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ASSOCIATION

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2025 Spring Meeting

BREAKFAST

Sponsored by





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2025 Spring Meeting

WELCOME

Bruce Whitehouse



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INVOCATION

Josh Motsinger



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Meeting Participation Requirements

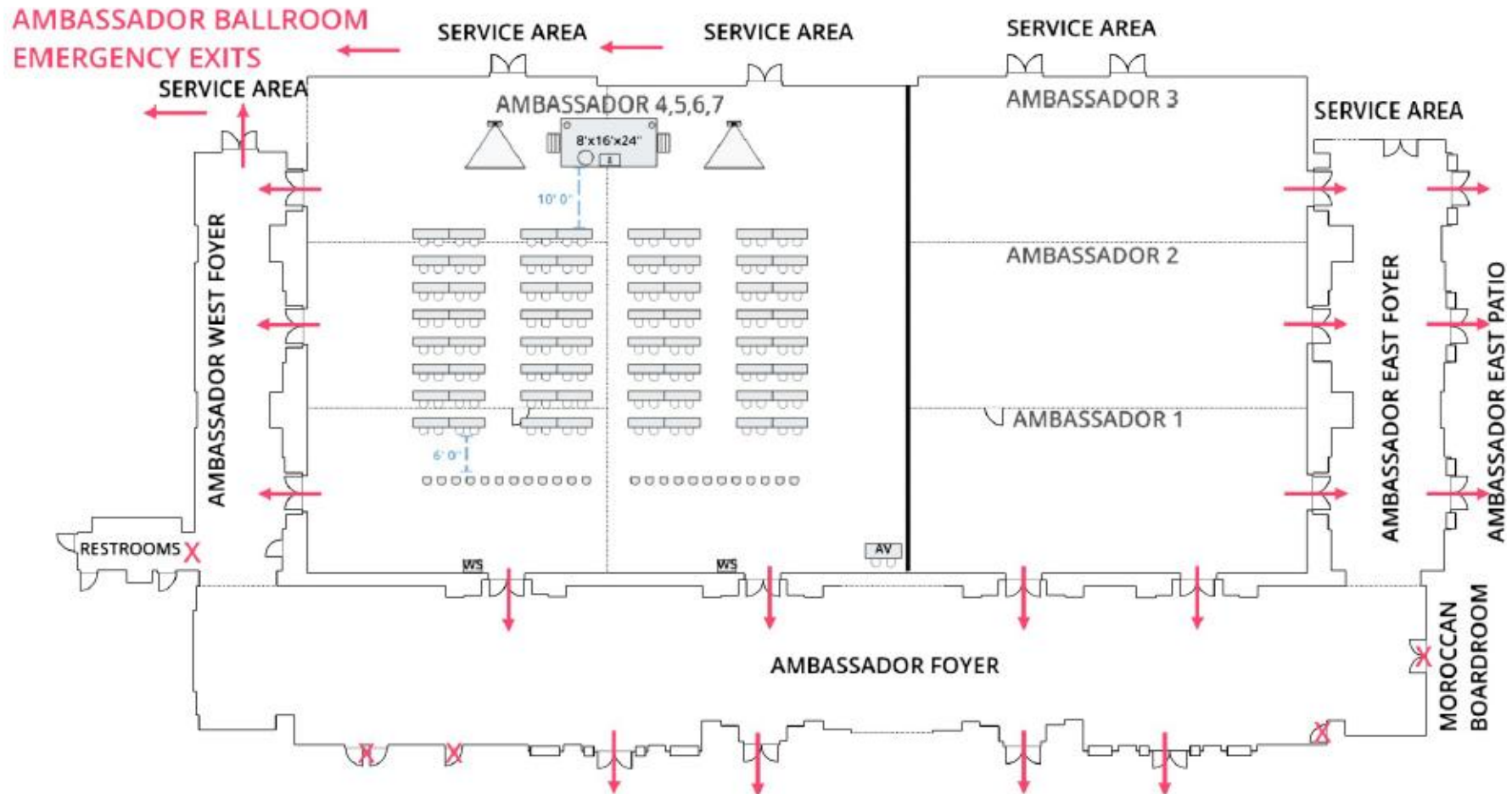
- **Robust Agenda**
 - Q&A Encouraged
 - Please Silent Cell Phones
- **WIFI Password: westin2025**
- **Spouse/Guest Event**
- **Afternoon Networking**
- **Evening Reception & Awards Banquet (please be sure to wear your badges)**



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Safety – Emergency Exits





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WELCOME

Deputy Fire Chief Robert Fish

Riverside County Fire Department





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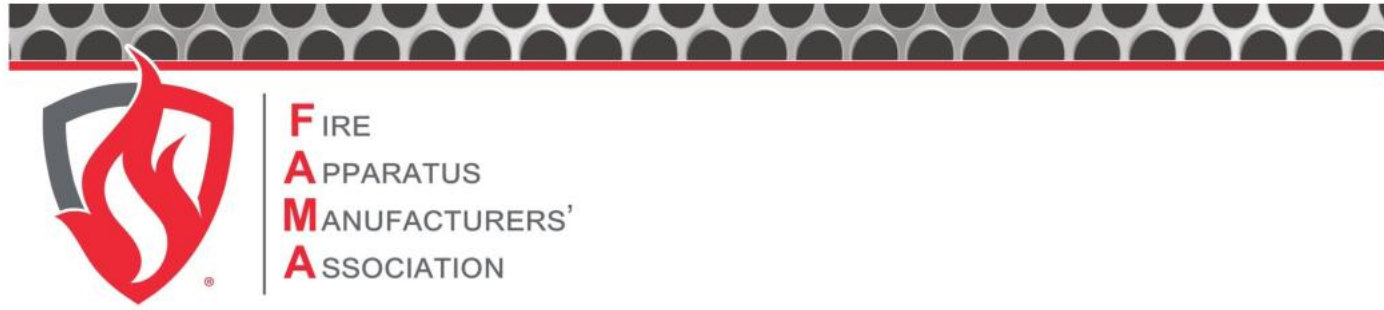
Thank You To Our Corporate Sponsor



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RESCUE** GROUP



FIRE &
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CLARION SPONSORSHIP UPDATE - 92.4%



Updated: November 12, 2024

Deadline: January 31, 2025

FORECAST 95.8%



- The forecast falls short by \$111,000
- Of the 127 member companies, 38.5% advertise, equaling 49 companies
- Of the 49 companies that advertise, 15 increased their spending by 10% or more
- There were 4 new advertisers this year totaling \$33,550
- 12 companies who advertised last year but not this year, which totals \$148,140



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SPECIAL THANKS TO THE 2025 SPRING MEETING SPONSORS

The high quality and tremendous value the FAMA Spring Meetings offer would not be possible without the generous support of our sponsors. Please be sure to seek them out, thank them and learn about the services and products they represent.

CORPORATE SPONSOR



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RESCUE GROUP**

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GOLD SPONSORS



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Special Thanks to the 2025 FAMA Annual Golf Tournament Sponsors





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CALL TO ORDER

Bruce Whitehouse



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ANTI-TRUST / NON-DISCRIMINATION POLICY

Jim Juneau



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ROLL CALL

Melissa Dobbs



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NOTICE OF MEETING

November 4, 2024

Melissa Dobbs



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REVIEW & ENTER MINUTES

Melissa Dobbs



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SELF-INTRODUCTION OF MEMBERS



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8 New Member Companies Since the 2024 Spring Meeting

- Iturri America, Inc (March) *
- Advantage Fleet LLC (April)
- RevolveAir Systems by MES (June) *
- K-D Lamp Company (June)
- THL Fire Equipment (July)
- Grover Products LLC (October) *
- Fire Manufacturing Innovations LLC (January) *
- Helie Fire Trucks Inc (February)

* Denotes Attending



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22 FIRST-TIME ATTENDEES

Amity Fire & Safety, Inc.

C.E. Niehoff & Co.

E-ONE, Inc.

Fire Lion Global LLC

Fire Manufacturing Innovations LLC

Fort Garry Fire Trucks

Grover Products LLC

Grover Products LLC

H.O. Bostrom Company, Inc.

H.O. Bostrom Company, Inc.

Hale Products, Inc.

Daniel Eifert

Jason Jablonski

Linus Polteraitis

Jared Holmgren

Drew Baney

Andrew Zmiyiwsky

Grant McComb

Vannela McComb

Jared Bostrom

Paige Bostrom

Brent Warwick

Harrington, Inc.

Harrison Hydra-Gen

IMMI

IMMI

Iturri America, Inc.

Lifeline Firehose

Lifeline Firehose

SoundOff Signal

SoundOff Signal

The Will-Burt Company

United Safety & Survivability Corp.

Jason Anderson

Richard Otwell

Gabe MacFarlane

Melissa Robinette-Kelley

Antonio Rubio Malpesa

Scot Morrison

John Stafford

Bryan Nyeholt

Brandon Whittaker

Trapper Meadors

Mike Cesarz



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2025 Board of Directors



Past President – Gary Pacilio
Fouts Bros., Inc.



President – Bruce Whitehouse
AMDOR Inc.



Vice President – Jason Witmier
Fire Research Corporation



Secretary – Melissa Dobbs
IMMI



Treasurer – Jeff Hicks
Task Force Tips, Inc.



Director-at-Large – Kevin Ignacio
Marion Body Works, Inc.



Director-at-Large – Gregg Geske
Waterous Company



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BOARD OF DIRECTORS' REPORT

Bruce Whitehouse



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Mission and Vision

Mission:

FAMA advances the knowledge, safety, growth, and profitability of the emergency vehicle market.

Vision:

FAMA is recognized as the most comprehensive resource to the North American emergency vehicle industry



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Mission and Vision – Focus Points

FAMA focuses on the following objectives to advance the emergency vehicle industry:

- **Training/Education**
 - FAMA Fire Apparatus Design Symposium
 - Technical committees produce Safety Guides, Buyers/Selling guides and White papers
 - Education for the industry on new and existing technologies
- **Advocacy and standards**
 - Technical resource to NFPA and associated industry organizations
 - Advocacy for funding and industry resources at the federal, state and municipal governments
- **Industry data**
 - Statistics
 - Market/economic trends
- **Enhance industry knowledge and relationships**
 - Semi-Annual Conferences featuring educational themes



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2025 Board Focus

The 2025 focus of your FAMA Board will be a continuation of those articulated by Gary Pacilio last year plus ensuring success of the Fire Apparatus Design Symposium as follows:

- **Symposium Development for 2025 Launch and Full Implementation in 2026**
- **Continue to Build FAMA Organizational Bench Strength**
- **Continue to Build / Enhance Member Value**



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INITIATIVES with Metrics and Targets

1. Symposium Development for 2025 Launch and Full Implementation in 2026

- Major initiative that will need significant resources of time, talents and funding to get off the ground
- Technical and Marketing Committees will ensure alignment of our organizational and industry goals plus keep members informed throughout the year,

Metrics / Targets:

- Number of FAMA members paying to participate
30 for 2025
10% annual increase in each of following 5 years (2026, 2027, 2028, 2029 & 2030)
- Number of Fire Service personnel registered as paying participants
100 for 2025
20% annual increase in each of following 5 years (2026, 2027, 2028, 2029 & 2030)



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INITIATIVES with Metrics and Targets

2. Continue to Build / Enhance Member Value

- Quarterly statistics with refinement to streamline categories of reporting
- Technical and Marketing committees to be supporting the FAMA Fire Apparatus Design Symposium, NFPA and digital industry trends that help drive growth of member companies by educating and advocating for the industry and the fire service
- Continued collaboration and refinement of GAC activities with member companies to support AFG
- Building brand awareness through integration with the fire service (GAC / Hill Day / Home Days)

Metrics / Targets:

- Number of standards/regulations sponsored by FAMA – monitor only – no target metrics
- Number of legal questions asked by FAMA members – quantity of contacts only - 4 per year
- Number of legal questions asked by FAMA Board – examples include Bylaw, membership qualification, interpretation of new legislations - 12 per year



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INITIATIVES with Metrics and Targets

3. Continue to Build FAMA Organizational Bench Strength

- Member participation at meeting and on committees
- Evaluate membership qualifications
- Get more company reps involved in committees to build bench strength for leadership, including future Board positions

Metrics / Targets:

- Membership retention - 98%
- Spring/Fall meeting attendance - Grow 5% per year



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TREASURER'S REPORT

Jeff Hicks



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Analysis of Annual Organization Finances



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Overview of Income and Expenses

Yearly 2018 through 2024

Balance Sheet Assets		
2018	(12/31/2018)	\$600,442.86
2019	(12/31/2019)	\$680,467.65
2020	(12/31/2020)	\$748,467.65
2021	(12/31/2021)	\$773,650.11
2022	(12/31/2022)	\$762,107.94
2023	(12/31/2023)	\$819,973.48
2024	(12/31/2024)	\$929,794.00

- Balance sheet has remained steady annually



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Overview of Income and Expenses Yearly 2017 through 2024

	2017	2018	2019	2020	2021	2022	2023	2024
Total Income:	\$481,486	\$491,269	\$503,549	\$274,059	\$266,051	\$536,797	\$471,557	\$477,964
Total Expenses:	\$428,464	\$430,123	\$399,459	\$245,321	\$282,222	\$480,179	\$446,512	\$403,502
Net Operating Income:	\$53,022	\$61,145	\$104,090	\$28,738	(\$16,171)	\$56,618	\$25,046	\$74,462

- Expenses have continued to rise annually
- Cost reduction efforts were a focus in 2023
- **2024 Expenses were lower than previous years**
 - Fall Meeting Sponsorships moved into 2025
 - Fall Meeting Expenses lower due to cancelled meeting



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Review of Fiscal Year 2024

2024 Financial Summary

	Total
Income	
130 INCOME	
230 Revenue	
Advocacy Sponsorship (Clarion)	60,000.00
Dues	247,750.00
Meeting Fees (Fall)	0
Meeting Fees (Spring)	69,580.00
Meeting Sponsors (Fall)	32,184.10
Meeting Sponsors (Spring)	40,000.00
Scholarship Sponsor	5,000.00
Services	0
Technical Cmte (Sponsors)	2,500.00
Technical Safety Guide	18,724.36
Total 230 Revenue	475,738.46
Total 130 INCOME	475,738.46
BofA Merchant Svcs Reward	349.05
Interest - BofA - Reserve	6.49
Interest - BofA - Surplus	20.77
Unapplied Cash Payment Income	0
Uncategorized Income	1,850.00
Total Income	\$477,964.77
GROSS PROFIT	\$477,964.77

	Total
Expenses	
131 EXPENSE	
Accountant Fees	6,585.00
Advocacy Activities	
CFSI (Annual)	9,000.00
Newsletter	4,000.00
NFFF (Annual)	2,500.00
Total Advocacy Activities	15,500.00
Annual Fees (Corp)	310.75
Awards/Recognition	343.04
Bank Fees	9,774.48
Board Meetings/Retreats	11,874.43
Education-Scholarship	6,551.50
GAC Activities	
Governmental Affairs - US	40,000.00
Total GAC Activities	40,000.00

	Total
Expenses	
Insurance Premiums	2,341.82
Legal	13,227.08
Management Fees	75,000.00
Marketing/PR	49,527.91
Maven Events Contract	6,000.00
Member Meetings (Fall)	9,994.70
Member Meetings (Spring)	134,603.34
Membership (Plaques)	627.78
Office	6,450.23
Statistics Program	5,593.12
Technical	3,070.01
Travel - Administrative	6,127.19
Total 131 EXPENSE	403,502.38
Total Expenses	\$403,502.38
NET OPERATING INCOME	\$74,462.39
NET INCOME	\$74,462.39



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Summary of Fiscal Year 2025



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2025 Financial Plan/Budget

ASSETS

Bank Accounts

BOA Bill Pay

BOA Operating

BOA Reserve

BOA Surplus

BofA CD 26 Aug 2024 (revested)

BofA CD 27 Sept 2025

BofA CD 26 Mar 2025

Total Bank Accounts

Other Current Assets

PrePaid Meeting Deposits

TOTAL ASSETS

Total

As of Feb 26, 2025

As of Feb 26, 2024

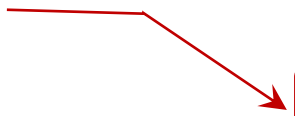
130.99		4,465.32
489,268.36		553,120.69
0.00		135.95
0.00		95,392.45
0.00		250,000.00
250,000.00		
257,000.00		
\$ 996,399.35	\$	903,114.41
10,000.00		23,000.00
\$ 1,006,399.35	\$	926,114.41

Policies and Procedures

Reserves 50% of prior
year's expenditures.

