spending is up, it is mostly a result of building inventories to feed consumer spending.

The housing market continues to be soft. The 552,000 new home sales in August 2015 paled by comparison

to the 800,000 homes sold in August 1999. Dr. Basu asserted that the flat single-family home market and the growing multi-family market was a reflection that asset accumulation was not a driving force for the 16-25 year old demographic. He also projected



that 10 years from now, when that same cohort is in the 26-35 range, their priorities will shift. Marriage and children will lead to a return to the housing market and the asset accumulation that goes with young families.

In direct relation to our industry, Dr. Basu reinforced a prior year's statistic that full-time, professional firefighting employment is forecast to rise by only 7% between 2012 and 2022—well below employment growth in other occupations. Over the same period, volunteer firefighter numbers are projected to fall due to factors including double-income families, employers not supporting the volunteer model and increasing training costs. Also of concern was the 41% decline in government capital spending on public safety since 2008. His feeling was that, if the trend continued, there would be a significant shortfall in the ability of first responders to meet the needs of the public—especially, and specifically, the aging baby boomers.

Dr. Basu projected that interest rates would rise during 2016. Even though the pace of the increase would be glacially

slow, he felt that there would be a negative impact on consumer spending including auto sales and construction. With no good policies to use, the Federal Bank would be forced to let the market play out with the result that we will experience weaker-than-normal growth through 2016.

These influences essentially brought us back to the theme of the Pit and the Pendulum. While the pit may not be too deep, we will have to wait for the pendulum of consumer wage growth to shift before we can experience meaningful participation by the middle class – and middle class partici-

pation is required to achieve a full recovery.

Thanks to the Ontario Association of Fire Chiefs for, once again, sponsoring our Business Speaker event and making it possible for Dr. Basu to provide us with an informative and entertaining look at the factors affecting our economies. ☉

Fire Lanes: Realities of Active Shooter Violence

What are your best response options?

BY JIM JUNEAU

While sitting peacefully in your office, you hear the unmistakable sound of gunshots and screaming. There is an “active shooter” in the building. What do you do to save yourself, your employees and co-workers?

This was the scenario presented by Frank Borelli, a retired law enforcement officer and “active shooter” instructor. Active shooter incidents are defined: when an individual is “actively engaged in killing or attempting to kill people in a confined and populated area.” “Active shooter” situations are becoming commonplace, and can happen anywhere where people gather.

Pre-Incident Considerations and Planning

During an active shooter incident, the natural human reaction is to be startled, feel fear and anxiety, and experience initial disbelief and denial. There may be noise from alarms, gunfire and explosions, and people may also be shouting and screaming. Training and planning provide the means to regain composure and commit to prompt action. Training for employees and other personnel focuses on the easy-to-remember rule “Run, Hide, or Fight.”

Everyone should be trained first to run away from the shooter, if possible, encouraging others to follow. If it is not possible to run to safety, employees should seek a secure place to hide. As a last resort, fight to survive, incapacitate the shooter to protect themselves and others from harm. Though the “fight” option may seem extreme, in a study of 51 active shooter incidents that ended before law enforcement

arrived, the potential victims stopped the attacker themselves in 17 instances. In 14 of those cases, they physically subdued the attacker.

Borelli cautioned that when near an “active shooter” situation, take responsibility for your own safety first, if possible assist those around you. As soon as it is safe, call 911. It is important to have a plan in place, and follow the plan. The goal is to survive and protect others. No single response fits all active shooter incidents. A mental rehearsal of scenarios and consideration of response options in advance will assist individuals and groups in selecting their best course of action without hesitation. It is possible to use more than one option in the “Run, Hide or Fight” continuum.

“Run, Hide or Fight”

If it is safe to do so, the first and most natural course of action is to run. Individuals should be trained to run out of the facility or away from the area under attack and move as far away as possible until they are in a safe location. Employees should be given directions on roll call procedures for accountability.

If running is not a safe option, employees should be trained to hide in the safest place possible where the walls might be thicker and have fewer windows. Lock all the doors if possible. Barricade doors with heavy furniture or wedged items, secure the area by any means available to impede the attacker. Close and lock windows, close blinds or

cover windows, and turn off lights. Remain silent, and silence all electronic devices. Identify and prepare ad-hoc weapons (e.g. table legs, sharp objects, tools, heavy items) in the event that it becomes necessary to confront the attacker. Remain in place until given an “all clear” by law enforcement.

If neither running nor hiding is a safe option, adults in immediate danger should consider trying to incapacitate the shooter by using aggressive force and employing items in their environment as defensive weapons (e.g. fire extinguishers, chairs, tools, etc.). Acting as a group may be more effective than acting alone.

Interacting with First Responders

Staff should be trained to contact police and share essential information: location and description of attackers, types of weapons, methods and direction of attack, and flight of attackers.

When the Immediate Threat is Over

After an active shooter incident, management should engage in post-event assessments and activities, accounting for all individuals to determine if anyone is missing or injured. Management will also need to assess the psychological health of individuals who were affected at the scene, and provide counseling.

The location of the incident will be an active crime scene. Nothing should be touched unless it involves tending to the wounded. ☉



How Brilliant Brands Create a Sudden Urge to Act

BY JASON NAWROCKI

Andrew Davis brought an outsider's view of what "we, as an industry," do really well as it pertains to marketing our products and services, and he did it while adding in the perfect mix of comedy, enthusiasm and excitement. Andrew's impressive background includes key roles at The Jim Henson Company as well as Disney, just to name a couple.

Andrew stated that in our industry, we are really good at taking truck shots (photos) and telling people how innovative we are! But Andrew said that we need to show people how we are different instead of just telling them we are different.

Andrew took the audience through a comedic explanation of the different marketing models, to include the marketing funnel: the Ptolemaic model (we are the center of the universe) and, the Galilean Model (Google is at the center).

Andrew asked us to ask ourselves, "Where is our website in the online universe?" He noted, it is important to get as close as possible to the center of the online universe.

In an extremely hilarious way, Andrew explained how he used the Internet to find a meatloaf recipe and found himself going down the consumer journey path, involving many choices to be made, many recipes to choose from, and all of the decisions and options the Internet presents the consumer, no matter how basic the original search was. The consumer Internet journey has no beginning, no middle and no end.

How do we become successful with such a massive superhighway? We become successful by honing in on the biggest opportunity, The Moment of Inspiration.

Andrew explained a YouTube video that went completely viral, Caine's Arcade, an online movie that started off telling a basic story and evolved into an online inspiration raking in massive amounts of



cash and multiple charitable foundations.

Andrew told several success stories of how companies used their ability to tell

a story, to build suspense, add drama, foster aspiration, drive empathy, harness emotion, and exploit a content hole to achieve successful marketing in today's market.

In today's fast-paced world, everyone is trying to get our attention. Companies of all shapes and sizes are trying to tempt us with the latest and greatest products and services. In order to really understand what makes consumers buy stuff, we need to look at the consumer through a consumer lens. What makes us tick? What drives us to make the choices we make?

Emotion leads to action, and reason leads to conclusion.

Andrew's advice: tell your story and deliver your content in a way that inspires people to

want to do business with you! Inspire people to seek out and purchase things they did not know they needed. ☉

AFG and the Super Circular

BY TIM DEAN

This presentation provided an overview of issues departments face in applying for a Federal Emergency Management Agency (FEMA) grant under the Assistance to Firefighters Grant (AFG) program. Deputy Director of Grant Operations, Dave Gudinas, addressed members in Baltimore about this important federal grant. He was joined by colleagues Cathie Patterson and Michael Stillings.

Millions of dollars have been awarded to departments nationally. As a result, necessary and valuable equipment has been purchased by all types of departments throughout the US. The AFG has been a welcome stimulus for an industry that still has huge unmet apparatus and equipment needs.

Since the program is managed by the US government – Department of Homeland Security – the application



process, outlined in 2 CFR 200, requires that departments follow specific federal guidelines and meet certain criteria. These include, but are not limited to: verification of an internal procurement system, procurement of a perfor-

mance bond, purchase of equipment or apparatus within a one-year time frame from receipt of grant funds, and compliance with a very specific conflict of interest policy.

The FEMA group spent a significant amount of time discussing the conflict of interest policy. Designed to promote and ensure fair competition, the policy essentially prohibits a department from buying a piece of equipment or apparatus from a company if the company and/or its distributor wrote or furnished specific and detailed product specifications that the department used in the procurement process after a grant was received. Therefore, care and attention to detail should be employed when considering the AFG grant.

There are numerous resources to help a department apply and obtain federal funds to help improve a department's ability to provide quality emergency response to its citizens. ☉

Catastrophic Contingency Planning

BY RON TRUHLER

Dave Denniston, Director of Risk Management for McNeil and Co., addressed the FEMSA/FAMA memberships about catastrophic contingency planning during the Annual Meeting held in Baltimore. One of the more shocking statistics that he shared was that 60% of small businesses never re-open after a disaster. He told the group that most of the time this can be prevented with a detailed contingency plan. NFPA 1600 offers a guide to starting a plan and offers many good suggestions for creating it.

Denniston talked about many things that people do not think of when creating

a plan, like having your customer contacts stored offsite and updated regularly, and having a strong relationship with your financial institution to help fill the gap if the insurance company cannot provide funding to help get your business back open. The time to plan is now. You should form a committee within your company and include employees from all levels. Denniston suggested contacting your insurance company for help, and advised that you may need to hire an outside consultant to assist.

Creating a catastrophic contingency plan is a lot of work and is not easy, but doing so could save your business if a disaster occurs. ☉



FEMSA/FAMA Annual Meeting— Purchasing Panel

BY JANET WILMOTH

The fire chiefs' panel at the Annual Meeting was tweaked a bit and this year featured fire department individuals with purchasing power.

Dennis Compton, retired chief, Mesa, AZ, served as moderator for the panel which included: Pete Mellits, assistant chief, Bowie, MD; Stephen Lamphier, CFPF, Montgomery County, MD; Charles Rogers, division chief, Baltimore County, MD; and Rich Marinucci, fire chief, Northville Township, MI.

In introductory comments, Pete Mellits, assistant chief of a volunteer-combination department with four stations, stated one of his department's priorities is finding adequate drivers to operate the apparatus. "The standardization that has occurred with apparatus has really been a plus with what I have seen over the years," Mellits said. "The standardization has really helped and is a huge plus for this industry."

Stephen Lamphier oversees fleet, tools and equipment for 19 volunteer companies. His section is involved with part of the engineering and inspection of apparatus purchases. Sixty percent of the apparatus maintenance is done in-house. Lamphier commented, "One of the big challenges is an uneven replacement budget. We have a \$56 million replacement program, but we have not received funding for seven years. When we do get apparatus, we do get funding for all new equipment on the vehicle."

Chuck Rogers has been with Baltimore County since 1998 and shared they have a great labor/management working relationship. "We do everything by committee. If the firefighters don't want to use it, I'm not going to buy it," Rogers said. "They have to want to use it. We work really closely with our vendors and our dealers, and our demands are high upfront. It's truly an open forum with our fire chiefs. It's a lot of work, but we need to make it work."

Rich Marinucci, chief, Northville Township, MI, explained how each fire department is unique and that it's difficult to



Chief Dennis Compton



Chief Charles Rogers



Steve Lumpier

find one template that will work on every fire department, particularly in a township with a different buying process. "What I've learned is that the people who come to the safety forum are interested and are safety zealots in their departments," said Marinucci. "If my safety officer comes into my department and says we need to buy 'xx'—we buy it. If someone gets hurt, it falls on me."

The questions asked by meeting attendees ranged from purchasing processes and grant monies to dealer relationships. Some highlights of the Q&A follow:

In response to a question about fire departments' requirements and how purchasing recommendations are made, Chuck Rogers responded, "Firefighters go to the shows and make recommendations based on what they see." He added, "We think like firefighters."

Mellits commented, "With volunteer members, it's difficult to have manufacturers come in at nights or on weekends. If you plan on pitching to a volunteer department, plan on coming out on nights and weekends."

Questions about grant monies included whether departments should hold off on purchases in anticipation of grant money being awarded. Panelists ranged from not relying on grant money to always look-



Chief Pete Mellits



Chief Richard Marinucci

ing for grants. Marinucci responded, "We wouldn't wait. What we typically buy are the 'nice to haves'. If it's something we can live without, we will wait. We still have to get through the proposal process."

Mellits added, "Any grant money is considered found money. You can't purchase anything today on future money."

The 35% industry decline in North America prompted the question to panelists about whether they see some pent up demand and what the future might be for purchasing of equipment or apparatus.

Mellits said, "For Bowie, we intend to purchase 10 to 15 years out. As we rotate through the stations, that money is appropriated accordingly. We have implemented countywide ambulance billing. Eighty percent of our calls are EMS and this generates a sizeable amount. There is a huge influx of purchasing and looking to purchase two vehicles from the money on the ambulance [billing]." ☉

Panelists were asked if, in order to establish an annual line item budgetary amount, had they investigated or had interest in the rental of loose equipment, thus eliminating replacement costs, care or maintenance. Rogers responded, "Our priorities are our priorities. I worry that our priorities would be pushed aside." Marinucci explained his financiers believe in pay-as-you-go. "In many ways, fire chiefs are getting input from their financial people, particularly in larger communities where finance directors want a pay-as-you-go."

Most panelists agreed that buying from local sources was required or encouraged. Lamphier stated, "On tools and equipment, we buy from whoever the local dealership is. For apparatus, you must have a Maryland dealer license and a service facility in the state of Maryland. We do reserve the right to go to the manufacturer or dealer." Mellits added, "Our goal is to buy and support Maryland through a distributorship."

One of the last questions panelists were asked was: "What can the fire service industry do to help them?" Lamphier offered, "We are very pro-active with crew cab safety...Anything with safety."

Mellits said, "Crew safety and risk reduction is where a lot of technology comes into play. We listen to the firefighters when they say, 'here's a great product.' The back-up cameras now showing up in rearview mirrors—that's technology that really works."

Marinucci added, "Departments that have designated safety officers have a better chance of getting purchasing approval for these cutting-edge innovative products. If someone is trained as a safety officer, they are smart enough to communicate with their insurance companies and can get the information that a product is worth it. The savings on a camera is much better than the liability."

In closing comments, each of the panelists offered:

Chuck Rogers: "Embrace end-user advisory panels. If you are developing products, bring them in now. If the firefighters aren't going to use it, I'm not buying it."

Rich Marinucci: "It's the responsibility of the fire department to provide good quality service, so whatever we can do together to help provide a better service is the approach that will work. Anything that can be done to strengthen that partnership provides tremendous value in developing

those opportunities. Try to work together and get more people involved."

Steve Lamphier: "This [meeting] has been an education for me and also to learn about FAMA and FEMSA."

Pete Mellits: "At five o'clock, seventy percent of the [fire] companies are volunteer. Consider your end user. They are volunteers and do something entirely different on weekends or nights. You don't have somebody 'eating and breathing' apparatus."

Dennis Compton's final remarks focused on the word "change." He said, "You heard a theme, 'how do you continue to change?' If you want to see places that are getting the job done, you'll find them. You have to seek out the people way out in front. Look out in the areas of EMS if you want to see rapid change. Include a safety officer on every committee that purchases. Connect with people who sit on these committees. The chiefs aren't making decisions. Another is the mechanics and the training instructors."

Compton also suggested looking for Fire Service-based EMS Advocates for apparatus and equipment on <http://fireserviceems.com>. ☉

Washington Update

CFSI Executive Director Bill Webb once again delivered an update on the legislative outlook in Washington, DC. With authorization of the AFG and SAFER programs set to expire in 2017, Webb said the first priority was to get through the FY16 appropriations process before the fire service organizations begin discussion on reauthorization.

He shared with the group some of the actions taken by national fire organizations — including FEMSA and FAMA — to increase funding for both AFG and SAFER for Fiscal Year 2016, including letters co-signed by the organizations that were sent to both the Senate and House Appropriations Chairs and Ranking Members. In the letters, the organizations called for funding at \$810 million —



the same funding level in fiscal year 2011. The letters also requested \$45.6 million for the United States Fire Administration — the amount approved as well for fiscal year 2011.

Having worked in Washington, DC since 1985, Webb offered his personal ob-

servations on the legislative quagmire that has developed over the years on Capitol Hill. Since 1977, Congress and the White House completed work on appropriations legislation only three times — in 1989, 1995 and 1997. He also mentioned that the Harry Truman "Do Nothing Congress" had 907 pieces of legislation signed into law, compared to only 49 pieces of legislation signed so far during the 114th Congress.

Webb thanked members of the FAMA/FEMSA GAC for their work in Washington, and the membership of both organizations for their support of CFSI. He welcomed any member to contact the CFSI office when visiting Washington, DC. CFSI always looks forward to visiting with FAMA and FEMSA members to learn more about the types of technologies and services being developed to make the fire service a safer profession. ☉

ANNUAL/FALL MEETING RECAP



Thank You Conference Sponsors



2015 Annual Meetings | Baltimore, Maryland



The following firms have graciously supported our annual conference with their sponsorships. Please be sure to seek them out and learn about the services and/or products they represent. Their support is an integral factor in our ability to offer such a great conference program!





PEOPLE & PROFITS

Spring Meeting
2016



Fort Lauderdale
Florida



FAMA Spring Meeting 2016

April 2-5

Marriott Harbor Beach Resort and Spa
Ft. Lauderdale, Florida

This spring meeting will provide information to help you and your organization focus on the connection between people and profits. Having a focused, engaged, and capably led workforce is one of the best things any organization can do for its bottom line. Our guest speaker, the author of *Contented Cows STILL Give Better Milk*, will provide valuable guidance to MOOve your company in the right direction.

Our exceptional speakers, valuable meeting content, provided in a meeting format with enhanced networking opportunities, equals up to a meeting you can't afford to miss.

Speakers:

- Richard Hadden is a Certified Speaking Professional, author, and leadership consultant who focuses on the connection between people and profit.
- Mark W. Light is Chief Executive Officer and Executive Director of the International Association of Fire Chiefs (IAFC) and will be leading a discussion on current Economic Indicators and the effect on the Fire Apparatus Industry.
- Jo-Ann Lorber Assistant Fire Marshal at Fort Lauderdale Fire Rescue will be providing guidelines for developing leadership skills.

NHTSA Update:

Wes Chestnut (Tech Committee Co-Chair) will present the latest information on how to ensure your company is maintaining the proper recall documentation and reporting.

Networking Events:

Golf Tournament, Receptions, Awards Dinner and Pool-side Hospitality Suite



Bringing innovation
to the surface.™



Tentative Overall Schedule:

Saturday, April 2nd	Arrival
Sunday, April 3rd	
7:30 – 9:30	Board of Directors Meeting
9:30 – 11:30	Committee Chair Meetings
12:00 – 5:00	Golf Tournament
6:00 – 7:00	New Member / First Timer Reception
7:00 – 8:00	Welcome Reception
Monday, April 4th	
7:30 – 8:00	Member Breakfast
8:00 – 12:00	Business Meeting
6:00 – 9:00	Reception & Awards Dinner
Tuesday, April 5th	
7:30 – 8:00	Member Breakfast
8:00 – 1:00	Business Meeting

FAMA Technical Committee Meeting / 2015 Phillip L. Turner Scholarship Awarded

The FAMA Technical Committee met at Fire-Rescue International in Atlanta last August. Thanks to the generous support of our meeting sponsors: Darley, Pro Poly, TFT and USSC.

Most of the meeting focused on the regulations that affect apparatus manufacturers. Recent major forced recalls by large automotive companies has prompted the National Highway Traffic Safety Administration (NHTSA) to increase its scrutiny of all vehicle producers. Emergency vehicle manufactures are under an even brighter spotlight, and it is important that we all understand our responsibilities. The overview provided at the meeting will be followed up with more detailed training during our spring Tech meeting at FDIC.

On a lighter and more rewarding note, the Technical Committee also provided an opportunity to 'pay it forward' with the presentation of FAMA's annual scholarship award. The 2015 Phillip L. Turner Fire Protection Scholarship was awarded to Oklahoma State University student Tyler Lambert.

Lambert graduated in December from Oklahoma State University from the School of Fire Protection and Safety in the College of Engineering and Technology. While he was in college, he served as a volunteer firefighter for Ingalls (OK) Fire Department while maintaining a 3.25 GPA. He received the \$5,000 scholar-



ship in recognition of his outstanding academic achievements and commitment to the fire service.

When asked for his reason to pursue a career in fire, Tyler responded, "I am passionate about a career in firefighting and challenged by the opportunity to someday serve as a fire protection engineer. Firefighting runs in my family history. My father, my brother and I all serve on our hometown fire department in Lake Hopatcong, New Jersey."

Akron Brass has sponsored the Phillip L. Turner Scholarship since 2009. "Akron Brass is honored to sponsor the Phillip L.

Turner Scholarship. Education is a key part of the philosophy at Akron Brass, and we feel it is our responsibility to provide individuals like Tyler an opportunity to build the critical skills and knowledge to be successful in life and as leaders within the fire and emergency service industry," stated David Durstine, Vice President for Akron Brass. ☉



FAMA Technical Committee Meeting Sponsors



From left to right: Roger Lackore - Technical Committee Chair, Paul Darley, Peter Darley, Tim Dean, Dan Veselsky, Phil Gerace - FAMA Board President, Doug Miller, Jeff Darley

Special thanks to the sponsors of the August Technical Committee Meeting:



Homeland Security Again in the Forefront



BY DAVE GATTON
GAC CONSULTANT

With the Paris terrorist attacks rattling Europe and the San Bernardino shootings, the U.S. finds itself again confronting the issue of our homeland's security. What is ISIS' reach? How should we respond to requests to take more Syrian refugees? How good are our security checks?

These are all valid questions, as are reminders that we are a nation of immigrants who, since our founding, have been assimilated into the rich fabric of our diverse country.

These two sets of values—the need for security, and the need to be a welcoming nation that accepts those who are fleeing devastation—represent the polarity of our national debate which must seek a balanced and measured response. Often, in a presidential election year, our political language seeks extremes. At the end of the day, what we need is “balance” that seeks both objectives. I am convinced that Congress and the Administration can get there. The stakes are high.

A part of this debate should be how the nation has allowed funding for state and local government homeland security programs to be halved over the decade. The recently passed FY 2016 omnibus appropriations bill flat-funded most of these programs, such as the Urban Area Security Initiative, the State Homeland Security Block Grant, and security grants for ports, transit and over-the-road vehicles in the aggregate which have been slashed over time. Even our Assistance to Firefighters grants, which supply critical equipment to local first responders, is now funded at \$345 million for FY 2016, a slight but welcomed increase over last year, compared to its high water mark of \$750 million. Funding for many other programs within DHS and other parts of the federal government that gather intelligence must be maintained or increased.

In many respects, Congress and the Obama Administration, at the macro level, foresaw the need for more funding when in October they came to a two-year budget agreement that would add \$50 billion to the FY 2016 budget and \$25 billion to the FY 2017 budget—both evenly split between defense and discretionary spending. Is it enough? Unfortunately, no one foresaw the threat to appear in the

devastating form it did. There will need to be more policy and budgetary discussions on homeland security for years to come.

In the meantime, as an industry we should continue our commitment to the nation's first responders. No one knows, including the responders themselves, when they will be called into service. But when they are, they will be ready, responding not with fear, but with measured self-assurance and respect for the public they serve.

All this means that Hill Day 2016, slated for May 4-5 in conjunction with the Congressional Fire Service Institutes Fire Dinner and Symposium, will be extremely important. By then, discussions on the FY 2017 federal budget, including funding for DHS, will be in full swing. Congressional members will need to hear from us on advancements in the industry and the added capacity modern equipment can bring to the Fire and Rescue Service.

Also in 2016, the FAMA/FEMSA Governmental Affairs Committee will roll out a newly designed and more informative website. We hope you find it more useful and up-to-date as we move forward into what is sure to be a promising year.

We wish everyone a prosperous and peaceful 2016. ☉

SAVE THE DATE:

2016 FEMSA/FAMA Annual/Fall Meeting

October 4 - 7

Marriott Nashville at Vanderbilt University

Nashville, Tennessee

The Lives of 87 Firefighters Honored at National Fallen Firefighters Memorial Weekend

President Obama Meets Survivors during Memorial Service

When the relatives and friends of the 87 fallen firefighters honored at the 34th annual National Fallen Firefighters Memorial Weekend arrived on October 2nd, they were welcomed by the National Fallen Firefighters Foundation and 204 returning survivors, and reassured that their loved ones would not be forgotten. They shared dinner and learned about what they would experience over the next two days.

or the memories of your loved ones – and we will also honor you,” explained Chief Dennis Compton, Chairman of the NFFF Board of Directors.

During the 34th annual National Fallen Firefighters Memorial Service on Sunday, October 4th, President Barack Obama expressed deepest sympathies to the survivors of 87 fallen firefighters on behalf of the American public.