2024 expenses = \$403,502

Reserve min. = \$201,751





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Apparatus Design Symposium

Association Dues

2024 Total = \$235,500

2025 Total = \$245,100

Meeting Attendance

2024 Total = \$60,425

2025 Total = \$58,200

Meeting Sponsors

2024 Total = \$40,000

2025 Total = \$51,000

Meeting = \$45,000

Golf = \$6,000

2025 Financial Plan/Budget

Income	Actual	Budget
Advocacy Sponsorship (Clarion)		70,000.00
Apparatus Design Symposium		
ADS - Attendees		44,550.00
ADS - Sponsors		35,000.00
ADS - Vendor Displays		26,250.00
Total Apparatus Design Symposium	\$ 0.00	\$105,800.00
Dues	245,100.00	250,000.00
Meeting Fees (Fall)	43,640.00	40,000.00
Meeting Fees (Spring)	58,200.00	52,500.00
Meeting Sponsors (Fall)		18,500.00
Meeting Sponsors (Spring)	51,000.00	30,000.00
Scholarship Sponsor		5,000.00
Technical Cmte (Sponsors)	2,500.00	2,500.00
Technical Safety Guide		20,000.00
Total Income	\$400,440.00	\$594,300.00



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2025 Financial Plan/Budget

Apparatus Design Symposium

GAC
2024 Total = \$42,000
2025 Total = \$43,000

Business Mgr. Recruitment

Marketing/PR
Website revamp project

Meeting Fees
2024 Total = \$165,000
2025 Budget = \$180,000

Expenses

	Actual	Budget
Accountant Fees	142.50	7,000.00
CFSI (Annual)	4,000.00	9,000.00
Newsletter		4,000.00
NFFF (Annual)		2,500.00
Annual Fees (Corp)	296.75	350.00
Apparatus Design Symposium	1,669.12	140,000.00
Awards/Recognition		750.00
Bank Fees	4,729.59	10,000.00
Board Meetings/Retreats	1,371.01	12,500.00
Education-Scholarship		7,500.00
Governmental Affairs - US	10,000.00	43,000.00
Insurance Premiums	2,310.14	3,100.00
Legal	2,450.00	15,000.00
Management - Bus. Mgr. Recruit / Hire		60,000.00
Management Fees	18,750.00	78,000.00
Marketing/PR	13,280.00	39,500.00
Maven Events Contract	4,500.00	18,000.00
Member Meetings (Fall)	22,891.35	70,000.00
Member Meetings (Spring)	68,284.71	180,000.00
Membership (Plaques)	106.84	750.00
Office	3,736.61	8,750.00
Statistics Program		5,500.00
Technical		5,000.00
Technical Safety Guide		500.00
Travel - Administrative	1,091.27	9,000.00
Total Expenses	\$ 159,609.89	\$ 729,700.00



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2025 Financial Plan/Budget

Balance Sheet Assets		
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2022	(12/31/2022)	\$762,107.94
2023	(12/31/2023)	\$819,973.48
2024	(12/31/2024)	\$929,794.00
2025	(02/26/2025)	\$1,006,399.35

	2025 Budget	2024 Actual	2023 Actual
Total Income	\$594,300	\$477,964	\$471,102
Total Expenses	\$729,700	\$403,502	\$446,511
Net Operations	(\$135,400)	\$74,462	\$25,045

Upcoming and ongoing projects (Expenses):

- FAMA Apparatus Design Symposium
- Website Redesign
- Business Manager Recruitment and Transition



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Questions/Comments



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POLL EVERYWHERE

How it Works

Jason Witmier



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This is how it works

Ask the audience a question. Then watch their answers come to life on the screen.



Step 1

Ask your audience a question with the Poll Everywhere app



Step 2

Audience answers in real time using mobile phones, Twitter, or web browsers



Step 3

See your response live on the web or in a PowerPoint presentation



Participating with Poll Everywhere

To Answer Poll Questions:

U.S. PHONES

TEXT TO: 22333

OR

1-747-444-3548

CANADIAN PHONES

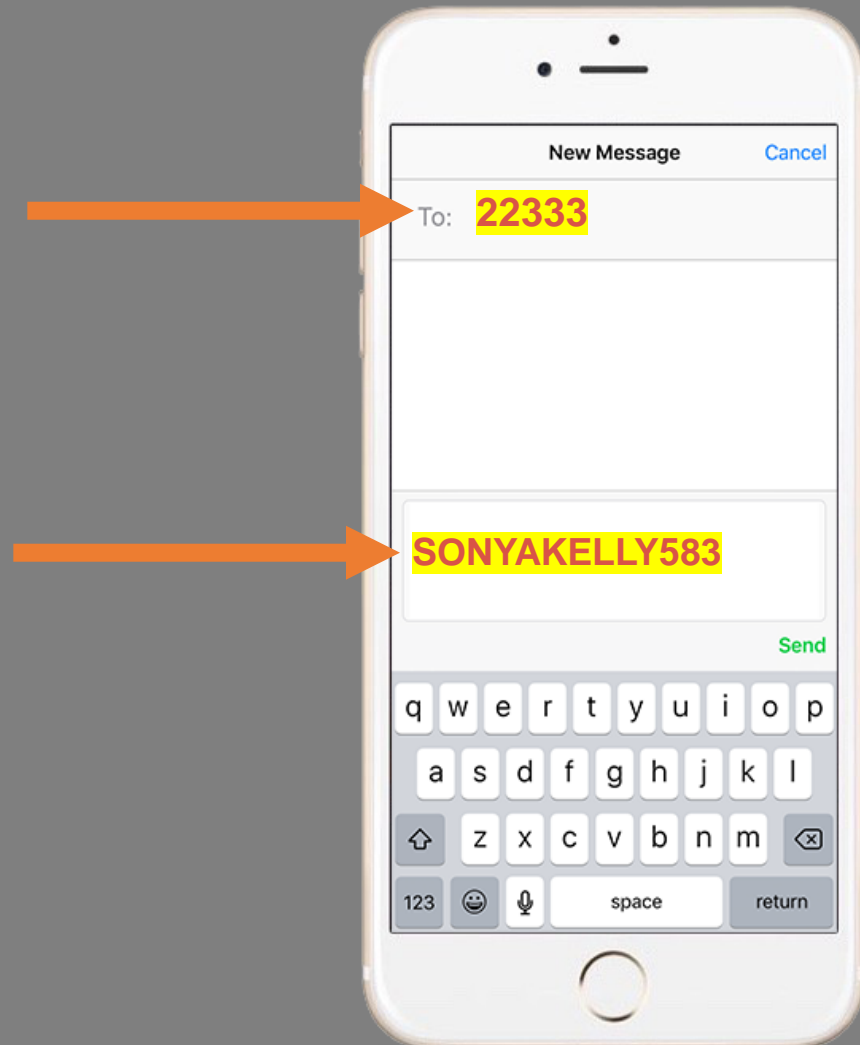
TEXT TO: 37607

OR

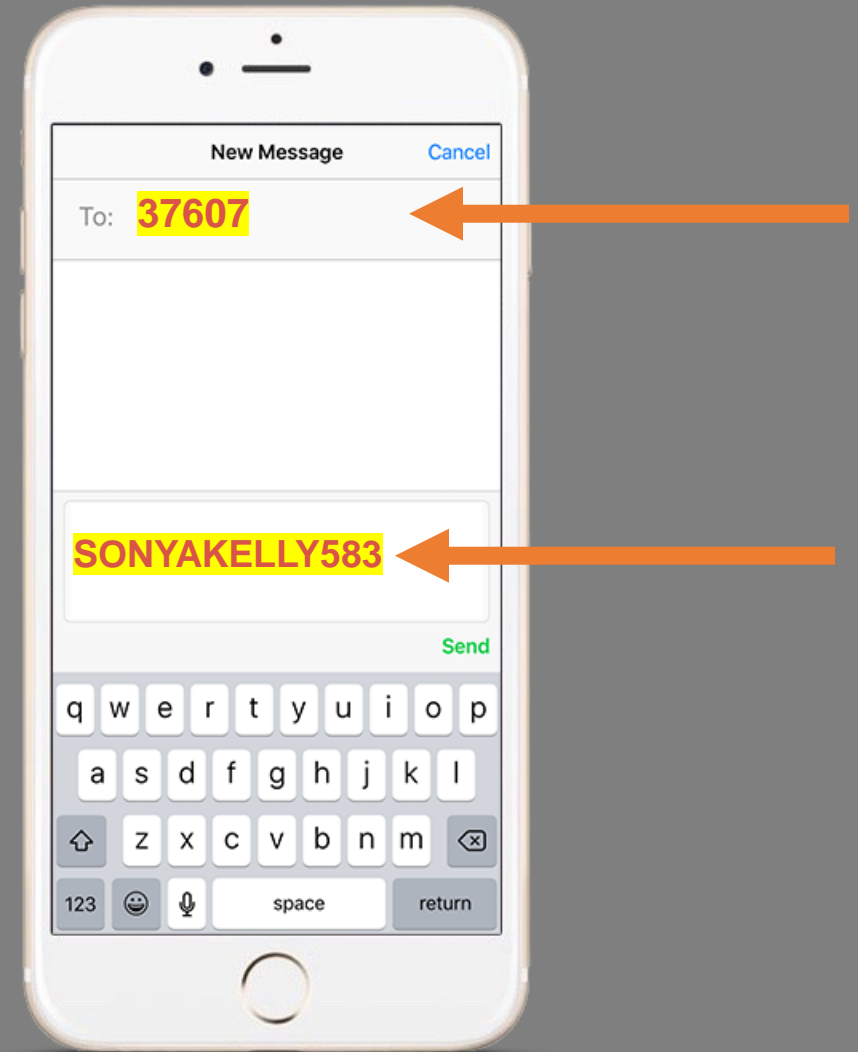
780-800-5606

Participating with Poll Everywhere

U.S. Phone

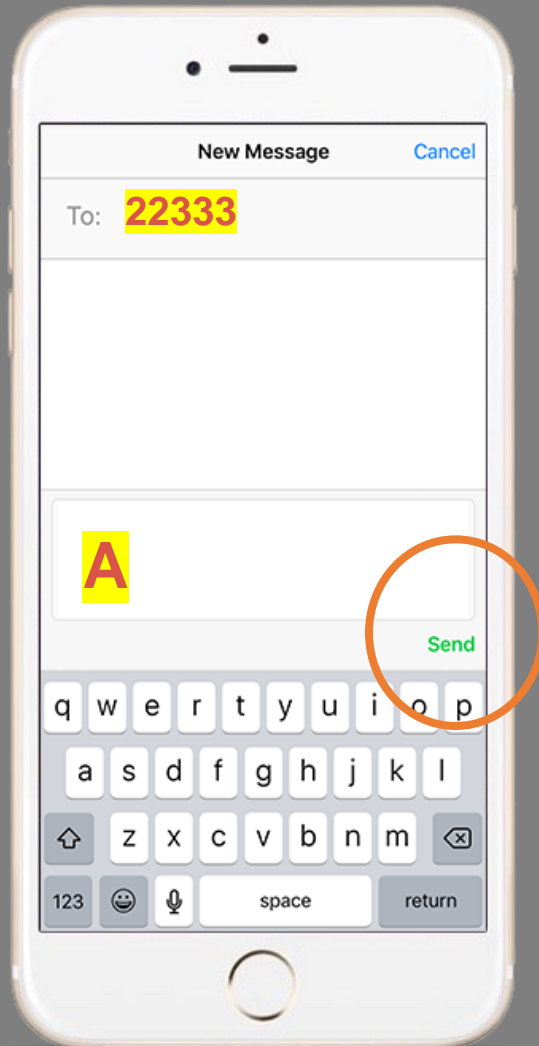


Canadian Phone

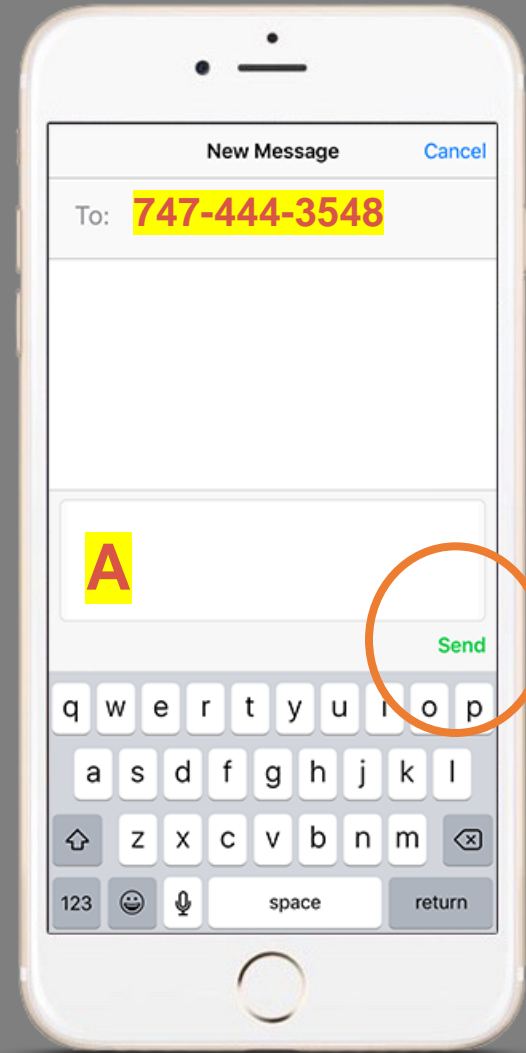


Participating with Poll Everywhere

U.S. Answer



Canadian Answer





Log in to Poll Everywhere

To present live activities, please log in to your Poll Everywhere account in a separate window.