On Saturday morning, the survivors met in special groups based upon their relationship to the firefighter. They were able to learn about the services offered by the NFFF and talk with others who understand their feelings.

During the day they made luminarias, memory boxes, Christmas ornaments, and name rubbings from the plaque to honor and remember their firefighters. They also recorded memories of their loved ones through the Foundation's Hero Tributes.

The families gathered that evening at the Basilica of the National Shrine of St. Elizabeth Ann Seton for the annual Candlelight Service. "Through music, quiet reflection, and fellowship, we will hon-

The President spoke of bravery and courage that is instinctive among all firefighters who are willing to walk through fire to save a stranger's life. "Those we honor today lived a fundamental principle that binds us as Americans: I am my brother's keeper and I am my sister's keeper; that we look out for one another," he said.

President Obama reassured the survivors that, "the American public stands with them in admiration for their firefighters and feels great sympathy for their loss. "To the families of the fallen, we know words alone can't ease the pain of your loss. But perhaps it helps a little bit to know the American people stand with you in honoring your loved ones," he said. "We

hold you in our hearts, today and always. We offer you our deepest condolences, and our prayers and our gratitude."

Following his remarks, the President unveiled the bronze plaque bearing the names of the 87 fallen. The plaque has been added to the National Fallen Firefighters Memorial. President Obama then greeted each family, offering a smile, a hug and compassion.

Survivors received an American flag that had been flown above the National Fallen Firefighters Memorial and the U.S. Capitol Dome. They were also presented a personalized badge bearing the name of their firefighter, and a red rose.

On behalf of the entire fire service, U.S. Fire Administrator Chief Ernie Mitchell offered condolences during his remarks at the Memorial Service on Sunday. "Of course there is sadness when we honor our fallen. We miss those who have left us," he said. "But today, I pray for your peace and comfort and that you are able to celebrate their lives and service."

Our own John Granby (Co-Chair FAMA/FEMSA GAC and FEMSA board member) read one of the three tributes at the NFFF National Memorial site in Emmitsburg.

As the weekend concluded, Chairman Compton thanked the many people who volunteered their time and talents to the Memorial Weekend and acknowledged the Daughters of Charity and Mount St. Mary's University for again providing space to hold both the Candlelight and Memorial Services. "They opened their hearts and their facilities to us. We could not have better neighbors," he said.

Chief Compton also assured the families and friends of the fallen that the National Fallen Firefighters Foundation would remain at their side to offer friendship, hope and support as their journeys continue.

The National Fallen Firefighters Foundation thanks all of their corporate partners for their support and help in making the memorial weekend special for all of the families. ☺

50 Years of FEMSA: An Association Success Story, Part I

BY KAREN BURNHAM

A golden anniversary is not only a cause for celebration—it's also an opportunity to strengthen relationships with current and prospective stakeholders. A 50-year milestone is worth recognizing when you consider that only one-third of small businesses survive more than a decade, according to the Small Business Administration.

2016 marks FEMSA's 50 years of existence. In celebration, we honor those who molded the foundation upon which FEMSA stands, as well as those who carried the FEMSA banner through the years to make the association the success it is today. Throughout this year, we will share historical association benchmarks through newsletters, news releases, and other media, culminating in a grand celebration at the 2016 Annual Meeting in Nashville, Tennessee.

When it all began ...

Dateline: March 10, 1966 ... State of Delaware, Office of the Secretary of State, acknowledged receipt of the Certificate of Incorporation of Fire Equipment Manufacturers and Services Association [original name] dated March 9, 1966, with its principal office located at 901 Market St., Wilmington, DE. This membership corporation was organized and operated exclusively as a non-profit, charitable, scientific, literary, and educational corporation under Section 501(c)(3) of the Internal Revenue Code of 1954, to:

- provide help and advice to the International Fire Chiefs Association and the fire service in general; and,
- improve industry standards.

Incorporators of FEMSA were Ira S. Pimm, Jr., Charles A. Adami, and Standish F. Hansell, all of whom resided in Philadelphia, PA, at the time of incorporation.

The first meeting of the incorporators was held on March 11, 1966, in Philadelphia, PA. At that meeting, Mr. Pimm was elected Chairman, and Mr. Adami was appointed Secretary of the

meeting. The Secretary presented proposed bylaws for the regulation of the affairs of the corporation. An election was held resulting in the following individuals named as directors: R. M. Bugbee; Grace Clark; Fred Fischl; Earl Scott; R. Vale Fitzpatrick; Matt Birk; and Al Houghton.

Retrieved from the FEMSA archives is a news release that published soon after the association was launched. It reads:

A new fire-service trade association, the Fire Equipment Manufacturers and Services Association (FEMSA) has made its debut.

Sponsor of a reception for more than 2,000 fire chiefs, wives, and representatives of equipment and apparatus manufacturers at the recent 93rd annual conference of the International Association of Fire Chiefs in Boston, Mass., the new non-technical, non-profit group already has 36 active members and a growing list of applicants. Aim of the group is to aid the IAFC at its annual conferences, relieve host cities of expenses connected with conducting IAFC meetings, obtain optimum product exposure for its member-exhibitors during IAFC conferences, and improve public relations.

Officers of the new FEMSA association are President Richard Bugbee (American District Telegraph Co.); Vice President Grace C. Clark (Circul-Air Corp.); and, Secretary-Treasurer Fred Fischl (Bi-Lateral Fire Hose Co.). Members of the association included:

American District Telegraph Co.

Akron Brass Co.

American LaFrance

Ansul Co.

Bean, John, Div. of FMC Corp.

Bi-Lateral Fire Hose Co.

Bliss-Gamewell, Div. of E. W. Bliss Co.

V. H. Blackinton Co.

Cairns & Brother, Inc.

Carpenter Mfg. Co.

Circul-Air Corp.



FEMSA Hill Visit April 1989

Dictograph Security Systems

Elkhart Brass Mfg. Co.

Fire Engineering (now PennWell)

Fyr-Fyter Co.

Gerstenslager Co.

Hale Fire Pump Co.

Clifford B. Hannay & Son

Hess & Eisenhardt Co.

Klopman Mills

Mack Trucks

Mason-Dixon, Inc.

Maxim Motor Div., Seagrave Corp.

Mine Safety Appliances Co.

National Fire Hose Co.

Peter Pirsch & Sons Co.

Powhaton Brass & Iron Works

Scott Aviation Corp.

Seagrave Fire Apparatus, Inc.



Rally on the tarmac at Washington National Airport.

William Simpson Sons & Co.
Snorkel Fire Equipment Co.
Super Vacuum Mfg. Co., Inc.
Volunteer Firefighter
Waterous Co.
Whelen Engineering Co.
Ward LaFrance Truck Corp

This article appeared in the November 1966 issue of *Volunteer Firefighter*, and may be the only historical record of the first membership list that exists. Nine (9) original member companies of FEMSA, highlighted in bold above, continue to support the association through their memberships today ... 50 years later.

There is no additional information about the first 20 years of FEMSA that has been discovered to date, but the research effort continues.

A New FEMSA Regroups in 1986 ...

Product liability was the driving force that took FEMSA to a higher level in 1986. H.R. 1115, the Uniform Product Liability Act, singled out the fire and emergency industry with a provision making manufacturers of fire equipment and protective clothing presumptively liable in the event of injury to a firefighter. If enacted, the legislation would have drastically impeded manufac-

turers' ability to obtain adequate liability insurance, dramatically increased legal defense expenses, and thereby devastated manufacturers' ability to compete in the marketplace.

In a recent in-person interview with Kathleen "Kit" Cafaro, she recalled attending the 1985 Fall Meeting of the Fire Apparatus Manufacturers' Association (FAMA). During that meeting, she cautioned FAMA members about this proposed legislation. Attorneys representing FAMA at the time considered the position as unconstitutional, and that "it would never fly." Kit heard it said shortly thereafter that, "If you listen to Kit, you'll be as crazy as she is!"

When Kit returned home that night, there was a phone message from her Congressman. She called him back, he asked for her position on the issue, and she responded that it didn't matter as it would never get off the ground. The Congressman reported that it was flying through Congress and it was very much alive. With that information, Kit contacted then FAMA President Bill Darley. According to Kit, this was the beginning of the end of FAMA's then current legal and management representation by TBEA ... the issue was very much real. [In 1986, FAMA – having no management

association leadership – was invited by FEMSA to hold its Fall Meeting with FEMSA; this kicked off the combined FEMSA/FAMA annual conference as we know it today.]

By 1987, the movement was in full swing. Several industry manufacturers regrouped to form a "new FEMSA" with a focused mission and objectives. Doug McMillan (Task Force Tips) served as Chairman/President, and Roger Hannay (Hannay Reels) served as Chairman of the Legislative Committee. In 1988, Kit Cafaro (MC Products) was elected as President, and Mary Grilliot (Morning Pride)



Fire apparatus with black bunting on field at Washington National Airport. Sign reads, "Product Liability is Killing US"

was elected Vice President. They worked with McMillan and Hannay to launch a powerful effort to divert the crisis. Other key players included George Freese (Globe Manufacturing), and Ray Ridler (VFIS). In 1989, FEMSA contracted with The Spence Group, an association management and lobbying firm, to mount its legislative defense and build up its association in the process. Sandra Spence was named Executive Director of FEMSA. She organized a membership and political action campaign, and by July of 1989, membership in FEMSA expanded to 124 companies. FAMA supported the issue as it directly impacted its then 60 member companies.

On June 21, 1989, H.R. 2700 was introduced in the U.S. House of Representatives. The bill included exactly the same language on presumptive liability affecting fire equipment and clothing as had been included in H.R. 1115 in 1988. A companion bill (S. 1400) was introduced in the Senate on July 25, 1989. This was a balanced bill with broad bi-partisan support that did not include any presumptive liability provision. In sum, it was critical that presumptive liability language be eliminated from the House bill. FEMSA member companies were encouraged to reach out to their Representatives and Senators with concerns about H.R. 2700, and the drastic impact it would have on their businesses. Section 3(e) of H.R. 2700 would pre-empt state negligence laws and establish a rebuttable presumption of liability applicable only to manufacturers of fire-fighting equipment and clothing, and those manufacturers would be presumed liable in product liability action for harm suffered by any firefighter performing interior structural firefighting.

The hard fact is that one needs the product to defend oneself. If the equipment or clothing were consumed in a fire, there would be no defense. In effect, it overturned the basic concept of American law that says one is innocent until proven guilty.

June 1989, 900 yards of black bunting was purchased (thanks to Morning Pride) and brought to the New York State Chiefs' Show. Most booths and apparatus were draped with black to demonstrate how manufacturers felt they would be affected

if the presumptive liability provision were enacted into law. The same fabric was used at the New England and Maryland shows thereafter. Fire trucks with black bunting were also staged on the streets of Washington, D.C. near the Capitol, and at Washington National Airport, coupled with a hearse and powerful signage reading, "The Death of Small Business," "Product Liability is Killing US," and "We hope we'll be there when you need us."

Dateline: September 5, 1989 ... Filed with the State of Delaware, Office of the Secretary of State, a Certificate of Amendment to FEMSA's Certificate of Incorporation. The certificate amended the nature of FEMSA's business, objectives and purpose, to:

- operate as a business league as defined in Section 501(c)(6) of the Internal Revenue Code of 1954, for the improvement of business conditions in the fire and emergency services industry;
- advance and protect the business interests of member companies serving the fire and emergency services;
- improve and enhance trade shows and other forums for the exhibition of member products and services;
- elevate the standards for industry products and services and to promote the effective dissemination of information regarding such standards; and,
- promote reforms in the law to achieve these objectives.

The first set of association bylaws found in the association's legal/corporate records is dated as adopted in 1989. It appears this set served as the template for the current bylaws, although there have been modifications through the years.

Senate Committee Acts on Liability Bill

FEMSA member Harry Featherstone (Will-Burt Co.) represented the National Association of Manufacturers (NAM) in presenting testimony to the Senate Commerce Committee during hearings on S. 1400 in April 1990. Featherstone said the impact of the current 50-state product system is "devastating." He outlined how product prices have increased, products have been discontinued, innovation has

slowed, plants have closed, and thousands of American workers have lost their jobs or opportunities for new jobs. "We need S. 1400 in the U.S.A.," Featherstone said. "And we need it now, not later when more jobs are lost."

In May 1990, The Senate Commerce Committee completed action on S. 1400 and supporters of reform were urging all manufacturers to contact their Senators urging speedy action in the Senate Judiciary Committee to send a bill to the floor. FEMSA strongly supported this action, and the Administration, led by Vice President Dan Quayle, came out in strong support of the Senate bill. Remember, S. 1400 did not contain the presumptive liability provision affecting fire equipment and clothing that FEMSA fought in the House bill.

Product Liability Bill Dies

Federal product liability legislation aimed at protecting manufacturers from facing a patchwork quilt of 50 different product liability laws died when Congress failed to act before adjournment in October.

S.1400, a bill strongly favored by the NAM and an alliance of large and small manufacturing interests, went all through the legislative process but didn't make it to a floor vote in the Senate before adjournment.

H.R. 2700, the House bill that singled out fire equipment manufacturers never even had a hearing during the 1989-90 Congressional session.

Leaders of the Coalition for Uniform Product Liability Law [FEMSA was a member] reported that key Senate co-sponsors of S. 1400 were on board with strategy aimed for 1991, and since the bill already had been through the Committee process, they were hopeful an early start would get results in the next Congress. More on that front to come. ☉

Stay tuned for the next segment.

Editor's Note: *Thanks to Kit Cafaro, Doug McMillan, Roger Hannay, Mary Grilloit, Lila Gillespie, and Sandy Spence, who were interviewed for their recollections and records. Most especially, thanks to Kit Cafaro who spent four days with me going through four cases of her old FEMSA files to help recreate and chronicle FEMSA's history.*

A Look Back at FAMA's Beginnings ... 70 Years Ago

BY KAREN BURNHAM

At the end of World War II, the war-time ban on manufacturing non-military vehicles had left the fire service with a well-worn, inadequate fleet. Industry standards and apparatus designs reflected pre-war thinking and technology. Standing on the threshold of a new era in design, production and equipment technology, fire industry manufacturers realized that individual company resources were often not sufficient to either improve the standards or solve industry-wide concerns. Manufacturers were anxious to produce new equipment utilizing this post-war technology while working collectively to improve safety standards within the fire service. Their desire to pool these ideas, experiences and efforts led to the creation of the Fire Truck Manufacturers' Association — the predecessor of today's Fire Apparatus Manufacturers' Association.

[Danny Brogdon, FAMA 2001 President, researched and developed this language while serving as the Public Relations Committee Chair circa 1997.]

As FAMA's executive assistant from October 1996 through September 2015, I've secured and stored years' worth of association records handed down by "veteran" member representatives and past Board members who served pre-1996. I've also maintained all FAMA records, mostly in hard copy form, from 1996 until recently. Along the way, little nuggets of historical information have been uncovered and maintained for safekeeping. It's time to clean "house," save what is necessary and valuable in electronic format, and discard the voluminous boxes and binders of paper collected over the years. With a milestone 70th anniversary of FAMA in 2016, what better time to dig in our heels and attempt to reconstruct and document the history of the association.

This first article will kick off FAMA's early years. Future reports will address the success stories through time and those individuals who were influential in advancing the organization to what it is today. We rely on past members' records to help get us started, and will reach out to those who have recollection of past events throughout this project.

Let's get started ...

There is little information about the very early days of FAMA. Old newsletters tell us that FAMA was organized in **1946**. However, the earliest document on hand is a "Report of Fire Apparatus Manufacturers Association, Inc., Washington, D.C., for the fiscal year ended May 31, **1959**." The report was prepared by Lahr & Lahr, Certified Public Accountants, and indicated a cash balance as of 6/1/1958 of \$1392.23 and as of 5/31/1959 of \$1,488.51. Disbursements were itemized and included a retainer fee.

1963: Spring Meeting—St. David, PA Golf Tournament Winner: George Layden

1964: Spring Meeting – Cooperstown, NY: President: Joe Whitcomb, Maxim Motors; Golf Tournament Winner: Walt Rainer

1965: Spring Meeting – Chicago, IL Golf Tournament Winner: Bert Nelson

1966: Spring Meeting – Wooster, OH Golf Tournament Winner: George Layden

March 8, 1966: Code of Ethics—Fire Apparatus Manufacturers Association, Inc. [approved]

The purposes of this Association are (1) to encourage the improvement of the quality of the products of the industry and the business conduct of its members, and (2) to have its members abide by self-imposed rules of good business conduct for the mutual benefit of themselves and the general public.

The rules and regulations of the code were detailed. Violation of the rules could subject a company to suspension from membership based on the arbitration clause and procedures outlined. Members were required to endorse the code and comply with "the Warranty as set forth under N.F.P.A. Pamphlet No. 19."

Members included:

Akron Brass Company, Wooster, OH

Brumbaugh Body Co., Inc., Altoona, PA

Clifford B. Hannay & Son, Inc., Westerlo, NY

Crown Coach Corporation, Los Angeles, CA

Duo-Safety Ladder Corporation, Oshkosh, WI



July 1955 – FAMA Meeting/Dinner with Members and Spouses, Mackinac Island/Lake Huron, MI

Elkhart Brass Manufacturing Co., Inc., Elkhart, IN
 Fire Trucks, Inc., Mount Clemens, MI
 Fyr-Fyter Company, Wooster, OH
 General Safety Equipment Corp., North Branch, MN
 Grove Manufacturing Co., Shady Grove, PA
 Hale Fire Pump Co., Conshohocken, PA
 Howe Fire Apparatus Co.
 Mack Trucks, Inc., Allentown, PA
 Maxim Motor, Div. of Seagrave Corp., Middleboro, MA
 Melray, Inc., Hortonville, WI
 Mobile Aerial Towers, Inc., Fort Wayne, IN
 Peter Pirsch & Sons Co., Kenosha, WI
 Powhatan Brass & Iron Works, Ranson, WV
 Bliss-Rockwood, Div. of E.W. Bliss Co., Worcester, MA
 Seagrave Fire Apparatus, Inc., Clintonville, WI
 Snorkel Fire Equipment Co., St. Joseph, MO
 Towers Fire Apparatus Co., Inc., Freeburg, IL
 Waterous Company, St. Paul, MN
 Young Fire Equipment Corp., Lancaster, NY



Industry Members: defined as, "Any person, firm, corporation or organization engaged in the manufacture, sale or distribution of industry products."

Industry Products: "The products of the industry shall consist of all types of motorized fire apparatus including, but not limited to, pumping engines, aerial trucks, aerial platforms, service trucks, quads, water towers, salvage cars, squad cards, crash trucks, tanker trailer pumpers, etc., used for fire protection purposes plus all components and/or service parts for said apparatus.

1967: Spring Meeting – Hershey, PA Golf Tournament Winner: Alan R. Marshall

April 23, 1968: A special meeting of FAMA was held in Chicago, IL. Twelve (12) member representatives were in attendance who recommended that, "the Fire Apparatus Manufacturers Association become a division of the Truck Body and Equipment Manufacturers Association, Inc. (TBEA), located at 1012-14th Street, N.W., Washington, D.C. 20005." The Constitution and Bylaws of FAMA would be amended accordingly. The amount of \$100 would be assessed for dues for each member company of FAMA, and FAMA members would be required to join the TBEA and pay dues according to its schedule after applying for membership in that organization.

All books, records and Association activities were initially moved to TBEA as of June 1, 1968, but since FAMA did not merge with TBEA, it was not necessary for TBEA to take possession of the records. They were returned for appropriate disposition or storage pending decision as to the dissolution or continuation of FAMA.

Correspondence confirms that Edward L. Koepenick (affiliation unknown) served as the FAMA Secretary-Treasurer during the preceding 15 years. As of June 1, 1968, Berkley C. Sweet, Executive Vice-President, TBEA, assumed the responsibilities of the Secretary-Treasurer of FAMA pending elections to be conducted at the next annual meeting. Responsibilities would also include the activities of the Technical Committee and any other services that FAMA directed be completed on its behalf.

Within 30 days after June 1, 1968, upon petition of the members who had affiliated with TBEA, a Fire Apparatus Manufacturers Division (FAMD) was petitioned to be formed within TBEA in accordance with TBEA bylaws relating to industry divisions. The division would be charged with assessing its members any dues or assessments approved by a majority of the membership. Monies collected from such dues or assessments would be held in a special restricted account only to be used by FAMD, and the monies would be collected in addition to the yearly TBEA membership dues payable to the Association.

August 13-14, 1968: Annual Meeting – Boyne Falls, MI. Twenty member companies were represented.

Mr. Sweet (TBEA) opened the meeting and explained the proper, legal channels required to form an industry division of TBEA. He called for the appointment of a temporary chairman to conduct the balance of the meeting until officers of the division could be elected. Eugene Towers was duly appointed to that role.

By vote, the newly formed division was named, "Fire Apparatus Manufacturers Division of the Truck Body and Equipment Association, Inc." Meeting participants drafted and adopted bylaws to govern the actions of the division. A Nominating Committee of three was appointed, and after a 15-minute break, the committee returned with its recommended slate of nominees. With no further nominations from the floor, nominations were closed, and the entire slate of candidates as presented by the committee was elected by a unanimous ballot, resulting:

- | | |
|--------------------------------|---|
| President | Richard Young, Young Fire Equipment Corp.
(also to head Public Relations Committee) |
| 1 st Vice President | Ben Lewis, Maxim Motor Division
(also to head Nomination and Promotion Committees) |
| 2 nd Vice President | Robert Hill, Waterous Company
(also to head Membership and serve as Technical Committee Coordinator) |
| Secretary-Treasurer | George Layden, Peter Pirsch |

Richard Howe, Howe Fire Apparatus, was also appointed as the TBEA Divisional Director (non-voting status). This first term of office of the Division Officers would extend until November 30, 1969. [Note: Richard Young, Ben Lewis, and Robert Hill served in these

capacities during the previous year.]

Meeting discussions included:

- Product liability. It was suggested each member investigate an umbrella insurance policy to increase their liability coverage because of the recent outcome of several court cases;
- Recently enacted Tennessee Code and its effect on the industry. TBEA's Legal Counsel would investigate the new enactment and write the state expressing industry concerns;
- Federal specifications and their effect on the industry. FAMD's Technical Committee was empowered to recommend personnel to serve on the TBEA's Ve-

hicular Safety and General Engineering Committees;

- Dues were fixed at \$100 per year for each member firm [but that all dues be suspended for one year];
- FAMA continue to exist for one year [readdress in 1969], and all records of FAMA be retained for one year (stored at Powhattan Brass);
- A bank account be established with current funds of \$308.28; and
- The next regularly scheduled division meeting would be slated for next fall at a time and place designated by the call of the President;
- 1968 FAMD bylaws revised the purpose

of the organization and membership definitions.

Research indicates that the day-to-day affairs of FAMA were managed by outside organizations until the fall of 1989, when FAMA separated and decided go out on its own.

... to be continued in the Summer 2016 newsletter.

[Resource Contributions: records of Eugene Towers (Towers Fire Apparatus) and Robert Hill (Waterous); Dennis Chamberlain (1998 President); and, Phil Schwab (Duo-Safety, and 1984 President)] ©

NVFC's Make Me a Firefighter Campaign Introduced

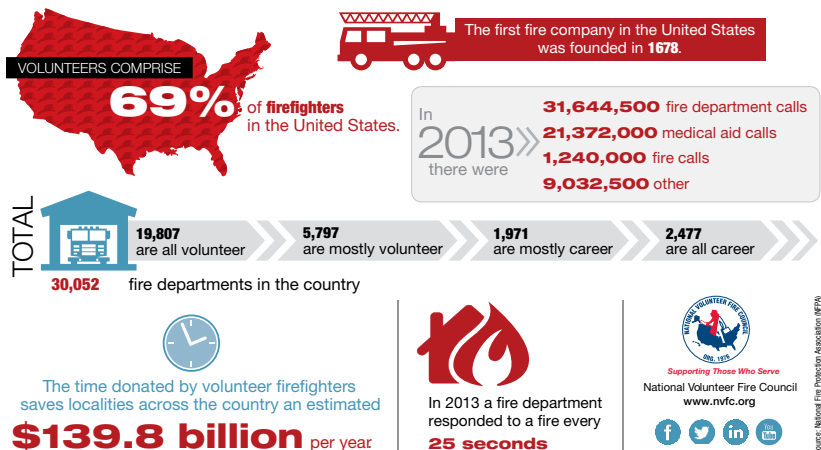
BY ANDREW LINGEL

At the Fall FAMA meeting in Baltimore, Kevin Quinn, Chairman of the Board, and Heather Schafer, CEO, of the National Volunteer Fire Council (NVFC) presented their new *Make Me a Firefighter* campaign to FAMA members. The basis of the campaign is one of the greatest threats to the fire industry ... the lack of volunteer firefighters.