[Launch log-in window](#)



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DATA & RESEARCH COMMITTEE REPORT

**Paul Bostrom
John Schultz**

Board Liaison: Jeff Hicks



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COMMITTEE MEMBERS

- **Paul Bostrom / Chair** – H.O. Bostrom & Company
- **John Schultz / Vice-Chair** – Pierce Manufacturing, Inc.
- Philip Gerace – E-ONE, Inc.
- Andrew Lingel – United Plastic Fabricating
- Jason Nawrocki – Waterous Company

Board Liaison: Jeff Hicks



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FAMA Board Initiatives

- Complete a 5-year industry forecast & analysis report
- Increase participation of members reporting
- Increase member engagement in the use and value of the data
- Update statistics website to enhance analysis capabilities

Committee Projects

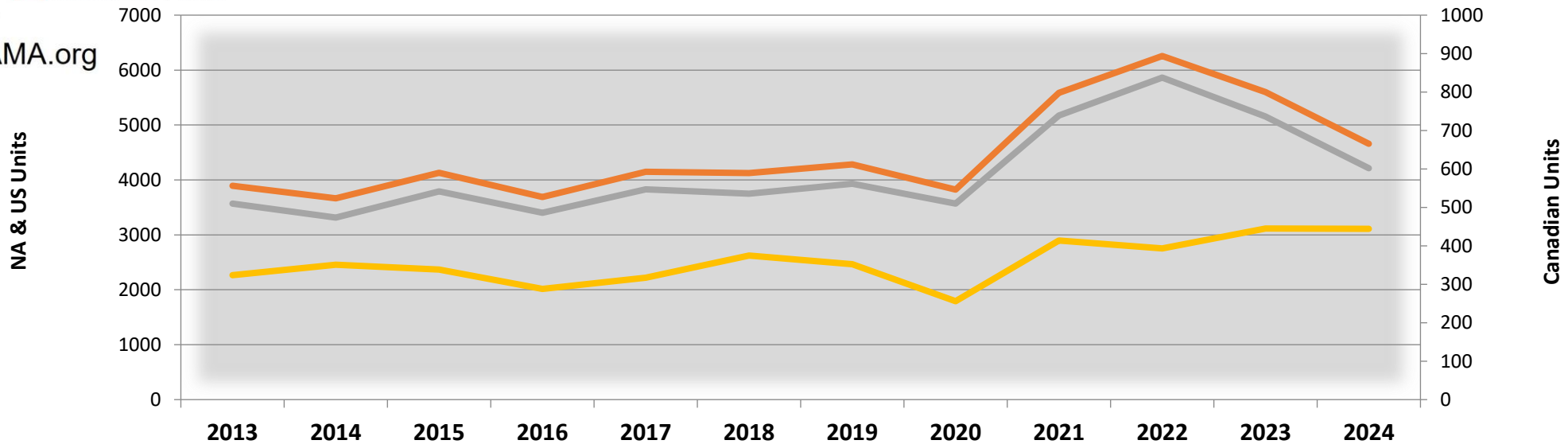
- Increase participation of members reporting
- Develop truck data entry tutorials
- Incorporate validation programming / checks into data entry



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North American Fire Apparatus Bookings



Legend: North American Mrkt (orange), US (grey), Canada (yellow)				
Years	US Average Annual Vehicle Sales	Canada Average Vehicle Sales	Total Average Annual Vehicle Sales	Total Vehicle YOY Growth %
2013-2017	3581	324	3905	
2018 -2022	4457	358	4815	+23.3%
2023	5154	445	5599	+16.3%
2024	4214	444	4658	-16.8%

12 Month Rolling 4,658 units

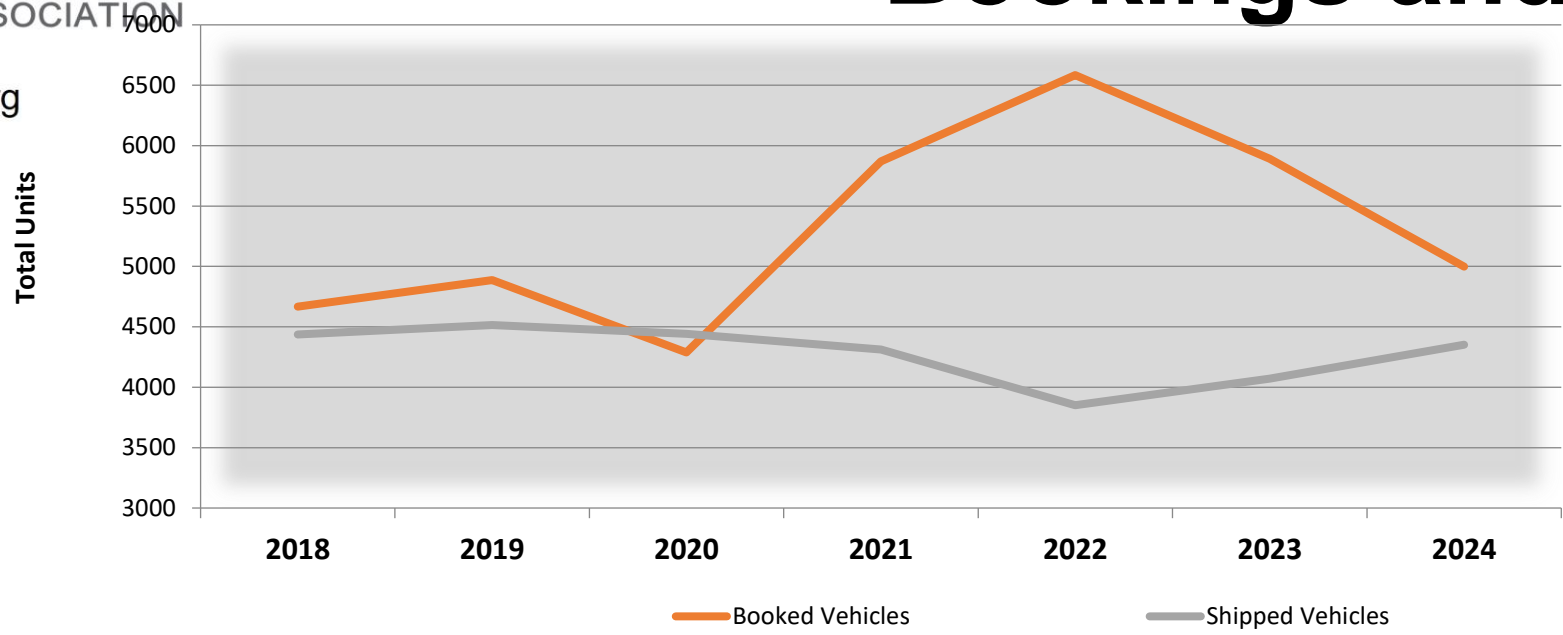
Does not include ARFF or Refurbs



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Total Industry Bookings and Shipments



Years	Booked Vehicles	Booked Vehicles YOY Growth %	Shipped Vehicles	Shipped Vehicle YOY Growth %
2013 -2017	4627		4314	
2018 -2022	5259	+13.7%	4311	-0.1%
2023	5890	+12.0%	4070	-5.6%
2024	4998	-15.1%	4353	+7.0%

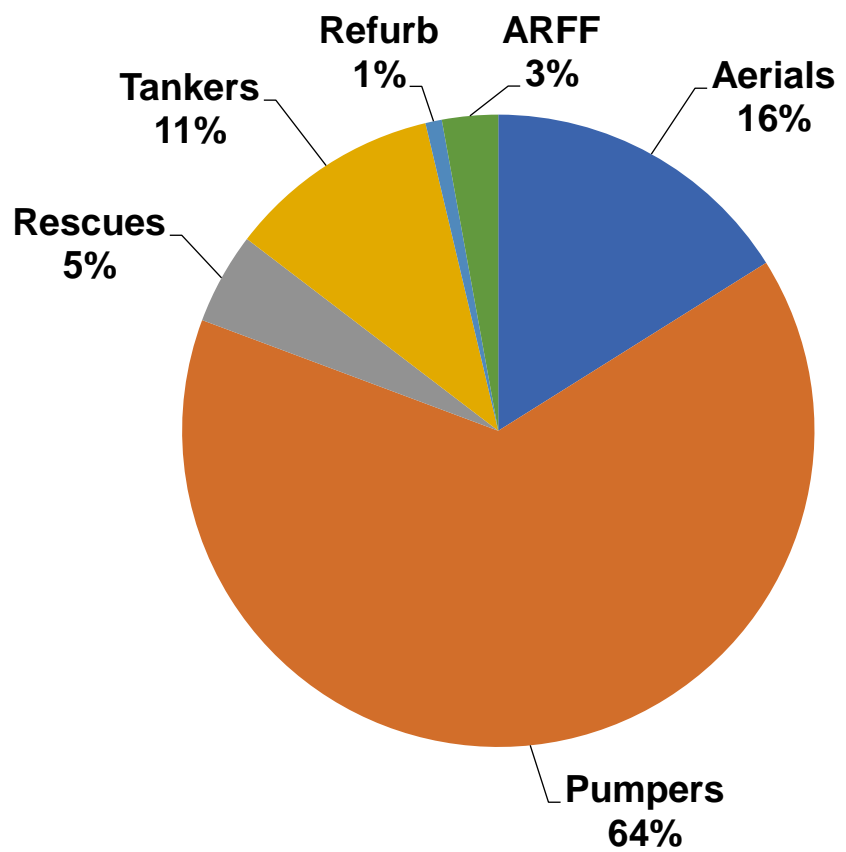
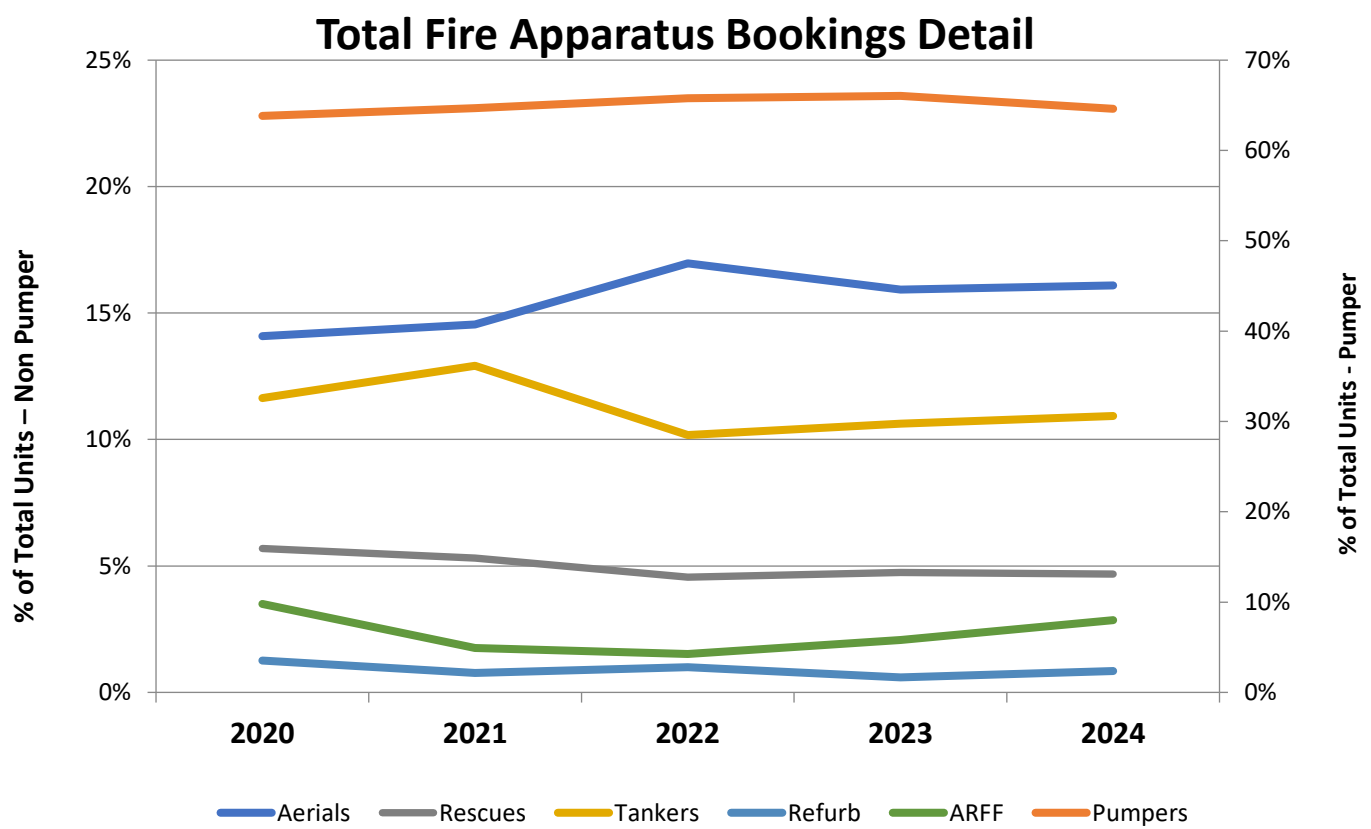
*All vehicles: includes ARFF & Refurb
*All regions



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Total Fire Apparatus Sales 12 Month Rolling



2024 Bookings

12 Month Rolling 4,998 units

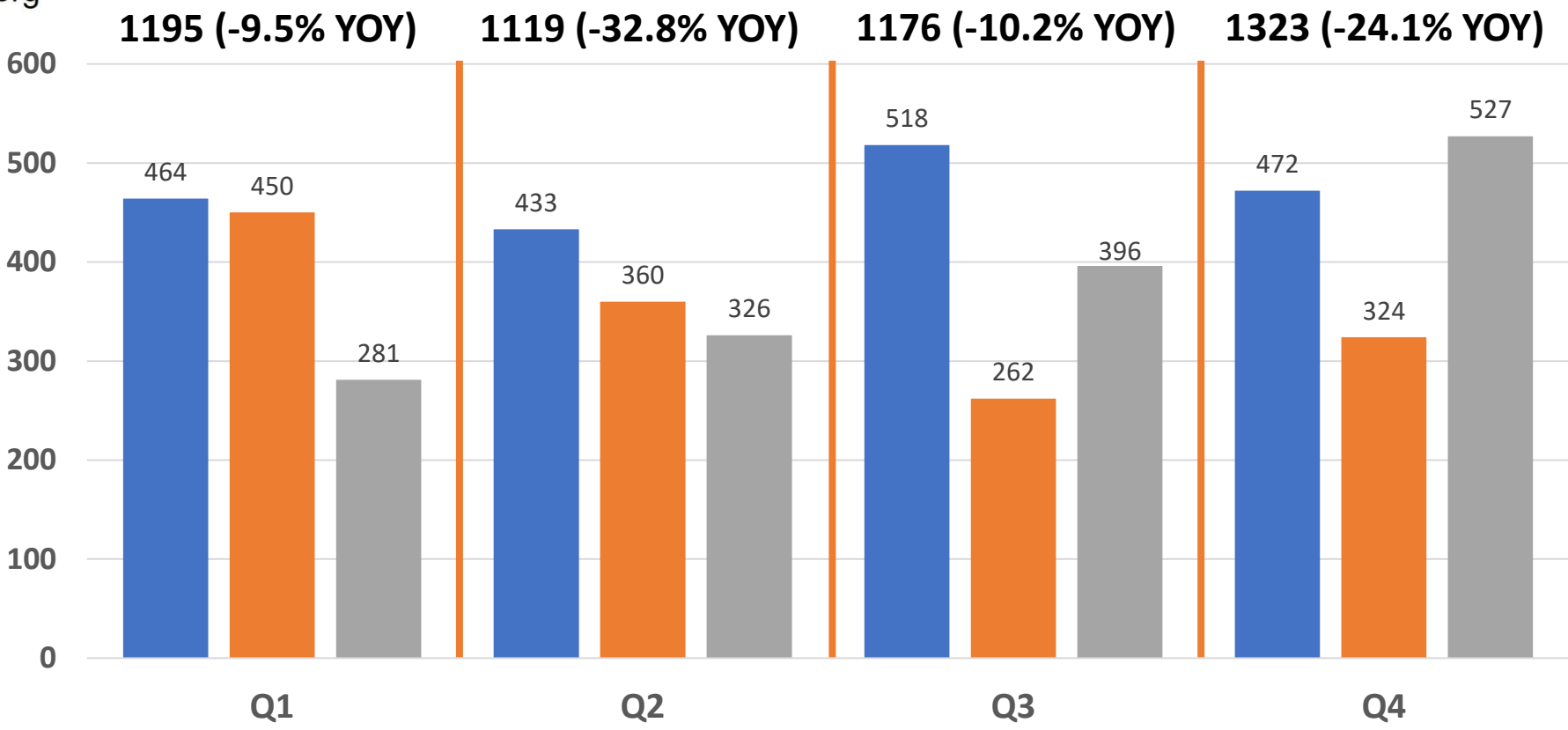
*All vehicles: includes ARFF & Refurb
*All regions



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Fire Apparatus Sales by Month 12 Month Rolling



12 Month Rolling 4,813 units (-16.0% YOY)

Does not include ARFF or Refurbs
All regions

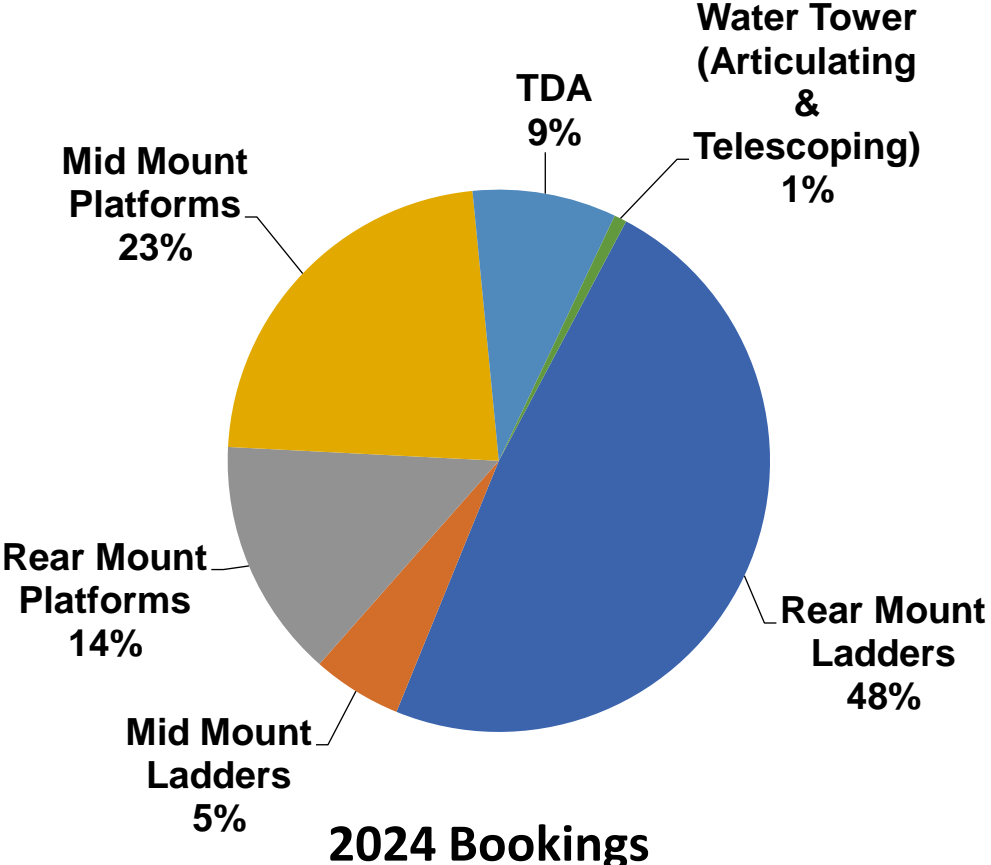
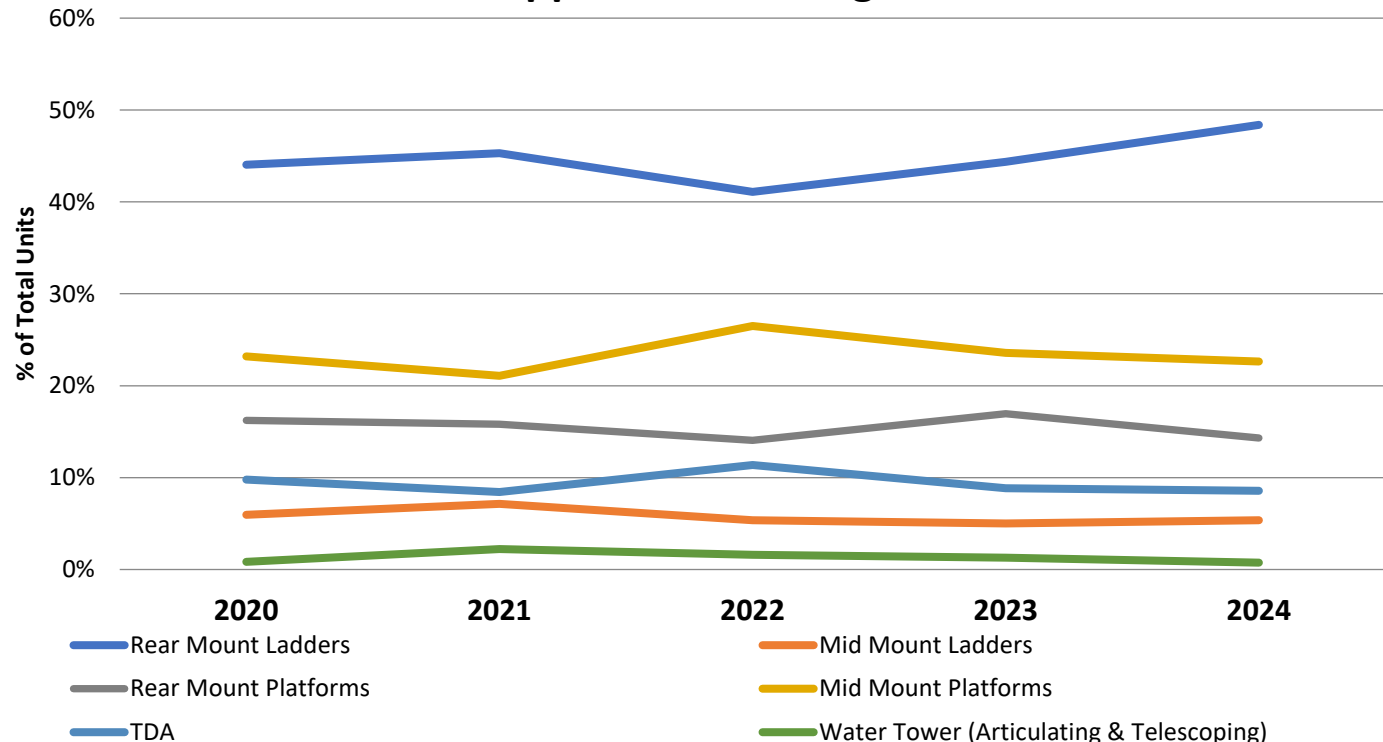


Aerial Bookings	Quantity	YOY Growth %
Rear Mount Ladders	389	-6.5%
Mid Mount Ladders	43	-8.5%
Rear Mount Platforms	115	-27.7%
Mid Mount Platforms	182	-17.6%
Tillers	69	-16.9%
Water Tower (telescoping & articulating)	6	-50.0%

Aerial Apparatus Sales

12 Month Rolling

Aerial Apparatus Bookings Detail

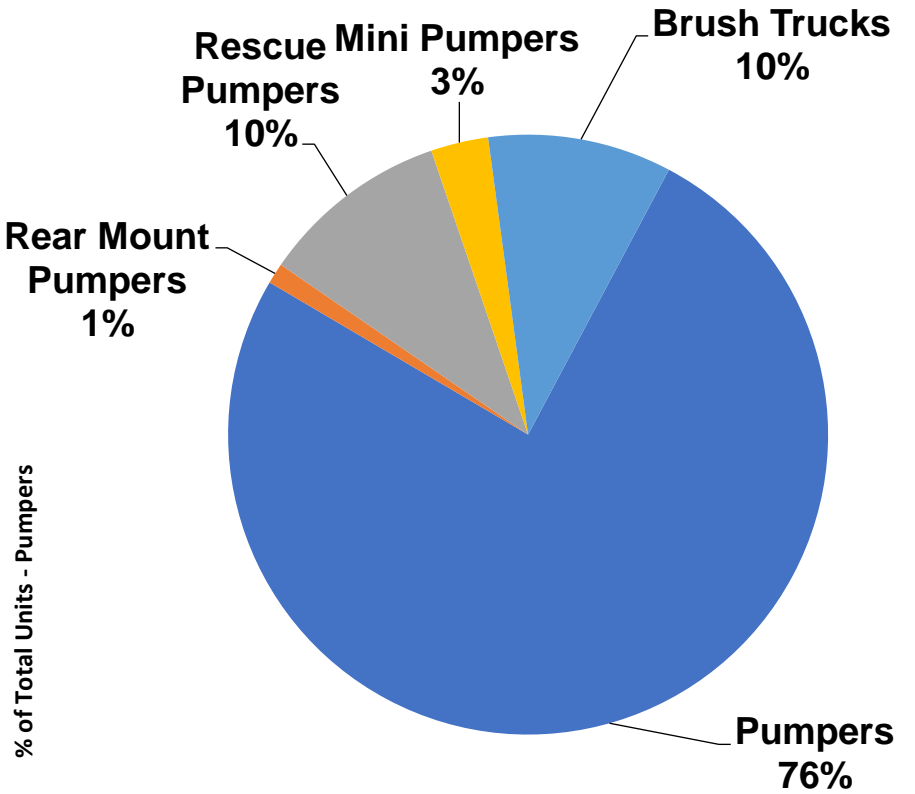
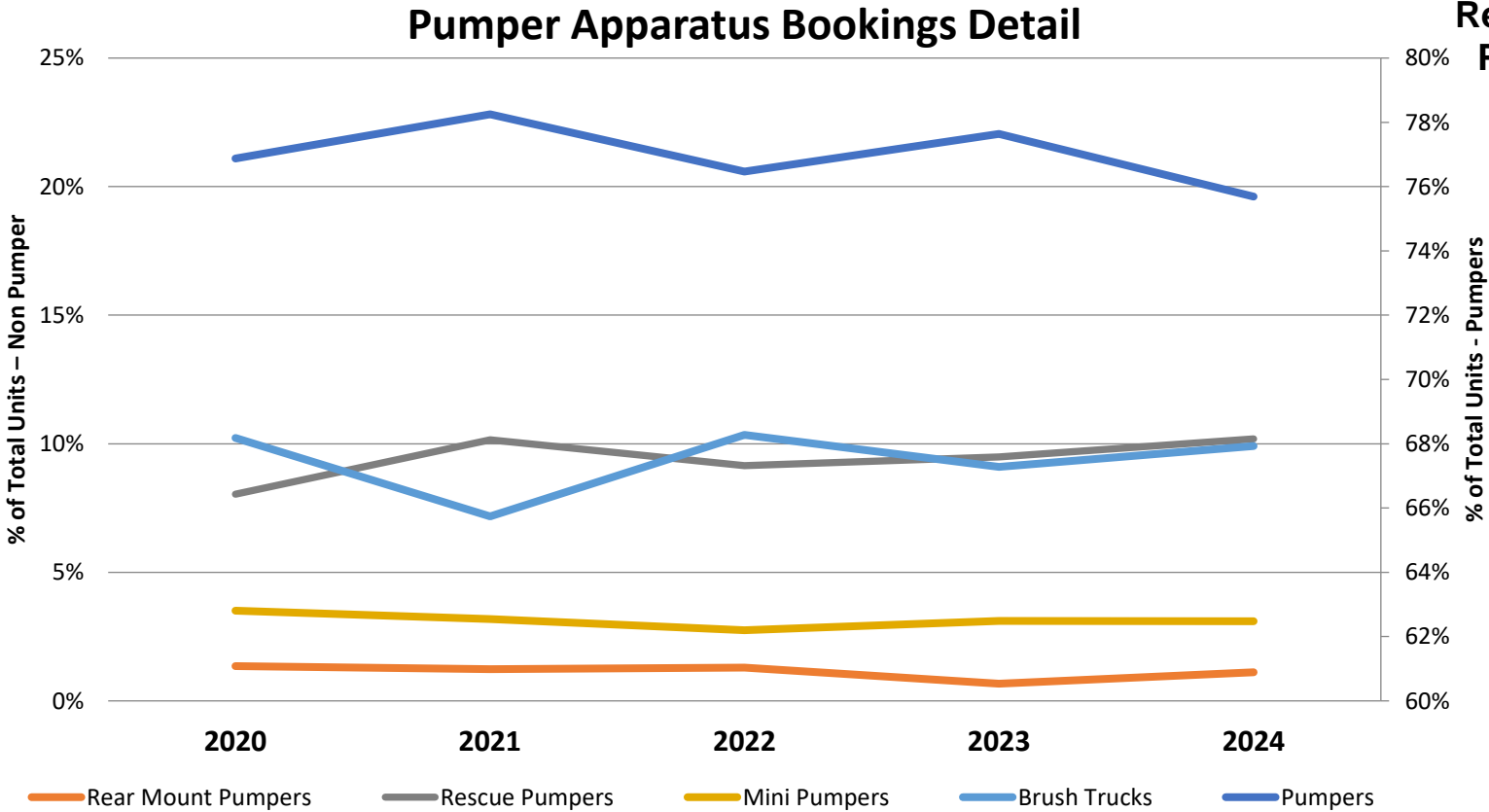


- **804 Booked** (-14.3% YOY)
- **597 Shipped** (+3.6% YOY)



Pumper Bookings	Quantity	YOY Growth %
Pumpers	2444	-19.1%
Rear Mount Pumps	36	38.5%
Rescue Pumps	329	-10.8%
Mini Pumps	100	-17.4%
Brush Trucks	320	-9.6%