Here are the facts:

- 69% of firefighters in the USA are volunteers.
- Of the nation's 30,052 fire departments, 19,807 are volunteer departments.
- The time donated by the volunteer firefighters is estimated to save \$139.8 billion per year.
- The volunteer fire service is an aging population. In 1987, approximately 33% were 40 and older; 2013 statistics show that number has increased to approximately 42%.
- While volunteers have decreased by 12% since 1984, the call volume has increased. In 2013 there were 31,644,500 fire department calls.
- One of the key reasons for this decline of volunteers is that the population doesn't

The Fire Service in the United States of America



know their fire departments are seeking volunteers. A Mitchell Survey found that 79% of respondents didn't know if their department was looking for volunteers.

- The NVFC sees that underrepresented groups (women, millennials (born after 1980), minorities, others) are key in filling the volunteer gap. That same survey found that 87.9% of millennials and 26.8% of women would be interested in volunteering.

The *Make Me a Firefighter* campaign is SAFER funded and will be a tool for na-

tional recruitment focusing on the underrepresented groups. The NVFC has created a website (portal.NVFC.org) where fire departments can register and post volunteer opportunities, access recruitment tools and resources, as well as generate material that they can use for recruiting. The public will be able search for opportunities at www.makemeafirefighter.org.

To partner with the NVFC and help make a difference in recruiting volunteers, email Allison Moore at amoore@nvfc.org. Let's answer this important call and together with the NVFC, help solve this national crisis. ©

Tradeshaw Report Card

BY KEN NIELSEN and SUMMER JOHNSTON

For parts of the country, the arrival of snow marks the end of another year. All the results are in and most of the feedback has been received from tradeshow organizations. Thank you to Show Management for working with us to bring you this article, and to everyone who took the time to complete the surveys.

Please remember to share your reviews by completing the trade show surveys. If you are not the correct person in your company to complete the survey for a specific show, feel free to forward it to the appropriate person. Thank you in advance!!!

Firehouse Expo

Baltimore, MD

July 16-18, 2015

Responses from: **Brian Cassell**, Group Show Manager

Positive Comments:

Attendees – “Very good. I was surprised.”

Show Management – “Improvement from last year.”

Q: “For such a small floor it took a long time to get crates at tear down. None of the staff seemed to be in any rush to move them.” Can you address this with the show decorator in Nashville to insure we will not have the problem we had in Baltimore?”

A: Some of the issues faced, unfortunately, were a function of the labor pool in Baltimore. We discussed this challenge in our post-con with Shepard, and pushed them hard on this when we undertook negotiations to renew our agreement with them for the next three years. They have committed to continuing to improve this process for all of our events; however, we understand the importance for this in Nashville.

Q: Last year we asked if there were any plans

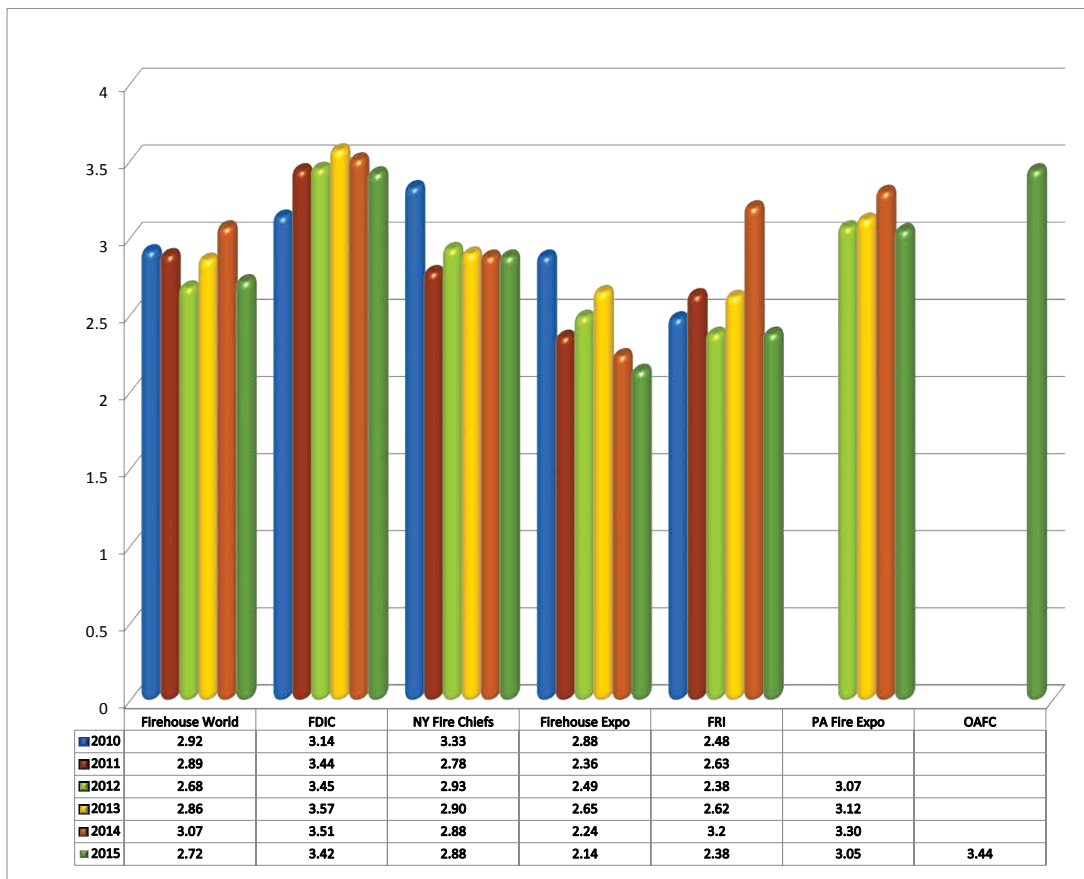
of changing to a two-day show, and you responded not now, but you are open to it based on the data the research company gives you. We would like to revisit this question and ask are there any plans to change to a two-day show?

A: Not at this point. We’ve looked at this – and will continue to review. As we look at the schedule for 2016 and the number of social events happening in Nashville, we remain committed to three days of exhibits to mirror the conference offerings. However, we will be creating more non-competing exhibit floor hours. EMS World Expo in Nashville in 2014 saw more day trippers – along with higher attendance – than at other venues, and we anticipate the same for Firehouse Expo. We feel three exhibit days will make this more attractive. However, we are committed to change if these assumptions do not hold true.

Q: What are your plans to get quality attendees and decision makers out to Nashville?

A: Our changes to the marketing plan in 2016 is a three-pronged plan.

First, we have developed a guerrilla marketing effort with Editor-in-Chief Tim Sendelbach, that began with him bringing all of the state fire associations together to ensure their support for Firehouse Expo 2016. Tim has been on the road since July,



YEARLY GPA							
TRADE SHOW	2010	2011	2012	2013	2014	2015	Ave
FIREHOUSE WORLD	2.92	2.99	2.68	2.86	3.07	2.72	2.87
FDIC	3.14	3.44	3.45	3.57	3.51	3.42	3.42
NY CHIEFS	3.33	2.76	2.93	2.90	2.88	2.88	2.95
FIREHOUSE EXPO	2.88	2.36	2.49	2.65	2.24	2.14	2.46
FRI	2.48	2.63	2.38	2.62	3.2	2.87	2.70
PA EXPO	-	-	3.07	3.12	3.3	3.15	2.37
O AFC	-	-	-	-	-	3.44	3.44
Average	2.95	2.84	2.83	2.95	3.03	2.95	

2015 ATTENDANCE RESULTS		
TRADE SHOW	EXHIBITORS	ATTENDEES
FIREHOUSE WORLD	260	3,106
FDIC	6,000	25,468
NY CHIEFS	1,482	12,590
FIREHOUSE EXPO	781	3,601
FRI	2,311	6,100
PA EXPO	N/A	N/A
O AFC	381	2,297

and is meeting with not only the neighboring states, but also the major metro areas and state fire associations throughout the southeast. Ensuring their commitment to supporting – and attending – the event is crucial.

Second, we are bringing on a professional marketing agency – marketing design group (mdg) – to help us in the development and execution of an improved marketing strategy. Mdg has been responsible for the success of many of the top trade shows in the United States, and we welcome their knowledge and experience to the team in 2016.

Third, we will continue to actively recruit and vet qualified buyers to bring to Firehouse Expo. We were successful in recruiting nearly 100 qualified Apparatus Purchasing committees to Firehouse Expo in 2015. We will improve on that for 2016 by adding purchasing committees as our attendees.

Q: Upon review of the show, are there any comments or feedback you would like to share with the membership?

A: We mentioned last year that with our new team, we were embarking on a strategy to add clarity to the positioning to both of the Firehouse events – Firehouse World in San Diego and Firehouse Expo, now in Nashville – and we were honest in that everything was on the table...including moving Firehouse Expo if necessary! The key to this strategy is being closer to the market, closer to our customers, and creating a product that truly helps them in their jobs day-to-day, both fire-service professionals and manufacturers. I am proud of the job we have done in the past year demonstrating that value, evident by the increase in customer satisfaction (both exhibitor and attendee), and want to share with the FEMSA and FAMA membership that this is just the beginning of big improvements you can expect to continue to see at Firehouse Expo.

Fire-Rescue International

Atlanta, GA, USA

August 28-29, 2015

Responses from: **Lisa Yonkers**, IAFC Director of Conferences and **Shannon Gilliland**, Assistant Director, Conference and Education

Positive Comments:

Attendees – “Much better than expected.”

Show – “Was better than expected.”

Q: On Saturday morning, the exhibitors were to have access to the show floor at 7am, but they did not gain access until 8am. How will this issue be addressed?

A: At one of our doors, our security guard was holding people. We have revised our security protocol and that should never happen again. It was just that one door, and we had a handful of people who were delayed. If something like this happens, please call Shannon Gilliland, and she can help you.

Q: There were multiple mentions about the lack of show management present on the show floor. Would you like to comment on this?

A: In years past and especially this year, we have ramped up our staff quite a bit. We had 20 people who were dedicated to the show floor for being around; making sure that our exhibitors had access for someone to answer their questions. This is about a 1 to 22 ratio to people (exhibitor companies to exhibitor staff personnel). In the past, we had cards with cell phone numbers available at the Marshaling Yard, Exhibitor Service Center and the IAFC Lounge. At Fire-Rescue International 2016 we will do a booth drop before the show starts with a flyer containing our cell phone numbers. You can call us day or night. We will address any issue.

Q: There was a suggestion to add a live inside demo area. Is this something you would consider adding?

A: We are always looking for exciting new opportunities to have in the exhibit hall. We encourage the membership to call us. We welcome the ideas and would love to see the exhibit hall grow from these ideas!

Q: Upon review of the show, are there any comments or feedback from Show Management that you would like to share with the membership?

A: Since this is still in the planning process, we do not want to broadcast everything. I can share with you that recently we met with the program planning committee, and brainstormed how to reinvent the exhibit floor by adding excitement and new education. Our Task Force is working hard on adding interest and reasons to be on the show floor like adding demo areas containing either Fire Departments or Fire Service activities and more educational opportunities. This will drive attendees to the show floor. ☺

Bid and Performance Bonds 101

BY ROSE RUDOLPH-SMITH
FEMSA INSURANCE/EDUCATION COMMITTEE

Here's the Who, What, When and Why about bid and performance bonds. The intent of this article is to provide a "101" explanation on both bonds, and how they apply and play important roles in our industry.

Bid Bond: Assures that the bid is submitted in good faith, and that the contractor (you) will enter into a contract at the bid price and within the time limit set. Securing a bid bond pre-qualifies your company for a performance bond.

Performance Bond: Assures the owner (customer, client) that, in the opinion of the bonding company, the contractor (you) is capable and qualified. It protects the owner from financial loss should you fail to meet the terms of the contract.

If you are selling fire service equipment in today's industry, you are going to run across the need to produce bid and performance bonds, especially in the current market as municipalities and government agencies often seek to get the best product at the lowest price. Bid and performance bonds "insure" that the bid process works. The bid bond is the gatekeeper for your customer. Also, it protects the customer if you default on the bid. If you fail to honor your bid, it protects the customer up to the amount of the bid. Example: you are low bid at \$100K and you pull out for any reason, maybe you decided that you cannot meet the delivery date, for example, the customer may have to take the next lowest bid that might be at \$120K. You are obligated for the difference at \$20k. The bid bonding company would pay this amount to your customer. The caveat is that the bonding company is going to collect the \$20k from you somehow.