Pumper Apparatus Sales 12 Month Rolling



2024 Bookings

- **3,229 Booked** (-17.0% YOY)
- **2,864 Shipped** (+14.8% YOY)

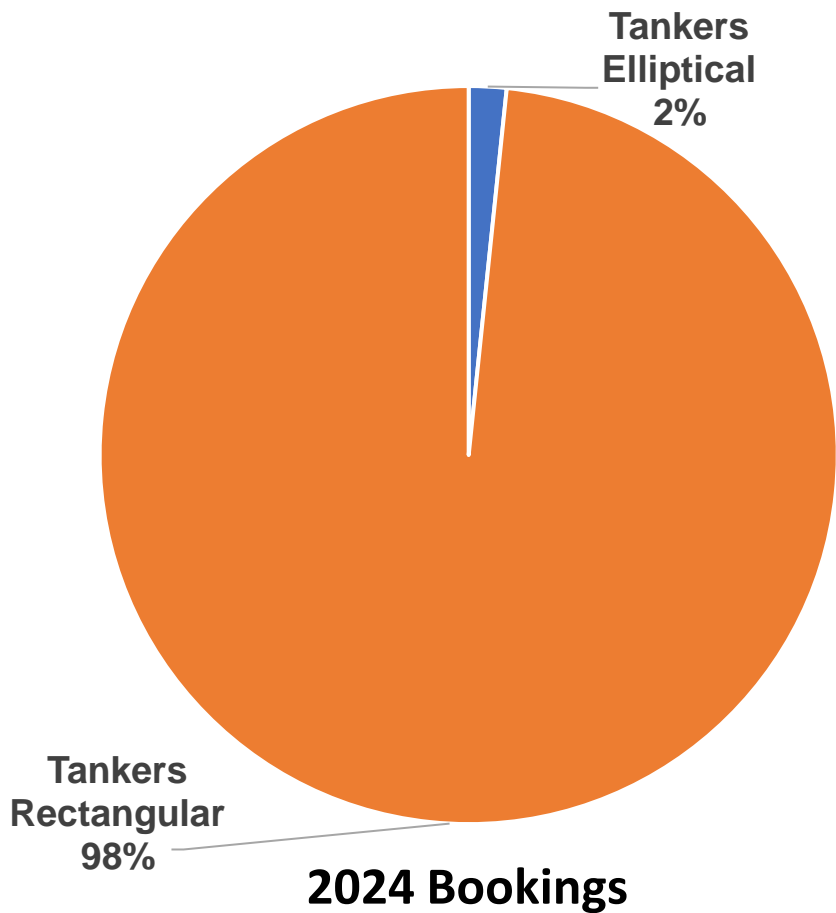
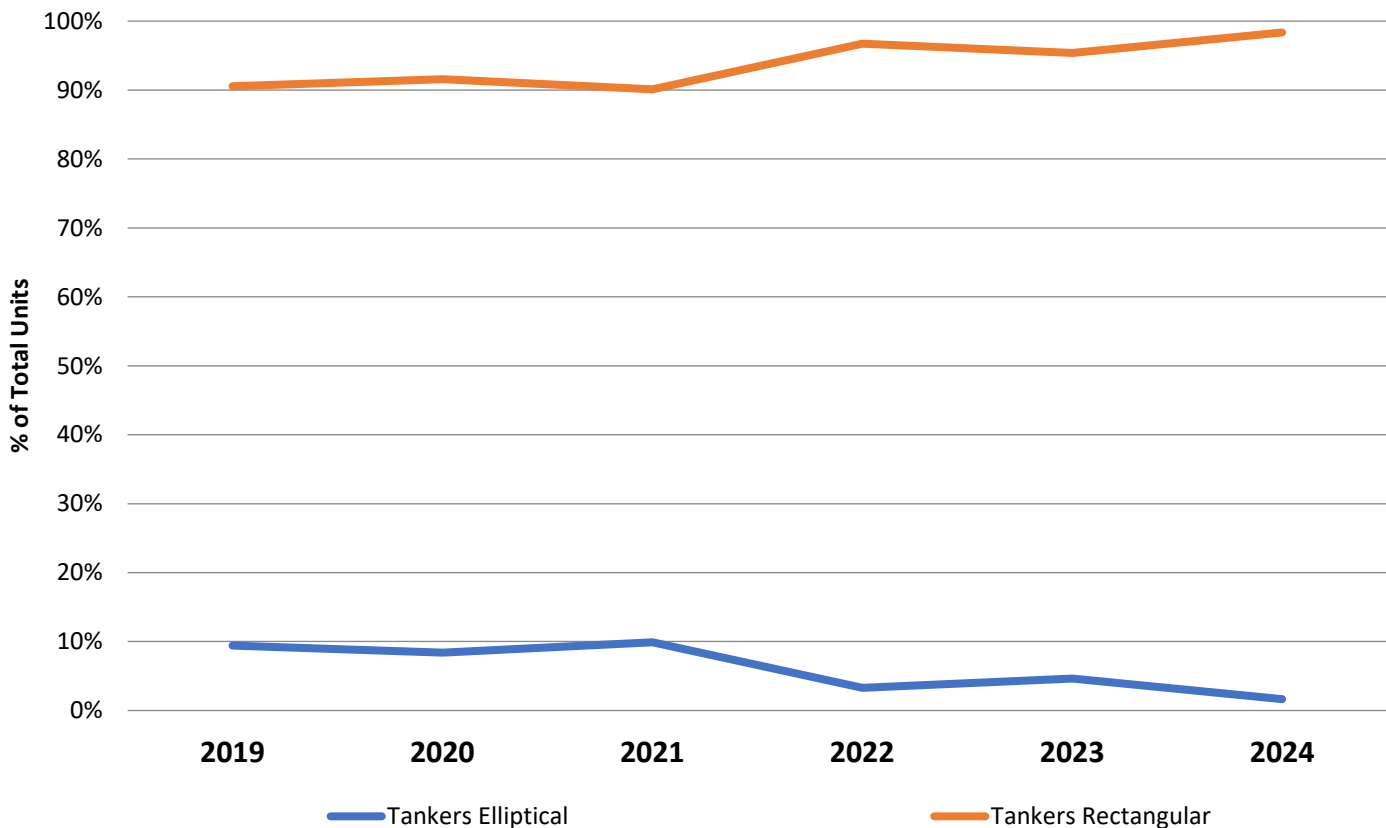


Tanker Bookings	Quantity	YOY Growth %
Elliptical	9	-69.0%
Rectangular	537	-10.1%

Tanker Apparatus Sales

12 Month Rolling

Tanker Apparatus Bookings Detail



- 2024 Bookings**
- **546 Booked** (-12.8% YOY)
 - **555 Shipped** (-11.6% YOY)

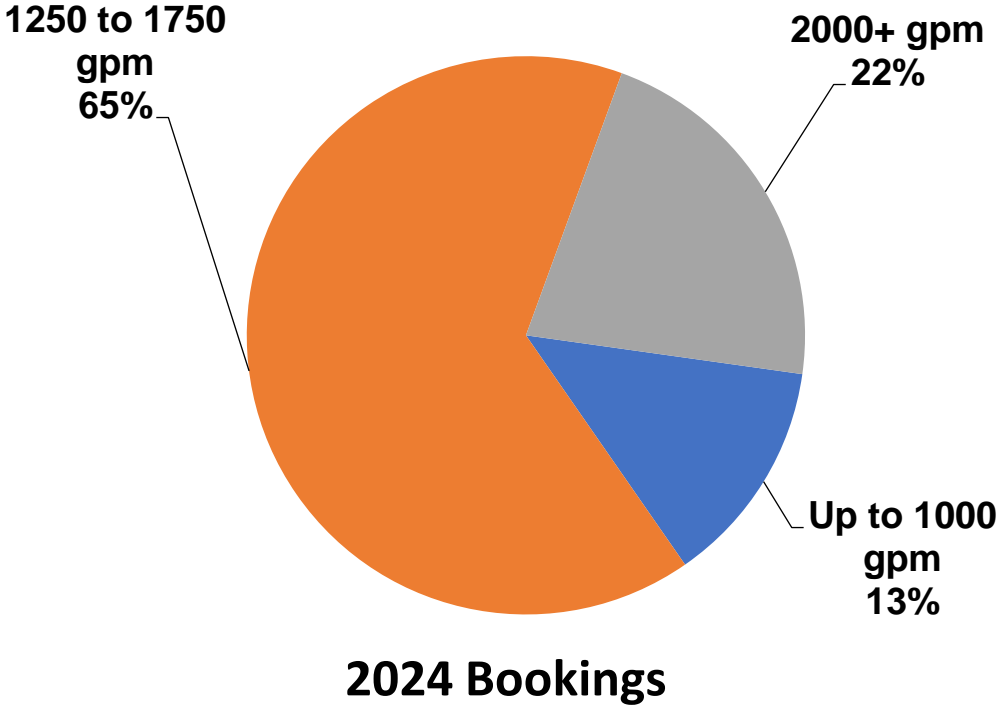
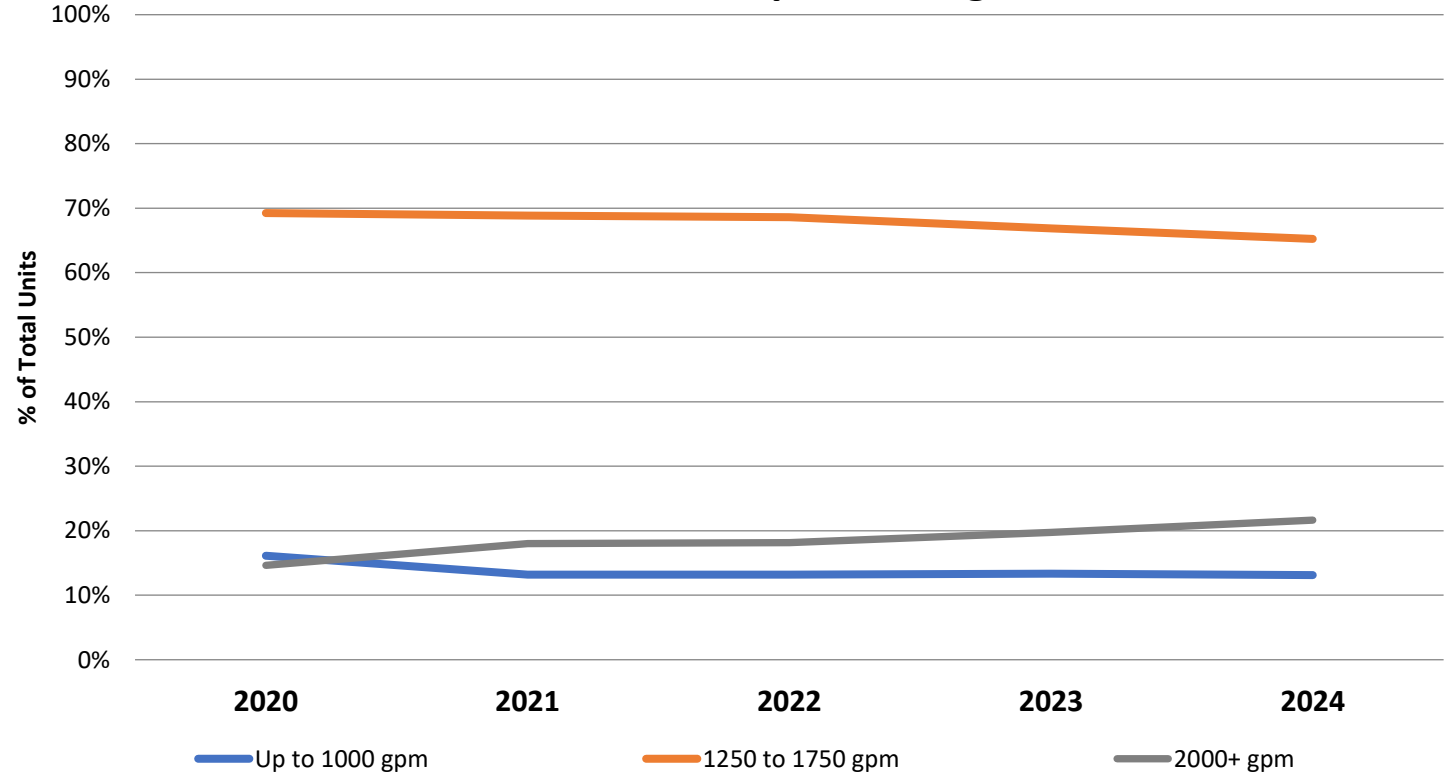


Vehicles with Pumps Sales

12 Month Rolling

Pumper Bookings	Quantity	YOY Growth %
Up to 1000 GPM	576	-16.5%
1250 – 1750 GPM	2864	-17.1%
2000+ GPM	950	-7.0%

Vehicles with Pumps Bookings Detail



- **4,390 Booked (-15.0% YOY)**
- **3,850 Shipped (+9.8% YOY)**

Does Not Include ARFF & Refurbs

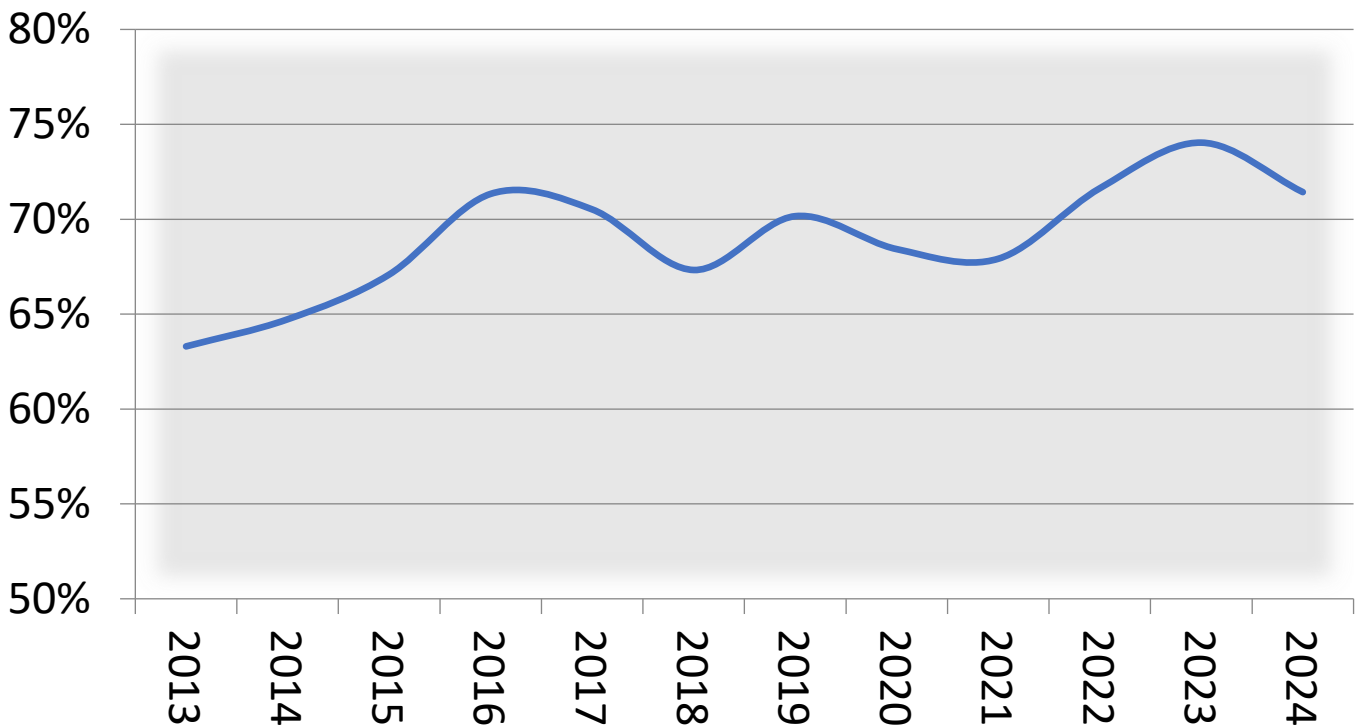


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Total Industry Bookings Custom vs Commercial Chassis