Once you are awarded a bid, you should ask your agent to proceed with placing the performance bond order if required in the bid. This bond establishes your ability to fulfill the contract as specified and on time.

If an issue arises, the performance bonding company may step in and offer technical and/or financial assistance. Again, if the bonding company pays out on your behalf, be aware that they will look to you to recover their money.

Bid and performance bonds are considered indemnity bonds. They are not insurance policies. In the insurance world, if a claim arises against a commercial general liability policy, the insurance company is obligated to defend the policy holder and pay claims and cannot seek repayment from you. In the bond world, if a claim arises, the bond company will look to the contractor (you) to pay claims and defend yourself. Any money paid out by the bonding company to satisfy the contract on your behalf will be collected from you.

been for years. The new guys just realized that they must produce a bid bond in order to submit their bid by tomorrow. You are probably too late for your agent to pull a rabbit out of the hat. When you receive an RFP, the first thing to look for is bond requirements. Second, call your agent to discuss. If you cannot produce the bid bond in time, there is no need to continue. Outside sales folks are usually excited about receiving the opportunity to bid and fail to notify anyone about the bond requirements. Timing is everything. Once the applications are submitted by your agent, you are at the mercy of the company underwriter to produce the bond on time.

Overall, bid and performance bonds are vital to our industry. It assures the customers that we can successfully meet the

5 things to remember if you are required to be bonded.

1. Develop a relationship with your insurance agent. Entrust your insurance and bonding needs with an agency that understands your business. Discuss your bond needs with them and get prequalified if possible.
2. Start early. Read the contract to determine your bond needs.
3. Educate your sales force on the importance of notifying you about bond requirements.
4. Not every dealer will qualify for bonds for one or more reasons. Seek other avenues if you know you might not qualify. Sometimes the manufacturer can step in to help. In other cases the customer will accept a cashier's check in place of a bond.
5. Keep your financials in order, the bond company will be requesting reports and documents that require outside verification.

Prequalifying Process: As in insurance, there is an underwriting process. During this process the bonding company will determine your capability to meet the requirements of the bid. First and foremost is your financial stability. Sometimes newcomers to the industry struggle with this issue. The question is asked: How can we grow financially if we cannot win a bid? The big guys are prequalified and have

specifications of the contract and ensure they will not suffer financially if we default, go out of business or leave the country. These bonds are intended to protect customers against your inability to fulfill the contract. The bid process has worked in our country for over 100 years thanks to bid and performance bonds. It allows for open competition without political or other outside influence. ☺

EIGHTY NINE YEARS OF TRAINING THE FIRE SERVICE



FDIC
INTERNATIONAL

APRIL 18-23, 2016

INDIANA CONVENTION CENTER | LUCAS OIL STADIUM
INDIANAPOLIS, IN | WWW.FDIC.COM

- HANDS-ON TRAINING
- WORKSHOPS
- CLASSROOM SESSIONS
- EXHIBITS

WHERE LEADERS COME TO TRAIN

PRESENTED BY **Fire Engineering**

OWNED & PRODUCED BY **PennWell**

www.fdic.com

► FAMA MEMBER

**AMDOR Inc.****Steve Miller – Plant Manager – Canadian Operations:**

Steve brings a wealth of production and operations management experience to AMDOR, including a diverse background of packaging, custom fabrication, and hydraulics industries. Steve will be based out of the Burlington, ON facility, but will be sharing his knowledge and experience with all facilities – most notably helping with the launch of our new facility in Lancaster, NY.

Jeff Rohde – Plant Manager – US

Operations: Jeff's 25 years of experience in project management, manufacturing, and engineering are being leveraged to support the development, launch and growth of AMDOR's new facility and operations in Lancaster, NY. Jeff has an extensive quality background, strong leadership abilities, a focus on quality, and proven managerial skills. Jeff is also a volunteer firefighter, past Assistant Chief of the South Lockport Fire Company and is a New York State Haz-Mat First Responder.

Geff Broomfield – Customer Care Manager:

Geff has been with the parent company of AMDOR (The Whiting Group) for nearly 20 years, and has held a series of progressive positions leading to his most recent promotion. His extensive knowledge of our customers, suppliers and processes will be valuable as he continues to build and mentor our Customer Care team.

Gertjan Knol: As a key member of the development and growth of AMDOR's ArtLIFT series of lifting devices, Gertjan has transferred to Actual Netherlands (a division of AMDOR's parent compa-



ny The Whiting Group) to strengthen our European technical team and to assist with the division's business operations.

► FAMA MEMBER

**Code 3® Inc.**

Matthew Pitzer has been hired as the new Director of Fire/EMS market for Code 3® Inc. Matthew will be responsible for apparatus lighting specifications and developing new business opportunities to enhance Code 3's presence.



Matthew brings many years of previous experience in developing sales plans to interface with OEMs and dealers in the Midwest territory. His most recent position was as Regional Sales Manager for Fire Research Corporation. Matthew is a graduate of Eastern Michigan University and resides in Grand Rapids where he is an avid Michigan Wolverines fan.

► FEMSA MEMBER

**Finley Fire Equipment****Brandon Fornwalt, Derek McDaniel, Daniel Wilson, and Ron Adams**

Brandon
Fornwalt



Derek
McDaniel



Daniel Wilson



Ron Adams

been hired as service technicians, bringing the FFE total to more than 26 professional Service Technicians. FFE has three service centers providing service for all makes and models of

fire and emergency apparatus, including a stationary pump test area at their service center in McConnelsville, OH, as well as three mobile pump test trailers and four portable pump test units. FFE also has a fleet of 20 mobile service vehicles, which includes four fully-equipped units dedicated to testing and repairing Scott AirPaks. FFE has recently added a Mobile Service & Lube Trailer, which is the first of its kind in the fire service. The unit has eight separate modular tanks capable of holding up to 440 gallons for fluid deliveries including oil, antifreeze, grease, DEF, waste oil reclamation, and more. FFE's service department is available 24/7/365.

Finley Fire Equipment Purchases Bluegrass Fire Equipment

Finley Fire Equipment Co., Inc. (FFE) announced its purchase of Lexington, Kentucky-based Bluegrass Fire Equipment (BFE). BFE will retain its name as it combines its resources with FFE.



"BFE is a great name with an unmatched reputation, and we're proud to have them as a part of the Finley Fire team enabling us to even better serve customers in the great state of Kentucky," said John W. Finley, President/CEO of FFE and BFE. "With the BFE facility in Lexington as our new base of operation in Kentucky, we will blanket the state with improved distribution and an enhanced parts inventory. Other enhancements include excellent mobile service, a larger inventory of firefighting foam for emergency response, and the development of an SCBA repair center."

FFE is the exclusive dealer in Ohio, West Virginia, and Kentucky for Pierce Manufacturing. FFE also represents Crestline Coach ambulances and PL Custom Emergency Vehicles.

► FEMSA MEMBER

FIREHOUSE**Firehouse Renames Famed Awards Program**

Firehouse announces that its famed Heroism Award will hereafter be known as the Michael O. McNamee Award of Valor.



The Heroism Award was part of Firehouse's larger awards program, the Heroism & Community Service Awards, which will now be known as the Firehouse Valor & Community Service

Awards, still the largest awards program of its kind in the fire service.

The name change is part of a larger mission to change firefighters' perspectives about what it means to be brave in the face of danger.

"It goes without saying that the actions taken by firefighters in the performance of their duties are in many cases courageous and heroic," explained Firehouse Editor-in-Chief Tim Sendelbach. "The term *hero* has rightfully been used by the general public and many outside our profession to describe firefighters, but I believe that the word *valor* more appropriately describes the actions of a humble public servant."

Sendelbach chose to name the award after Worcester, MA, Fire Department District Chief (ret.) Mike McNamee because of the courage he displayed at the Worcester Cold Storage Warehouse Fire in December 1999, when he made the bold decision to stop additional Worcester firefighters from entering the building when there were already six lost inside. Although firefighters were eager to get inside to rescue their lost brothers, McNamee knew that if he allowed the firefighters to enter, they too would likely become victims, so he braced his feet on the doorjamb and put his hands over his head to more fully block the entrance.

"Recognizing acts of courage and bravery is a proud tradition of the American fire service, but in many cases, these awards have been limited to the recognition of

the physical act of rescuing a victim from a hazardous environment while dismissing the risk of personal injury or death," Sendelbach says. "It is important for us to acknowledge that in some cases, the critical decisions and/or preventative actions taken by an individual are equally deserving of recognition. As such, the goal of the Firehouse Valor and Community Service Awards program is to recognize actions based on the circumstances and the ultimate outcome."

On the 10th anniversary of the Worcester Cold Storage Warehouse tragedy, McNamee shared with Firehouse his feelings about that night, explaining that he doesn't like to be called a hero for his actions. "I love this job and I just tried to make the right decisions," he said. "It was a very, very clear decision. One that I have never second-guessed, one that I'm very glad I made because the number would have been higher than six. I don't have a doubt about it." McNamee added that some of the firefighters who had been eager to search for their fallen brothers told him after the fire that they understood why he made that decision and that he did the right thing.

The 2015 Michael O. McNamee Award of Valor will be presented during the opening ceremonies of Firehouse Expo in October 2016 in Nashville, TN. At the same time, Sendelbach will also honor McNamee for his actions at the Worcester Cold Storage Warehouse Fire.

► FAMA MEMBER

**Firetrucks Unlimited Acquires Crash Rescue Equipment Services Commercial ARFF Business Line**

Firetrucks Unlimited acquired the commercial ARFF business line of Crash Rescue Equipment Service, Inc. (CRES). The acquisition expands Firetrucks Unlimited's reach around the world in the ARFF market. CRES has been the authority around the world

when it comes to refurbishing ARFF vehicles, and Firetrucks Unlimited will continue to provide the highest quality refurbished ARFF vehicles to new and existing customers, building on that reputation.

As part of the acquisition, Karin Oxtoby of CRES will be joining the Firetrucks Unlimited team as a Project Manager/Market and Logistics Analyst. Karin, fluent in five languages, has been in the ARFF world for seven years, and has extensive experience communicating with international clientele. Karin will continue to serve as liaison to international customers in the ARFF market as well as expanding the product offerings of Firetrucks Unlimited to those customers.

► FAMA MEMBER

**Fort Garry Fire Trucks**

Adam Baldwin has been named Atlantic Canada Regional Sales Manager. Adam is currently the Fire Chief of Kinkora and Area Volunteer Fire Department, and is a 19 year member of the fire service. Adam's fire service experience and personality makes him a great addition to the FGFT team.



Al Anderson has been named British Columbia Regional Manager. Al has an extensive background in fire apparatus sales and service, with over 30 years of experience. Al's vast experience and contacts in British Columbia make him a great addition to the FGFT team.

Taylor Young has been hired as a Contract Administrator at the head office in Winnipeg, Manitoba. Taylor has a degree in Business Administration, and a strong mechanical aptitude, both skills that will help him advance in the fire apparatus industry.



► FEMSA MEMBER



Globe Gear Giveaway

Globe, DuPont Protection Technologies (DuPont), and the National Volunteer Fire Council (NVFC) announce eight more recipients in the 2015 Globe Gear Giveaway. Each department will receive four sets of new Globe turnout gear.

For the fourth year, Globe, DuPont, and the NVFC have partnered to assist volunteer fire departments obtain much-needed gear to enhance the safety and efficiency of their firefighters. Since the program began in 2012, 307 sets of gear have been awarded to 58 all-volunteer or mostly-volunteer departments in the U.S. and Canada that have demonstrated significant need. The final gear awards of 2015 were made in December. Selected fire departments include:

- Pinal Rural Fire Rescue (PRFR), Mammoth, AZ
- The Roby Volunteer Fire Department (RVFD), MO
- Friendship Volunteer Fire Department (FVFD), Ripley County, IN
- Rockaway Point Fire Department (RPFDD), Breezy Point, NY
- Rawlings Volunteer Fire Department (RVFD) Allegany County, MD
- Cairo Volunteer Fire Department (CVFD) Booneville, MS
- Mountain View Volunteer Fire Department (MVFVD) Muskogee, OK
- The Leading Creek Volunteer Fire Department (LCVFD) WV

► FEMSA MEMBER

L.N.CURTIS & SONS

TOOLS FOR HEROES®

since 1929

L.N. Curtis & sons

Nick Lloyd has been promoted to Executive Director of Fire Sales, a new position created to support our growth in the market-



place. In this key executive role, Nick will lead all fire sales management and all fire sales teams. His experience with L.N. Curtis & sons includes outside sales and the management of our U.S. Government-Department of Defense (DoD) sales team.