Custom Chassis Annual Percent Usage – All Products



Year	Commercial	Custom	Custom YOY Growth %
2013-2017	32.7%	67.3%	
2018-2022	30.8%	69.2%	+1.9%
2023	26.1%	73.9%	+4.7%
2024	28.6%	71.4%	-2.5%

Rolling 12 Month: 28.6% Commercial / 71.4% Custom

All products, all regions



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Questions/Comments



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**Thank You for Submitting
Quarterly Reports in a Timely
Manner**



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Presentation To Come March 2nd

TECHNICAL COMMITTEE REPORT



**Roger Lackore
Melissa Dobbs**



Board Liaison: Gregg Geske



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GOVERNMENTAL AFFAIRS COMMITTEE REPORT

David Durstine
Scott Beecher

Board Liaison: Melissa Dobbs



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GAC Members

- David Durstine, FAMA Co-Chair
- Scott Beecher, FAMA Co-Chair
- John Granby, FEMSA Co-Chair *
- David Russell, FEMSA Co-Chair *
- Mark Brenneman
- Gabe Casucci
- Henry Costo *
- Tim Dean
- Burke Genthner *
- Philip Gerace
- Cory Hohs
- Kevin Ignacio
- Marc Mazza
- Cindy Morgan *
- Mike Natchipolsky *

GAC Support

Dave Gatton and Development Initiatives Inc. (DII)

GAC Consultant

* FEMSA Representatives



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Committee Goals

1

Drive discussions for the continued support and increased funding of the AFG programs.

2

Navigate the current legislative environment – finding ways to keep member companies informed and engaged with their representatives

3

Plan & execute 2025 Hill Day to encourage adequate funding of the AFG Programs

4

Update the Home Day Tool Kit in current status on the GAC website, and encourage member companies to host Home Days and educate Congress!

5

Meet with Key Leaders to discuss future gov't programs and initiatives in support of the FAMA membership and our organizations goals.



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Annual & Ongoing GAC Activities

- Continue to advocate for full funding for the AFG grant programs.
- Participate in the National Advisory Committee of CFSI
- Annual Alliance Luncheon
- Sponsor the annual CFSI Holiday Party



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AFG and SAFER Funding

Preserve funding for the Assistance to Firefighters Grant Program

- AFG is key to equipping adequately the nation's first responders and ensuring a high level of protection against fires, natural disasters, terrorism, and other emergencies across the United States.





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Cost Increases of Firefighting Equipment

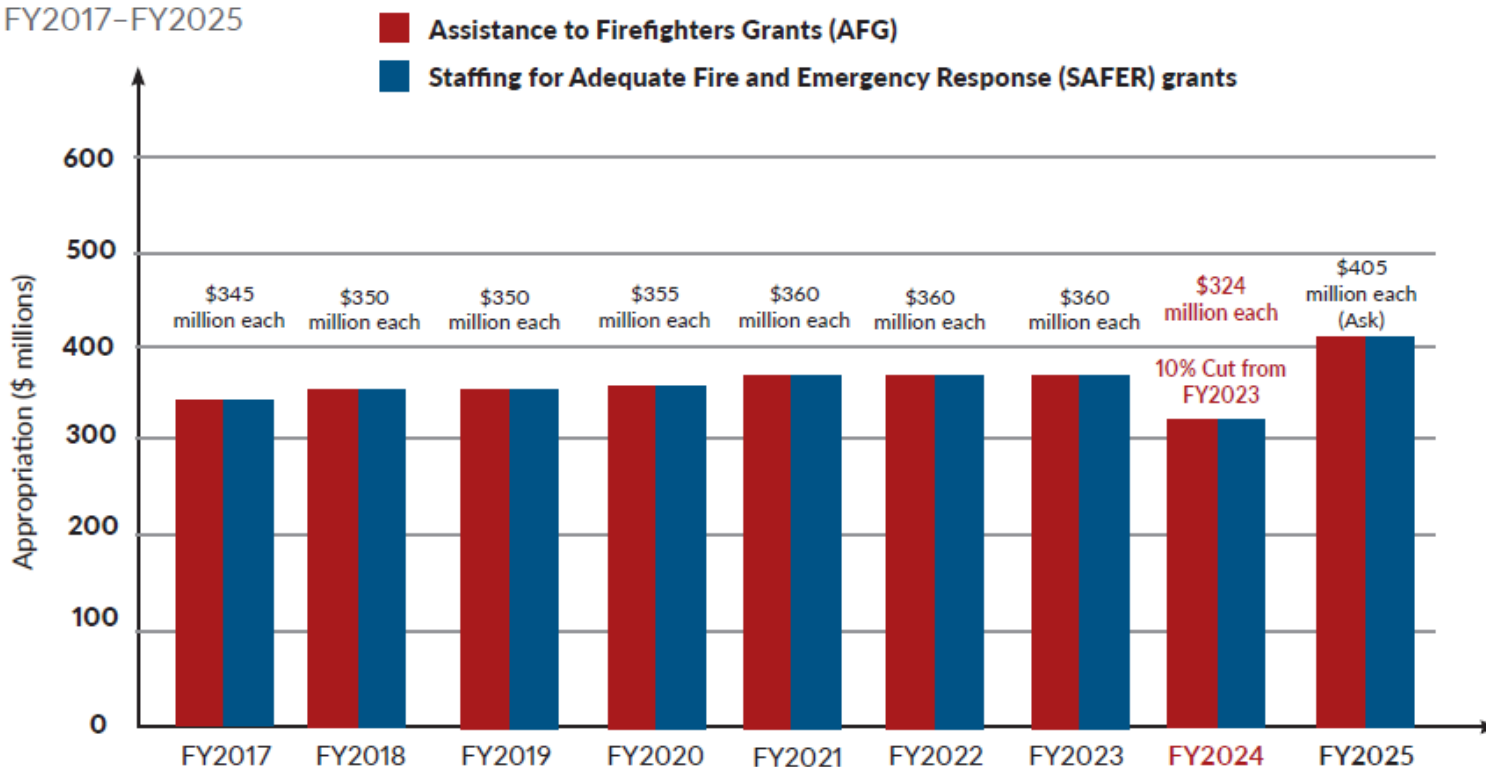
- From 2023 to 2025, the average cost for turnout gear has increased an ~22%, and a fire apparatus (pumpers) by an ~11%. However, over the last decade, AFG funding has remained largely flat, as costs to the American fire service continue to rise. In FY2024, Congress cut AFG and SAFER funding by 10% each. Congress must increase AFG funding to \$405 million in FY2025 to commensurately meet the climbing cost of life-saving firefighting equipment.
- Annually the request for AFG and Safer Exceed \$3 Billion each. The needs from the US Fire Service is present



AFG & SAFER Appropriations Funding

*2020 Figures do not include the \$100 million in AFG funding provided through the CARES Act to combat COVID-19. The 2021 figures do not include the \$100 million in AFG and \$200 million for SAFER in the American Rescue Plan to combat COVID-19.

FY2017-FY2025



FAMA & FEMSA Support FY2025 Funding at \$405 Million Each for AFG & SAFER



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Hill Day and Home Days



Hill Day

Greater member participation is needed for Hill Day

Dates: **March 17-19th, 2026**

Registration Link will be available on the FAMA and GAC Sites <https://famafemsagac.org//>

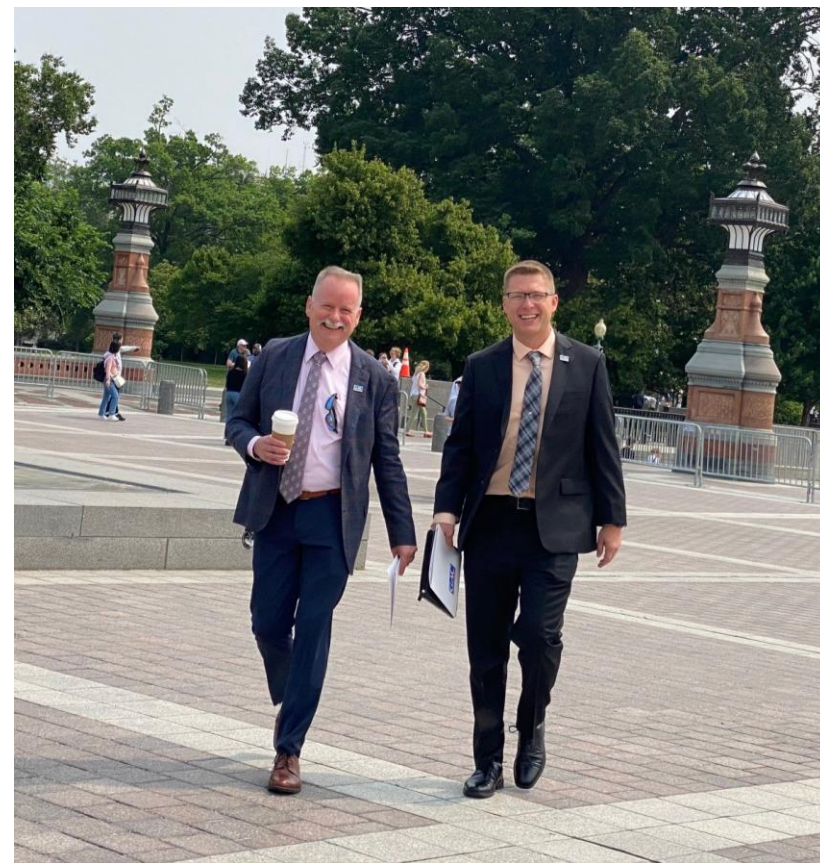


Home Days

Home Days are Critically Important
We will need everyone's help to emphasize the importance of the AFG programs



Reminder: *Please post your Home Day events with photos on the GAC website.*





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Activities for the Members!

It hasn't changed, it's a Relationship Business!!

Call your Congressional Offices to Promote AFG, SAFER, USFA and USAR funding initiatives & Reauthorization

Invite your congressional office to visit your facility

Host a Home day (even if it is just a cup of coffee)

Mark your calendar: GAC Hill Day March 17-19th, 2026

Report back to the GAC about your activity and success



Rep. Adam Kinzinger stopped by the Darley offices in Itasca, IL



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The GAC thanks you for your support!

If there are any questions
please contact David Durstine or Scott Beecher

**Mark your calendar and plan to attend the
2026 Hill Day March 17-19th 2026!**



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Questions/Comments



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15-MINUTE BREAK

Sponsored by





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BYLAW COMMITTEE REPORT

Philip Gerace

Board Liaison: Bruce Whitehouse



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Committee Members

- Philip Gerace – Chair
- Scott Edens – Vice-Chair
- Jerry Halpin
- Sam Massa

Board Liaison – Bruce Whitehouse



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Board Vacancies & Company Affiliation Change

The Board, Bylaws Committee, and Compass Committee believe that:

- Board vacancies have become more of an issue over the past few years.
- Board needs more flexibility with respect to addressing mid-term vacancies.
- Current Bylaws limits the Board flexibility to address mid-term vacancies and company affiliation changes.
- Revisions are needed to the Bylaws to provide flexibility when mid-term board vacancies arise, with particular emphasis on the executive committee.



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Current Bylaw Section 6.1

6.1 Composition and Terms of Office. The authority to direct the property, affairs, activities and concerns of FAMA shall be vested in a Board of Directors which shall consist of a President, Vice-President, Secretary, Treasurer, a Past-President, and two (2) Directors-at-Large. At any time, not more than one individual may serve on the Board from any single member company, or from any grouping of companies that are related or affiliated with one another through any common management or ownership. All members of the Board shall commence their term of office on the first day of January in the year following election, and shall continue in office thereafter until their term of office expires, or their office is otherwise vacated. Except for a Past-President appointed under section 6.7 of these Bylaws to fill the remaining unexpired term of a vacant office, no person shall be eligible to serve on the Board of Directors in any capacity for more than seven (7) consecutive years.



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Proposed Revised Section 6.1

Revised Highlighted Sentence:

Except for appointments made to fill vacancies under section 6.7.1 of these Bylaws, at any time, not more than one individual may serve on the Board from any single member company, or from any grouping of companies that are related or affiliated with one another through any common management or ownership.



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Current Bylaw Section 6.7

6.7 Vacancies. Whenever any vacancy occurs on the Board of Directors, a replacement member shall be selected without undue delay by a majority vote of the remaining members of the Board present and voting at its regular meeting or at a special meeting called for that purpose, a quorum being present. The replacement Board member shall serve only as long as necessary to complete the balance of the unexpired term of the vacant office. Should the vacancy be created due to ineligibility caused by termination of the affected Board Member's full-time employment with a member company, the affected Board Member shall have a grace period of up to ninety (90) days within which to regain eligibility by obtaining employment with a **FAMA** member company in good standing. **If the vacancy to be filled is for a Director-at-Large, Secretary, or Treasurer, the replacement member appointed may be any member company representative who would be otherwise eligible for election to the vacated office.** If the vacancy to be filled is for Vice-President, a Past President of **FAMA** who is not currently serving on the Board of Directors, and who is otherwise eligible under Section 6.2 of these Bylaws, shall be appointed for the balance of the vacated term, however an appointed Vice-President shall not become part of the automatic succession of Executive Committee members referenced in section 6.1.1 of these Bylaws. If the vacancy to be filled is for the position of Past President, the replacement member shall be the most recent Past President not currently on the Board who is available and willing to serve, and who is otherwise eligible under section 6.2 of these Bylaws. If the vacancy to be filled is for the position of President, the current Vice-President shall become President, serving thereafter for the remainder of the unexpired term and then remaining as President for the following full-term, with the Vice-President's vacant office then being filled for the unexpired portion thereof by appointment as provided above.



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Proposed Revised Section 6.7

6.7 Vacancies. Whenever any vacancy occurs on the Board of Directors, a replacement member shall be selected without undue delay by a majority vote of the remaining members of the Board present and voting at its regular meeting or at a special meeting called for that purpose, a quorum being present. The replacement Board member shall serve only as long as necessary to complete the balance of the unexpired term of the vacant office. Should the vacancy be created due to ineligibility caused by termination of the affected Board Member's full-time employment with a member company, the affected Board Member shall have a grace period of up to ninety (90) days within which to regain eligibility by obtaining employment with a **FAMA** member company in good standing.

6.7.1 If the vacancy to be filled is for a Director-at-Large, Secretary, or Treasurer, the appointee may be any member company representative who would be otherwise eligible for election to the vacated office, provided that, at any time, not more than one individual may serve on the Board from any member company, and not more than two individuals may serve on the Board from any group of related or affiliated companies (e.g. having any common management or ownership).

6.7.2 If the vacancy to be filled is for Vice-President, a Past President of **FAMA** who is not currently serving on the Board of Directors, and who is otherwise eligible under Section 6.2 of these Bylaws, shall be appointed for the balance of the vacated term, however an appointed Vice-President shall not become part of the automatic succession of Executive Committee members referenced in section 6.1.1 of these Bylaws.



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Proposed Revised Section 6.7

6.7.3 If the vacancy to be filled is for the position of President, the current Vice-President shall become President, serving thereafter for the remainder of the unexpired term and then remaining as President for the following full-term, with the Vice-President's vacant office then being filled for the unexpired portion thereof by appointment as provided above.

6.7.4 If the vacancy to be filled is for the position of Past President, the replacement member shall be the most recent Past President not currently on the Board who is available and willing to serve, and who is otherwise eligible under section 6.2 of these Bylaws.



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At this point, any questions?

Following the questions (if any):

The Bylaws Committee respectfully asks that a motion be made, from the floor, to the President to call for a vote to approve the Board recommended amendments to

Section 6.1 and 6.7



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FIRE APPARATUS DESIGN SYMPOSIUM

Jason Witmier/Bert McCutcheon



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Fire Apparatus Design Symposium

Rosen Centre Hotel



October 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1



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Rosen Centre Hotel

9840 International Drive
Orlando FL, 32819

Not Rosen Plaza Hotel
located at 9700
International Drive

Fire Apparatus Design Symposium





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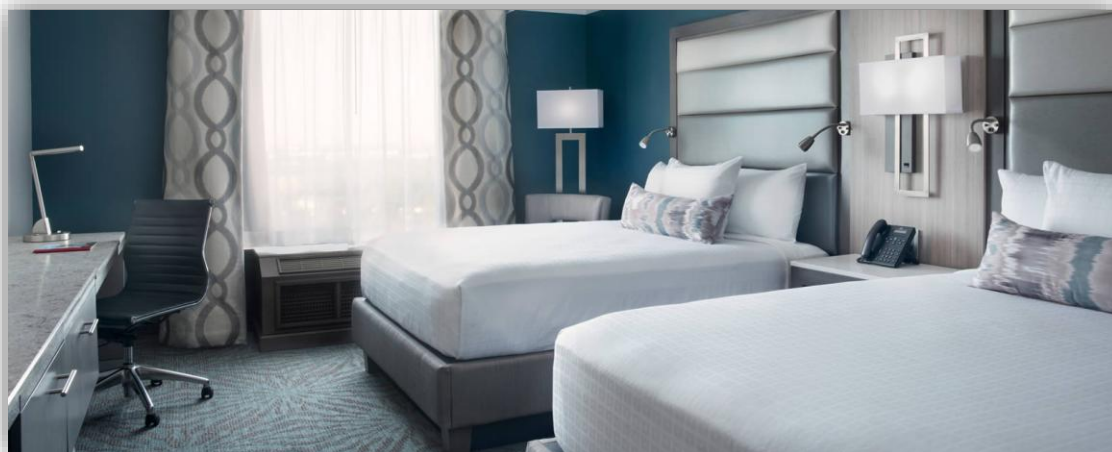
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Fire Apparatus Design Symposium

Rosen Centre Hotel

- Modern rooms recently renovated

\$175 per night





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Fire Apparatus Design Symposium

Rosen Centre Hotel

- Modern rooms recently renovated
- Large conference space

\$175 per night





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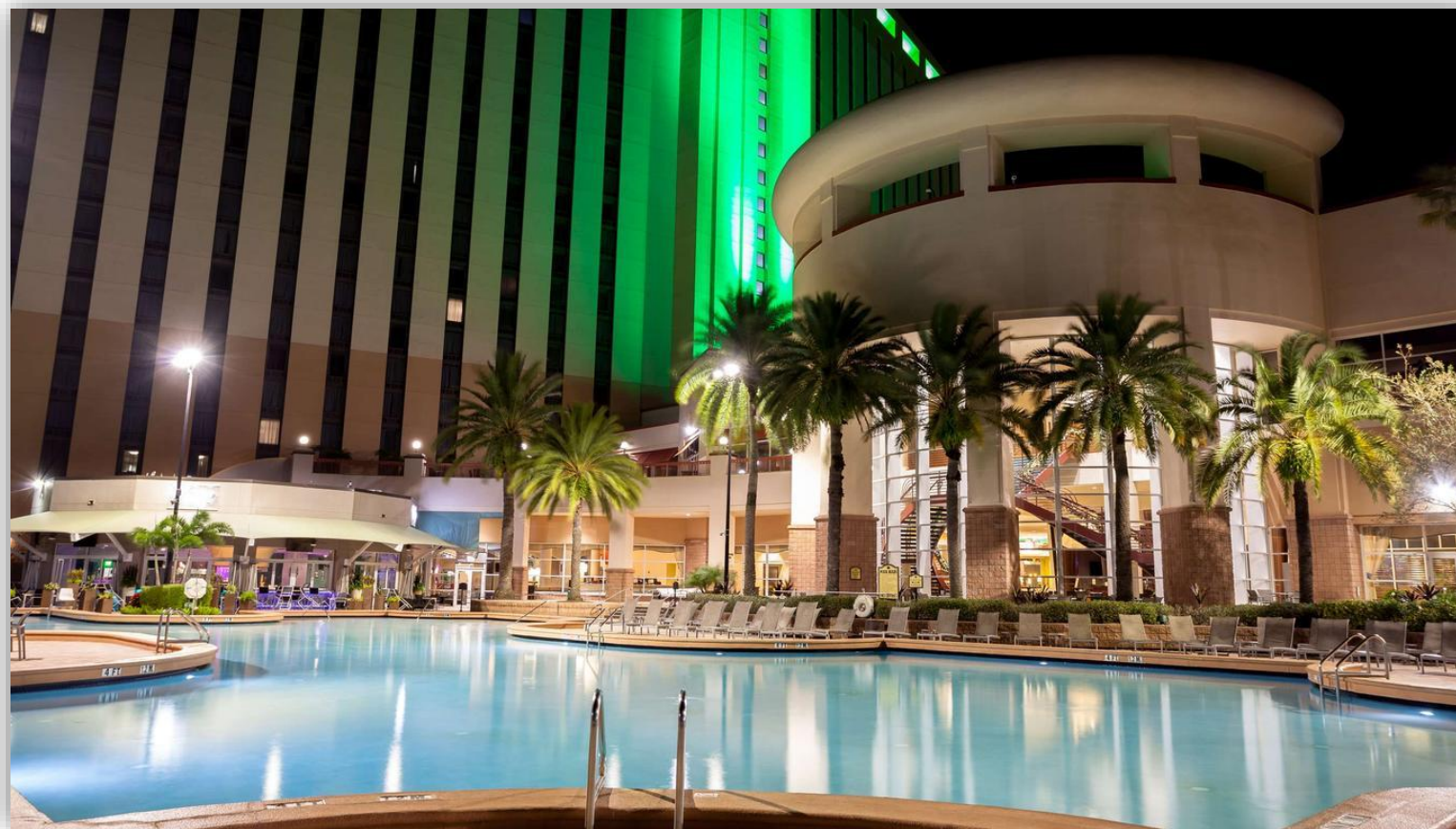
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Fire Apparatus Design Symposium

Rosen Centre Hotel

- Modern rooms recently renovated
- Large conference space
- Dedicated hospitality room located off pool area

\$175 per night












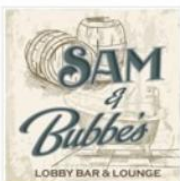

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Rosen Centre Hotel

- Multiple restaurants
- Coffee bar
- Sushi bar
- 24-hour Deli
- Multiple bars including main bar which stays open to 2 am

Fire Apparatus Design Symposium

 Harry's Poolside Bar & Grill More	 Everglades Restaurant More	 Everglades Quiet Bar More	 Café Gauguin More	 98Forty Tapas & Tequila More
 Smooth Java Coffee Bar More	 Red's Deli More	 Sam & Bubbe's™ More	 Bansho Sushi Bar More	



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Table Registration

- Currently open - \$750 until April 30th
- After April 30th - \$1,500
- (20) tables booked
 - Limited to (43) total – (23) open
- (5) sponsorships booked
 - (0) Gold remaining
 - (2) Silver remaining
 - (8) Bronze remaining

THANK YOU FAMA MEMBERS
FOR CONFIRMING YOUR SPONSORSHIP EARLY



GOLD SPONSOR

(1 PACKAGE REMAINING)



SILVER SPONSOR

(2 PACKAGES REMAINING)



BRONZE SPONSOR

(8 PACKAGES REMAINING)



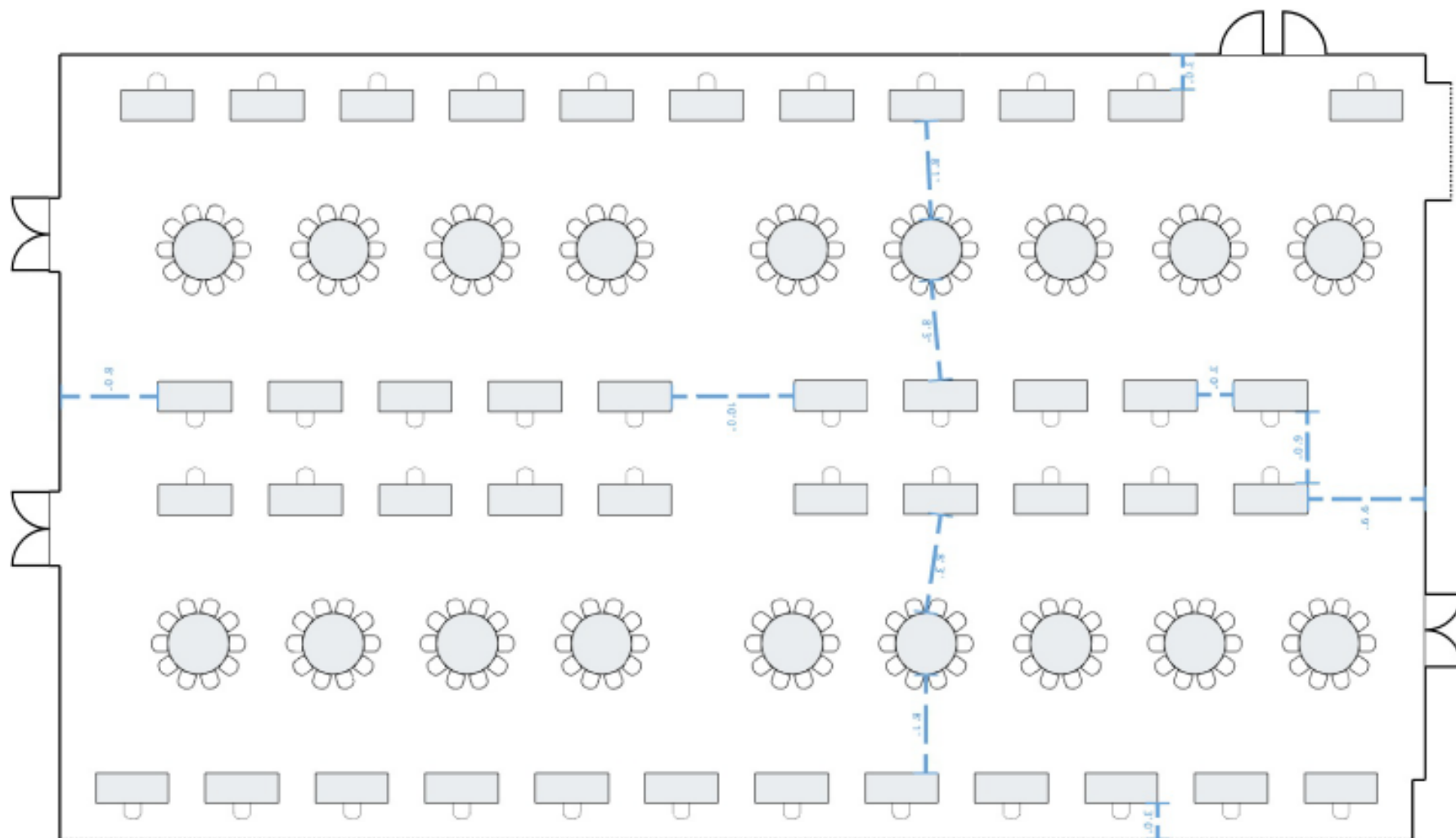


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Room Layout

- (18) 5' Rounds
[Networking 10 per]
- (43) 6' x 30" Tables
- Lunches, happy hour,
and supplier showcase
in this room
- Buffet in hallway