Rod Lloyd has been promoted to Industrial Fire Sales Manager. Rod's 40+ year career with L.N. Curtis & sons started in Fire Extinguisher sales and service, then Industrial Sales and Full Line Field Sales. Rod will continue to serve as an Outside Sales Representative to all Municipal Fire customer accounts in Eastern Nevada and all U.S. Government-DoD accounts in Utah.

► FAMA MEMBER



AIRPORT PRODUCTS

Oshkosh Airport Products Group

After 11 years as Eastern Region sales manager, including the Eastern US, Canada and the Virgin Islands, **Gary Kogut** retired from Oshkosh Airport Products Group. "Gary Kogut is a consummate professional and a shining example of the people who set Oshkosh apart – the people who counsel, support, and stand behind our products," said Jeff Resch, Oshkosh Airport Products Group vice president and general manager. "His contributions to Oshkosh and the aviation industry, on the whole, are significant."



"It's time for me to do something that keeps me closer to home," said Kogut, who added that he is still involved with the company and the industry. "I'm now working on territory development with one of our dealers, so I'm still part of the Oshkosh family – it's all good."

Kogut began his airport career at the Columbus Airport Authority in Columbus, Ohio. He moved on to Niagara Frontier

Transportation Authority in Buffalo, New York, where he ultimately served as Airport Operations Supervisor–1972 to 2000.

Kogut continues to volunteer with the Northeast Chapter of the American Association of Airport Executives, and has been instrumental in the development and growth of its annual Snow Symposium.

► FEMSA MEMBER



PBI Performance Products

Catalina Ciobanu was appointed as Marketing Leader – The Americas to meet the needs of their growing footprint and expanding customer demand for PBI fabrics.



Catalina brings 10 years of experience in the fire service industry. Prior to joining PBI, Catalina held a marketing role at Honeywell First Responder Products where she led the development and execution of branding and marketing communication strategies, and she also managed the graphic design, tradeshows and events team.

In her new role, Catalina will be responsible for developing the marketing, branding and communications strategies for PBI. She will oversee the development of advertising campaigns, sales tools and collateral material, as well as manage conferences, tradeshows, seminars, and special VIP events. Catalina will also be involved in business development activities and sales efforts.

► FAMA MEMBER



Pro Poly

Mollie Miranda has been hired as Marketing and Inside Sales Representative at the corporate office in Ocala, FL. Hailing from Southeast Missouri, Mollie



brings a wealth of knowledge and experience to her job.

Mollie states, "I am looking forward to promoting and creating brand recognition for Pro Poly and all the good work this amazing company does in the emergency response industry."

► FAMA MEMBER



RealWheels Expands Capabilities

RealWheels Corporation has recently expanded its manufacturing capabilities with the addition of another Fiber Optic Laser Cutter and High Speed CNC Press Brake.

The added equipment will assist RealWheels in maintaining production for the increasing demand of its simulators,



axle covers, grilles, fenderettes and accessories for the fire industry. In addition, the equipment will provide faster turnaround and more competitive pricing for the products developed through their I.D.E.A. division (Innovative Design & Engineering Applications), the contract manufacturing branch of RealWheels that assists companies with various levels of design, engineering, and fabrication. This exciting division has effectively helped customers with tasks as simple as basic parts manufacturing, or as detailed as completely developing new product concepts.

► FAMA MEMBER



Rosenbauer America

Dave Reichman, who was hired in March of 2014 as Northeast Regional Sales Manager,



has been promoted to National Sales Manager beginning January 1, 2016.

Reichman began his career in the fire industry in 1989 in the custom chassis industry as a regional sales manager in the Midwest. For the last nine years, he has served as a regional sales manager on the OEM side of the industry.

As Reichman embarks on his 26th year in the industry, he is excited about his new opportunity. "Rosenbauer shares my customer-first values, and I am very excited to be a part of a team that builds quality fire trucks for heroes around the world."

► FEMSA MEMBER



Safe Industries

Taylor Dowling has been promoted to North and South Carolina Loose-Equipment Sales Manager. **Mike Kellems** has been promoted to North and South Carolina Apparatus Sales Manager. Both of these promotions will enhance our ability to continue to deliver excellent customer service in a climate of robust growth at Safe Industries.



Taylor and Mike excelled within their previous positions at Safe Industries. Their ability to lead a team and accomplish our industries' objectives makes them highly qualified for their new leadership roles within Safe Industries.

► FAMA MEMBER



EMERGENCY RESPONSE

Spartan Emergency Response

John Slawson joins Spartan Motors as President of the Emergency Response

Business Unit. He most recently served as the President and CEO of Horton Emergency Vehicles, a manufacturer of ambulances in North America and a member company of Allied Specialty Vehicles (ASV).



Prior to joining Horton, Slawson was the President and Equity Partner of U.S. Tanker Fire Apparatus LLC. Slawson was previously the President of Oshkosh Specialty Vehicles, a manufacturer of command and law enforcement vehicles, and Director of Dealer Development and Distribution for Pierce Manufacturing. Slawson's career spans over 25 years, during which he held executive positions and led teams within many world-class companies.

► FEMSA MEMBER



SUPER VAC
THE VENTILATION SPECIALISTS

Super Vac

Steve Tinberg has retired in Arlington, TX, near his grandchildren and great-grandchildren. He and his wife Judy plan on spending more time together with family and taking their Vette to car shows, but haven't ruled out starting a rep company to handle the South Central US.



Steve started his career as a volunteer with Merriam Fire Department, spent 10 years paid with Overland Park, and seven years as Chief of Edmond, OK. Prior to working at Super Vac, he was well known in the industry from 21 years with Elkhart Brass and for his time with MES Texas. Steve's career with Super Vac began in 2003 as Western Regional Sales Manager, and his influence expanded far beyond his title as he helped shape many advances in the company including Industrial and International Sales.

► FAMA MEMBER

**SVI Trucks**

Steve Houchin has begun his retirement. Steve started straight out of college in 1975 and remembers his first demo fire truck sale to Chattanooga, TN for \$17,000. He was on the FEMSA Board for four years back with Kit Cafaro and Mary Grilliot in the late 1980s, and spent two years working for Spartan Motors in the mid-1990s. Through his 40+ years in the industry, Steve was instrumental in many improvements in rescue truck design, but his fondest memories are of the many customers that have become lifelong friends. He promises that he won't be idle or bored.



► FAMA/FEMSA MEMBER

**Task Force Tips**

Ben Lehman, TFT's new North Central Regional Manager, packed up his home, wife Kelsey, and his newborn baby Ryan, to move from the semi-cold likes of Valparaiso, Indiana, to the unquestionably freezing temps of Sioux Falls, South Dakota.



"As you might expect, jumping into this new position head first definitely has its challenges," Ben said. "It's a good thing that I like driving, because I'll be visiting everywhere that four wheels can take me." Ben's territory includes North Dakota, South Dakota, Nebraska, Kansas, Minnesota, and Iowa. He'll be meeting with established TFT customers, as well as those who are new, educating their organizations and staffs on the benefits, installation, use, and care of TFT products.

Ben began working part time at TFT as a CNC Machine operator in 2013 – the same year he joined Indiana's Washington Township Volunteer Fire Department (where he served as a firefighter with I / II certification).

► FEMSA MEMBER

**Ten-8 Fire Equipment, Inc.**

Richard Downer has been appointed to the newly created position of Vice President of Apparatus Service. He will be responsible for leading the service and parts teams at all five Ten-8 locations in Florida and Georgia to ensure complete customer satisfaction. Rich will be based out of the Bradenton, FL office.



Rich worked at Alstom Transportation, New York, NY, for the past 11 years. His last position with Alstom was as Technical Service and Maintenance Director where he was responsible for managing eight depots and manufacturing facilities. Rich spent 10 years in the British Royal Navy as a Weapons Engineer where he earned National Diploma Electrical/Electronic Engineering and HNC Electrical/Mechanical Engineering. Rich brings extensive knowledge in project and operations management in addition to leadership and organizational skills.

► FAMA MEMBER

**United Plastic Fabricating, Inc. (UPF)****New Website**

UPF launched a new website, www.unit-edplastic.com, designed and developed by Cleverlight Media. The site features three microsites that represent each of the industries UPF manufactures products for and a design center.

New Employees

Viwanna Buck joined the Engineering team as a CAD Drafter. Viwana has a strong background in creating and checking 3-D CAD models for a variety of

products. She was a Mechanical Designer/Drafter for MicroE Systems and she also worked for Agfa Corporation. Viwana has a B.S. in Mechanical Engineering Technology from the University of Massachusetts, Lowell, and a Certificate of Geometric Dimensioning and Tolerancing.

Doug Urquhart joined the Engineering team as an Engineering Document Controls & Release Specialist. Doug's newly created position will help to provide a stronger connection between the Sales and Engineering teams to improve order flow efficiencies and customer experience. Doug earned his B.S. from Salem State University, and a CAD Certificate at Northern Essex Community College. Doug's most recent position was with Bath Iron Works in Brunswick, Maine, as an Electrical Designer on the U.S. Navy DDG Destroyer program.



Alan Gove joined the Engineering team as a CAD Designer. Alan has a deep work history as a mechanical designer performing electro-mechanical packaging. His work has been primarily with AutoCAD, but he has also trained in Solidworks 3D modeling.



Neil Godin joined UPF as Production Manager for the MA team. Neil earned his B.S. from Franklin Pierce University and his MBA from Northeastern University. Most recently, Neil served as Production Manager at Lemaitre Vascular in Burlington, MA. Prior to that, Neil was a Process/Quoting Engineer for Altronics Manufacturing and a Manufacturing Supervisor for RWE Schott Solar. Neil also served as an RF and Metrology Technician in the USMC.





Mitch Van Buren

joined UPF as Production Supervisor for the FL team. Mitch joins UPF with a solid background in manufacturing that includes nine years with PWP Industries as Plant/Extrusion Manager, and experience as a Production Supervisor at companies including Letica Corporation and American Plastics Industries. Mitch served in the U.S. Army for 11 years.

► FEMSA MEMBER



Veridian Acquires Glove Crafters

The acquisition of Glove Crafters adds to Veridian's expanding portfolio of innovative, high quality and value driven "Made in the USA" personal protective equipment. Veridian's product line includes structural and proximity turnout gear; wildland, extrication and technical rescue gear; in addition to firefighter hoods and accessories.

Bill Van Lent, President & CEO of Veridian, stated, "The addition of Glove Crafters reinforces Veridian's position as a leader in firefighter protective apparel. We are continuously on the lookout for strategic opportunities to complement our existing product lines and support our valued customers."

Summer Reynolds, Glove Crafter's President, said, "The timing was ideal for Glove Crafters to join with a company that has broad national and international scale."

Veridian welcomes:

Alan W. Myers has joined the company as the Mid-Atlantic Regional Sales Manager. Alan brings over 30 years of fire service industry experience to the organization.



Alan spent the last two years with TECGEN® PPE where he focused on promoting its technical rescue and wildland gear in the Southeast. Prior to that,

Alan was the Mid-Atlantic Regional Sales Manager for Globe Manufacturing for more than eight years. He brings additional industry knowledge from his prior positions with Akron Brass and Triad Fire. Alan also served as a member of the Ahoskie Rural Fire Department in NC with his 22-year tenure culminating with the position of Fire Chief.



Dan Tharan has joined the company as Northwest Regional Sales Manager.

Dan spent the last two years with TECGEN® PPE where he covered the Central, Rocky Mountain & Pacific Northwest regions promoting personal protective apparel to the fire service. Prior to that, Dan was with TECGEN® PPE's parent company INVISTATM for 11 years as a marketing manager in multiple roles promoting branded carpet fiber for STAINMASTER® to the retail and builder channels. Dan has 20 years' experience in sales, marketing and customer service.

► FAMA/FEMSA MEMBER



W.S. Darley

Wayne Hable has been promoted from Senior Product Engineer to Chief Engineer of the Pump Division in Chippewa Falls, WI.



"Wayne is a great asset to Darley and our customers," said Chief Operating Officer Jeff Darley. "His attention to detail shows through in his designs and his ability to solve any issues that are presented to him."

Hable, a native of Bloomer, WI earned a BS in Mechanical Engineering from UW-Madison. He started at Darley in Chippewa Falls in 2001 as a Design Engineer. He earned an MS in Engineering from UW-Madison, graduating second in a class of 154. He was promoted to Senior Product Engineer in 2012.

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

Ashland Crace, father-in-law of John Granby (Lion)

A.H. (Buck) Freeman, Jr., father of Melinda Freeman (National Foam)

Doug Lawson, brother of Bill Lawson (PBI Products)

William Van Lent, father of Bill Van Lent (Veridian)

Charles "Charlie" Genthner (President, Key Fire Hose)

WELCOME NEW FEMSA MEMBER



NIGHTSTICK BY BAYCO PRODUCTS, INC.

Russell Hoppe, Marketing Manager
640 S. Sanden Blvd.
Wylie, TX 75098
Tel: (469) 326-9448
rhoppe@baycoproducts.com
www.mynightstick.com

Manufacturer of flashlights, headlamps, and intrinsically safe lighting products.

WELCOME NEW FAMA MEMBER



DOVER ROLLER SHUTTERS USA

Ray Van Gunten, President
295 Commerce Way
P.O. Box 420
Upper Sandusky, OH 43351
(419) 294-3373
RVanGunten@diamonddoor.com
www.doverrollershutters.com

A designer and manufacturers of aluminum roll up door products for the fire/emergency vehicle and work truck industries.

Fire Industry Knowledge Coupled with Data and Creativity!

PHOS-CHEK
FIRE RETARDANT | FOAM | ICE

ABOUT | CONTACT | PRODUCTS | SERVICES & EQUIPMENT | TRAINING

WILDLAND | HOMEOWNERS | MUNICIPAL | INDUSTRIAL / MILITARY

How the fund sustains its mission.

The Terry Farrell Firefighters Fund is made up of firefighters and family members who volunteer their time and energy to help fellow brothers, sisters and departments in need. The fund operates primarily as a bridge of funds and sustains itself through fundraising and the donations of individuals, fire departments and corporate sponsors. Contributors to the fund are tax deductible. Learn more about how you can help at www.terryfund.org.

The need is ongoing.

While the number of firefighters who lost their lives in 2011 is markedly higher, the fatalities since represent the part inherent in our profession. When firefighters are lost, families are left behind. The Terry Farrell Fund is here to help with kids' education, medical bills and support in countless other ways.

2011 2010 2009 2008 2007 2006

Number of Firefighters Lost since 2007

20% of those lost are apparently retirees in action. Thousands are missed every year.

"They don't just about something equipment. They maintain the families, retirement and pension."

The effects of our work are far-reaching.
Terry Farrell Firefighter Fund National Chapters

The Terry Farrell Firefighters Fund

The Legacy of Helping Others Lives On.

Some of our friends and corporate supporters:

- 3M
- John Deere
- Proffers Wine & Spirits
- Paycom Software

JOIN THE REVOLUTION.
THE RPM IS BIG ON STORAGE, AND EVERYTHING ELSE.

The high performance **Proterra** Proterra by **Proterra** is the product of 110 years of innovation. Our unique design gives you the most on-board storage without sacrificing an ounce of fire-suppression power. Every truck we make is customizable to your needs with more storage than in every detail. And every truck is built to last.

Learn more about our full line of fire and rescue trucks at mumboddy.com.

VISIT OUR BOOTH AT THE PFC BOOTH #12345

POMASL FIRE EQUIPMENT | **DEMERS**

Enter to win \$250 in fire gear. Visit our booth in the Apparatus section.

The Demers MXP 170

See it up close at the Wisconsin State Fire Expo.

- Mobility Track Seating** provides safety and features for trucks.
- Pub-Seated Cabrietary** is engineered for comfort and a 250 brass ride.
- Exclusive Head-Up Console** increases your visibility and perfect panel access.

ECOSMART anti-idling system reduces fuel consumption by up to 40%.

LEARN MORE about the MXP 170 now

FAMA | **FEMSA** NEWS

A Pivotal Time for FIRE SERVICE FUNDING
Hill Day 2015

BE YOUR BEST. JOIN TODAY.

You're striving to be the best fire responder you can be. We've been the only member of the **NVFC** (National Volunteer Fire Council) since 1975. We're the only organization created solely to support volunteer firefighters, EMTs, and rescue personnel through a wide range of programs and benefits.

- TRAINING** - Local and national opportunities.
- WELLNESS** - Comprehensive safety programs.
- PROTECTION** - Comprehensive coverage and savings.
- REPRESENTATION** - Your voice at Capitol Hill.

Join at www.nvfc.org/BeYourBest.
Or call 888-ASK-NVFC (275-6832).

#NVFCBEYOURBEST

YOUR CHALLENGES

- How do you grab a firefighter's attention?
- Ready for a new message?
- Need to increase market share?
- Entering a new market?

Our clients share many of these challenges. Ask how we can help you!

844-784-1338 (Toll free)

OUR SOLUTIONS

- Website design: SEO optimized and mobile responsive
- Print ads, rich media ads, HTML emails
- Brand Messaging
- Media Planning and Campaign Strategy
- Event Planning: Sales, Customer and Dealer Meetings
- Social Media Strategy
- Brochures
- Trade show signage and display
- Lead Gen and Thought Leadership Programs

FAMA BOARD OF DIRECTORS



PRESIDENT David Durstine
Akron Brass Company
(330) 287-7031, Cell: (330) 621-0025
ddurstine@akronbrass.com



VICE PRESIDENT Scott Edens
Fouts Bros
(800) 948-5045, Cell: (404) 808-0907
sedens@foutsfire.com



TREASURER Steve Toren
Waterous Company
(651) 450-5038, Cell: (612) 963-5158
smtoren@waterousco.com



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



PAST PRESIDENT Phil Gerace
KME Fire Apparatus
(570) 669-5174, Cell: (570) 233-1452
pgerace@kovatch.com



DIRECTOR-AT-LARGE
Mike Schoenberger
Rosenbauer America
(651) 462-1000, Cell: (651) 308-7143
mschoenberger@rosenbaueramerica.com



DIRECTOR-AT-LARGE
Jeff S. Darley
W.S. Darley & Co.
(715) 720-2527, Cell: (715) 829-0904
jeffdarley@darley.com



DIRECTOR-AT-LARGE
Bev Lowery
H. O. Bostrom Company
(262) 955-6846, Cell: (262) 893-9418
bevlowery@hobostrom.com



DIRECTOR-AT-LARGE
Bruce Whitehouse
AMDOR, Inc.
(905) 333-6745, Cell: (905) 467-8905
bruce@amdor.com

FEMSA BOARD OF DIRECTORS

OFFICERS/EXECUTIVE COMMITTEE



PRESIDENT William Lawson
PBI Performance Products, Inc.
(704) 554-3865
william.lawson@pbiproducts.com



VICE PRESIDENT William Van Lent
Veridian Limited, Inc.
(712) 262-5200
bvl@veridian.net



SECRETARY/TREASURER James Long
W.S. Darley & Co.
(708) 345-8050
jameslong@darley.com



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



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

BOARD MEMBERS



Paul Andrews
PennWell Marketing Solutions
(240) 595-2352 (Cell)
pandrews@pennwell.com



Richard Boyes
Ontario Association of Fire Chiefs
(905) 426-9865
richard.boyes@oafc.on.ca



Geoff Evans
Streamlight, Inc.
(800) 523-7488
gevans@streamlight.com



Melinda Freeman
National Foam/Angus Fire
(352) 433-6920
melinda.freeman@nationalfoam.com



Doug Schaumburg
Casco Industries, Inc.
(318) 865-5107
doug@cascoindustries.com



Rick Singer
Akron Brass Company
(330) 287-7023
rsinger@akronbrass.com



Judith Weigand
Amkus, Inc.
(630) 515-1800
jweigand@amkus.com



Janet Wilmoth
Wilmoth Associates
(630) 258-0278
janet.wilmoth@comcast.net

PROFESSIONAL RESOURCES



FEMSA ADMINISTRATOR
Karen Burnham
(781) 334-2771
info@femsa.org



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



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



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



NEWSLETTER/WEBSITE DEVELOPMENT
PennWell Marketing Solutions
Paul Andrews
pandrews@pennwell.com



Kaci Wheeler
kaciw@pennwell.com



FAMA/FEMSA NEWS

FAMA

P.O. Box 3065
 Ocala, FL 34478
 TEL: (352) 843-3404
 EMAIL: info@fama.org
 WEBSITE: www.fama.org

FEMSA

P.O. Box 147
 Lynnfield, MA 01940-0147
 TEL & FAX: (781) 334-2771
 EMAIL: info@femsa.org
 WEBSITE: www.femsa.org

EDITORS:

Karen Burnham
 David Durstine
 Peggy Glenn
 Sonya Kelly
 Bill Lawson

PRODUCTION: Kaci Wheeler
 DESIGN: Meg Fuschetti
 PHOTO CREDITS: Rod Carringer

ISSUE DEADLINE:

APRIL 1, 2016

Copyright 2016, FAMA, Inc., FL (USA)
 and FEMSA, Inc., MA (USA)

PRESORTED
 FIRST-CLASS MAIL
 US POSTAGE
 PAID
 TULSA OK
 PERMIT # 845

2016 FIRE SERVICE EVENTS

January 7-9
 Utah Winter Chiefs
 Conference
 St. George, UT
utahfirechiefs.org

January 14-16
 Arizona Fire District's
 Assoc. Winter Conference
 Laughlin, NV
azfiredistricts.org

January 15-16
 Piedmont Fire Expo
 Winston Salem, NC
forsythcountyfire-rescue.com

January 17-19
 Intersec Safety &
 Security Expo
 Dubai, UAE
intersecexpo.com

January 18-20
 FDSOA Apparatus
 Maintenance Symposium
 Scottsdale, AZ
fdsoa.org

January 19-21
 Mississippi Fire Chiefs
 Mid-Winter Conference
 Ridgeland, MS
msfirechiefs.org

January 20-23
 Fire Rescue East
 Daytona Beach, FL
ffca.org

January 29-30
 LSU Fire & Emergency
 Training Equipment Show
 Baton Rouge, LA
feti.lsu.edu

January/Feb 31-4
 Firehouse World
 San Diego, CA
firehouseworld.com

February 4-7
 North Carolina Mid-
 Winter Conference
 Concord, NC
ncafc.com

February 13-23
 Black Chief Officers
 Committee Annual Conf.
 Baltimore, MD
bcoc.us

February 20-21
 Long Island Mega Show
 Uniondale, NY
liproductions.net

February 24-28
 VA Fire Chiefs Mid Atlantic
 Expo & Symposium
 Virginia Beach, VA
vfca.us

February 25-27
 EMS Today
 Baltimore, MD
emstoday.com

February 26-28
 Green River FF Assoc.
 Officer School
 Owensboro, KY
marc.henderson@kctcs.edu

February 25-27
 Orlando Fire Conference
 Orlando, IL
orlandofireconference.com

March 5-6
 Pittsburgh Fire, Rescue
 & EMS Expo
 Monroeville, PA
simoneventmanagement.com

March 8-10
 Wildland Urban
 Interface Conference
 Reno, NV
iafc.org/wui

March 14-16
 Secutech Security
 and Fire & Safety
 Mumbai, India
secutechexpo.com

March 7-11
 Oregon EVT Conference
 Brooks, OR
ofaema.org

April 2-5
 FAMA Spring Meeting
 Ft. Lauderdale, FL
fama.org

April 6th
 Southeast MI Chiefs
 Midwest Fire Rescue Expo
 Novi, MI
smafc.org

April 6-9
 Oklahoma Fire Chief's
 Conference
 Oklahoma City, OK
elaineg@osfa.info

April 14-16
 Saskatchewan Fire Chiefs
 Annual Conference
 North Battleford, SK
safc.sk.ca

April 18-23
 FDIC International
 Indianapolis, IN
fdic.com

April 21
 FAMA Technical
 Committee Meeting
 Indianapolis, IN
fama.org

April/May 30-4
 Ontario Fire Chiefs
 Toronto, ON
oafc.on.ca

May 1-5
 XTREME Industrial Fire
 & Hazard Training
 Beaumont, TX
williamsfire.com

May 2-5
 Texas Fire Chiefs
 Association Conference
 Frisco, TX
tfaconference.org

May 4-5
 CFSI Fire Service
 Seminars & Dinner
 Washington, DC
cfsi.org

May 4-5
 FAMA/FEMSA GAC Hill Day
 Washington, DC
famafemsagac.org

May 5-6
 Northwest Fire Expo
 Portland, OR
northwestfirerescue.com

May 9-11
 Oregon Fire Chiefs
 Association Conf.
 Redmond, OR
ofca.org

May 13-17
 Metropolitan Fire Chiefs
 Association Conference
 Long Beach, CA

May 14-17
 Alabama League of
 Municipalities Conference
 Huntsville, AL
alalm.org