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Vendor Table Layout

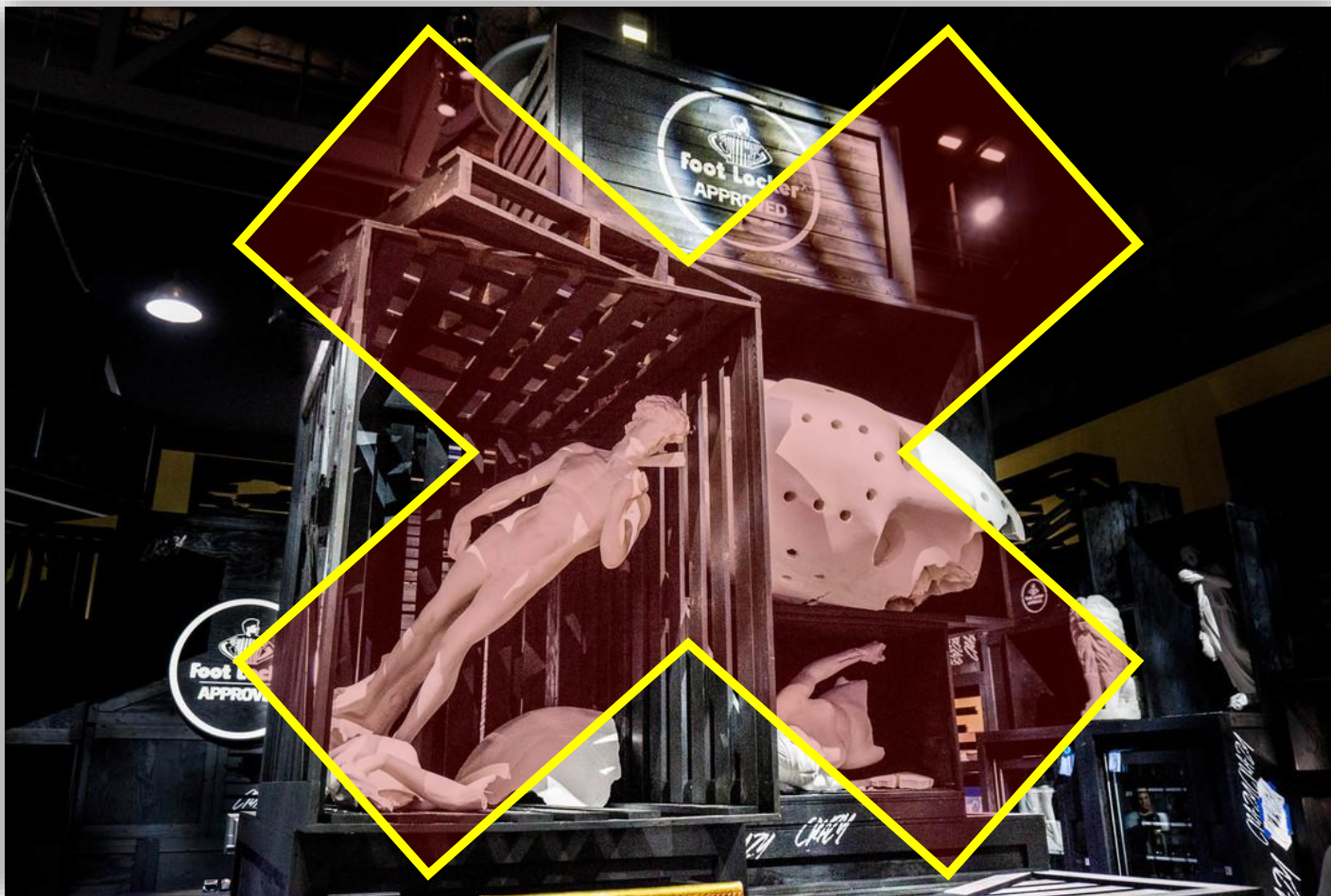




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Vendor Table Layout



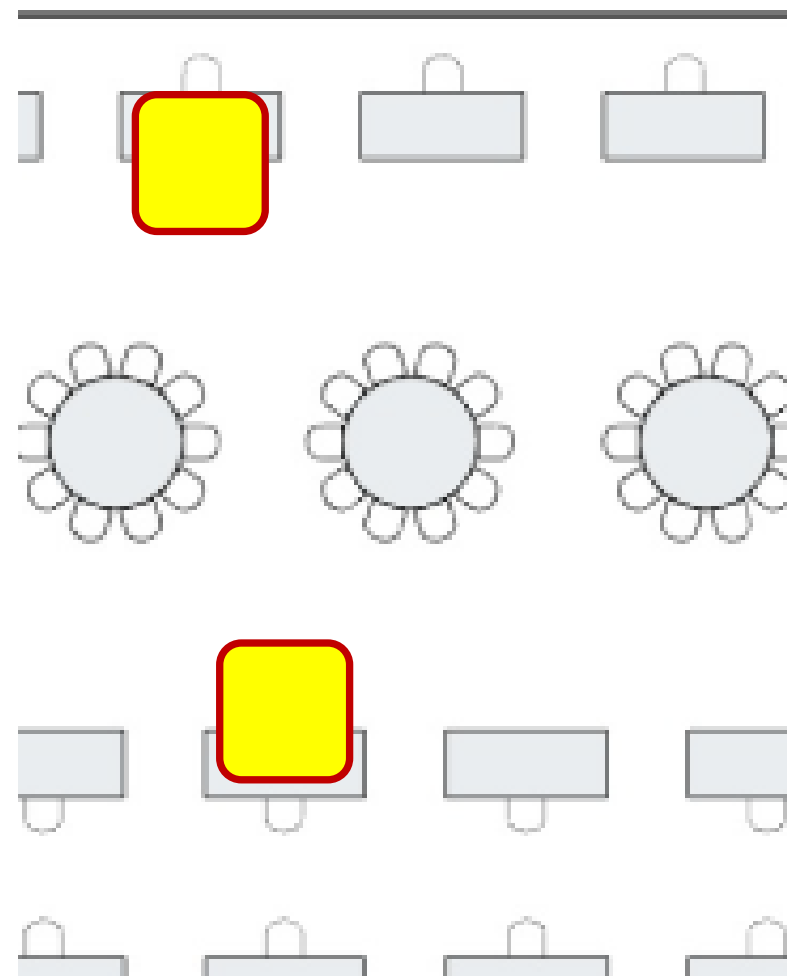


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Vendor Table Layout

- Vendor registration includes (2) attendees
- Includes access to all events/classes as well as all social gatherings
- Additional attendees should register as a student (\$495) early bird
- Display is a 6' table, product is permitted but we ask that you "Use common sense!"
- Concept is a simple booth with maybe literature, handouts, small displays
- Have a question...ask





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Schedule/Speakers

WEDNESDAY OCT 22	
8:30 AM	Welcome <i>Dave Durstine, Jason Witmier</i>
9-10:15 AM	AS0502 - Apparatus Purchasing 101 <i>Dave Durstine</i>
10:30 AM -12 PM	AS0201 - Modern Electrical Systems <i>IDEX, FRC</i>
12-1:15 PM	Lunch in Sponsor Showcase
1:15-2:15 PM	AS0106 - Compartment Management <i>Bruce Whitehouse</i>
2:15-3:15 PM	AS0120 - Foam Systems <i>Gregg Geske, Jason Narowcki, Kyle Darley, James Morgan</i>
3:30-4:30 PM	AS0217 - Lighting Control Technology <i>Doug Baker, Paul Demming</i>
4:30-5:30 PM	Sponsor Showcase Happy Hour
---	Dinner at Leisure



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Schedule/Speakers

THURSDAY OCT 23	
8:30 AM	Briefing & Continental Breakfast <i>Dave Durstine, Jason Witmier</i>
9-10:15 AM	AS0103 - Scene Light Technology <i>HiViz, FRC, Whelen</i>
10:30 AM -12 PM	AS0503 - Engines for 2027 <i>Chris Crowel, Roger Lackore</i>
12-1:15 PM	Lunch in Sponsor Showcase
1:15-2:15 PM	AS0211 - Occupant Protection <i>Melissa Dobbs, Adam Graves</i>
2:15-3:15 PM	AS0504 - Aerial Controls <i>Chip Goodson</i>
3:30-4:30 PM	AS0104 - Idle Reduction Technology <i>Danny Graham, John Doprolski</i>
4:30-5 PM	Evaluation & Comments from Participants <i>Dave Durstine, Jason Witmier</i>
5-6 PM	Sponsor Showcase Happy Hour
6-8 PM	Reception & Door Prizes <i>Dave Durstine, Jason Witmier</i>



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Questions/Comments



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MARKETING & TRADE SHOW COMMITTEE REPORT

Larry Daniels
Adam Graves

Board Liaison: Kevin Ignacio



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COMMITTEE MEMBERS

- **Larry Daniels / Chair** – E-ONE, Inc.
- **Adam Graves / Vice-Chair** – United Safety & Survivability Corp.
- Jennifer Greer – Fouts Bros., Inc.
- Marcello (March) Iacovella – WATERAX
- Allison Niendiek – Rosenbauer America, LLC

Board Liaison: Kevin Ignacio



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ABOUT THE MARKETING COMMITTEE

The mission of the Marketing Committee is to strengthen FAMA's image throughout the Association's constituencies and to promote growth of the organization by supporting the Membership Committee. The Marketing Committee will also provide assistance to the FAMA Board of Directors and members in their efforts in communicating FAMA's mission, programs, policies, events, and successes throughout the fire service industry.

OBJECTIVES

- To help promote FAMA at industry-wide meetings, conventions, exhibitions, and other appropriate places.
- To provide suitable collateral materials for all FAMA promotions, marketing, and membership drives.
- To provide assistance and coordination for FAMA speakers and presentations.
- To provide press releases for all significant FAMA activities, meetings, or other events.
- Provide critical information necessary in helping FAMA constituents make informed decisions.
- Maintain an accurate and user-friendly website.
- Ensure the statistics portion of the website is easily accessible and provides members with the most up to date information in a timely manner.



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MARKETING ACTIVITIES

- Updated FAMA Website
- Clarion – FAMA Buyer's Guides E-Blasts
- FDIC Sponsorship
- Enhancing Value to FAMA customers
- Assisting Membership Committee with call to action to increase FAMA membership



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**SERVICE
PROGRESS
RESEARCH
SAFETY**



Explore the
many resources
available to fire
departmental



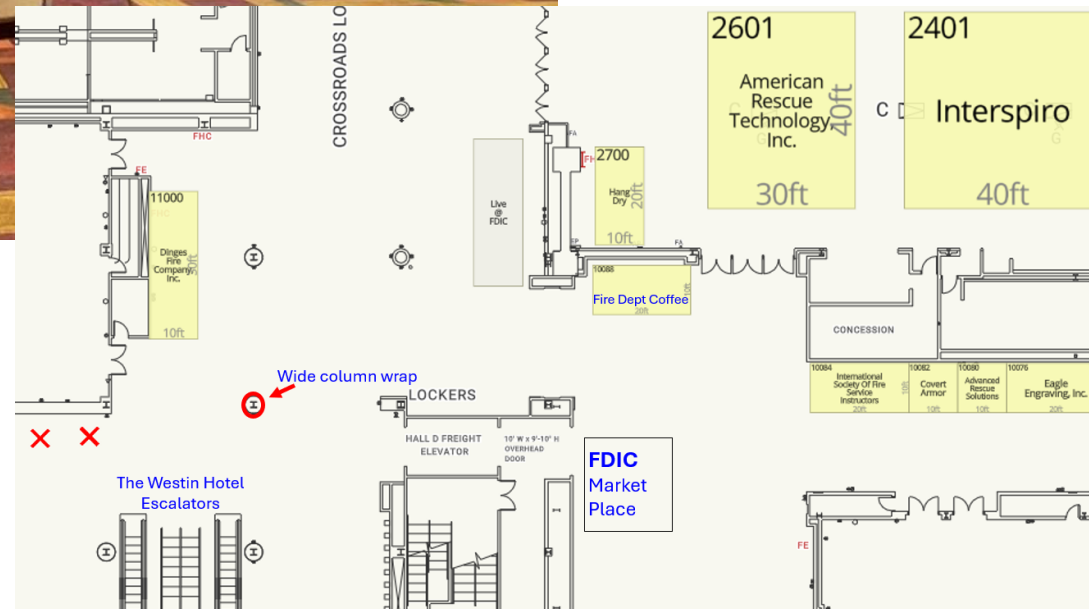
Together we build safe fire and rescue apparatus that save lives.

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2025 FDIC SPONSORSHIP

Wide Column Wrap

\$10,000





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- Same message, duplicated twice
- Large call to action, includes supporting statements
- QR code leads to FAMA.org



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**CALLING ALL
MANUFACTURERS!**

**LEAD
WITH
FAMA.**

JOIN TODAY!



FUEL INNOVATION. BUILD CONNECTIONS.
SHAPE THE INDUSTRY.

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FAMA WEBSITE UPDATE

RFP awarded to SPECTARGET and JINX Agency

Proposals received and evaluated from three design companies, including presentations.

Objective is to provide a more user-friendly website experience, especially as it relates to accessing and using statistics and market data.

Redesign and development will be done in Wordpress with plug-ins for improved statistics reports and user experience.



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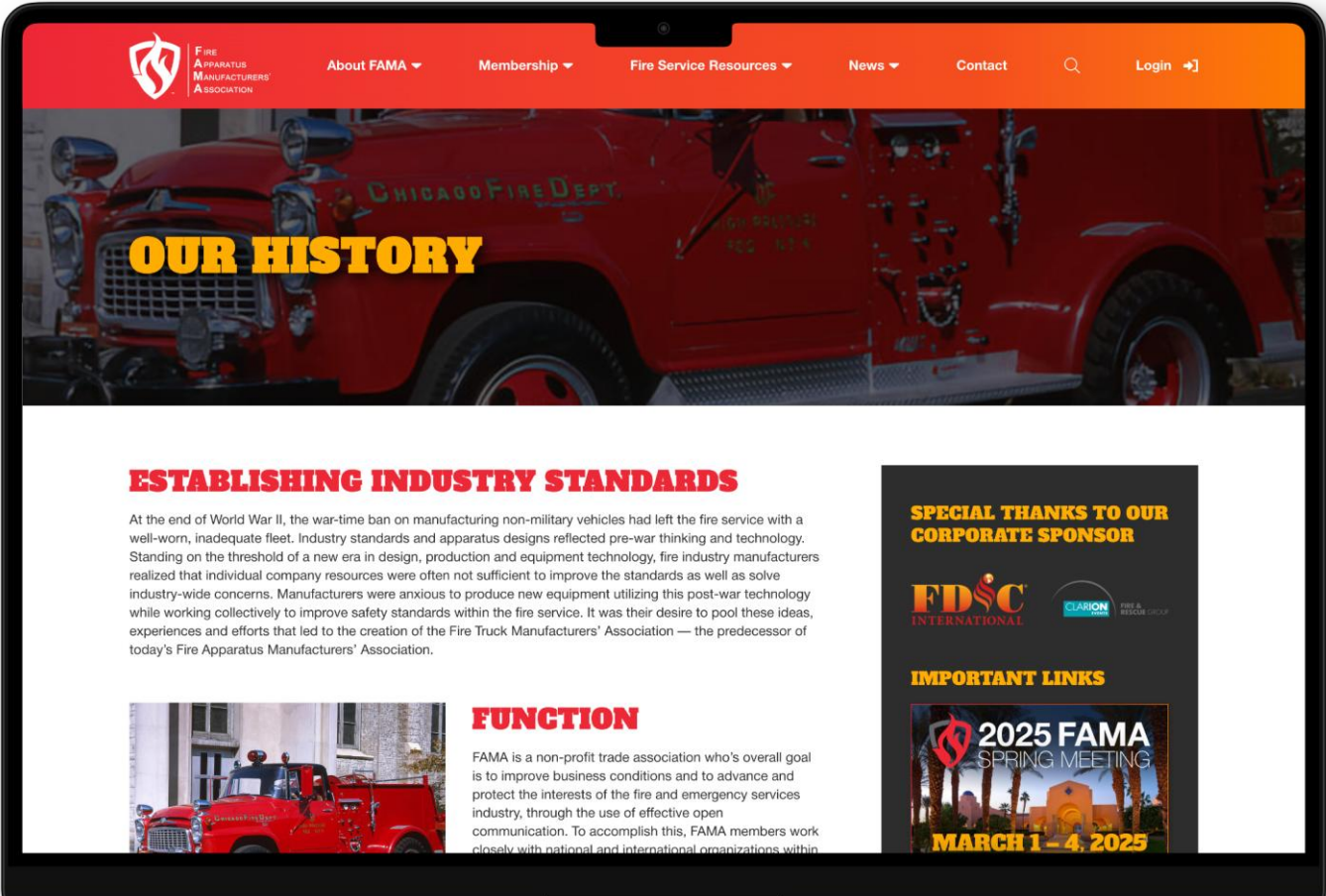


*Modern design optimized for high performance on
all browsers and devices*



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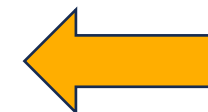
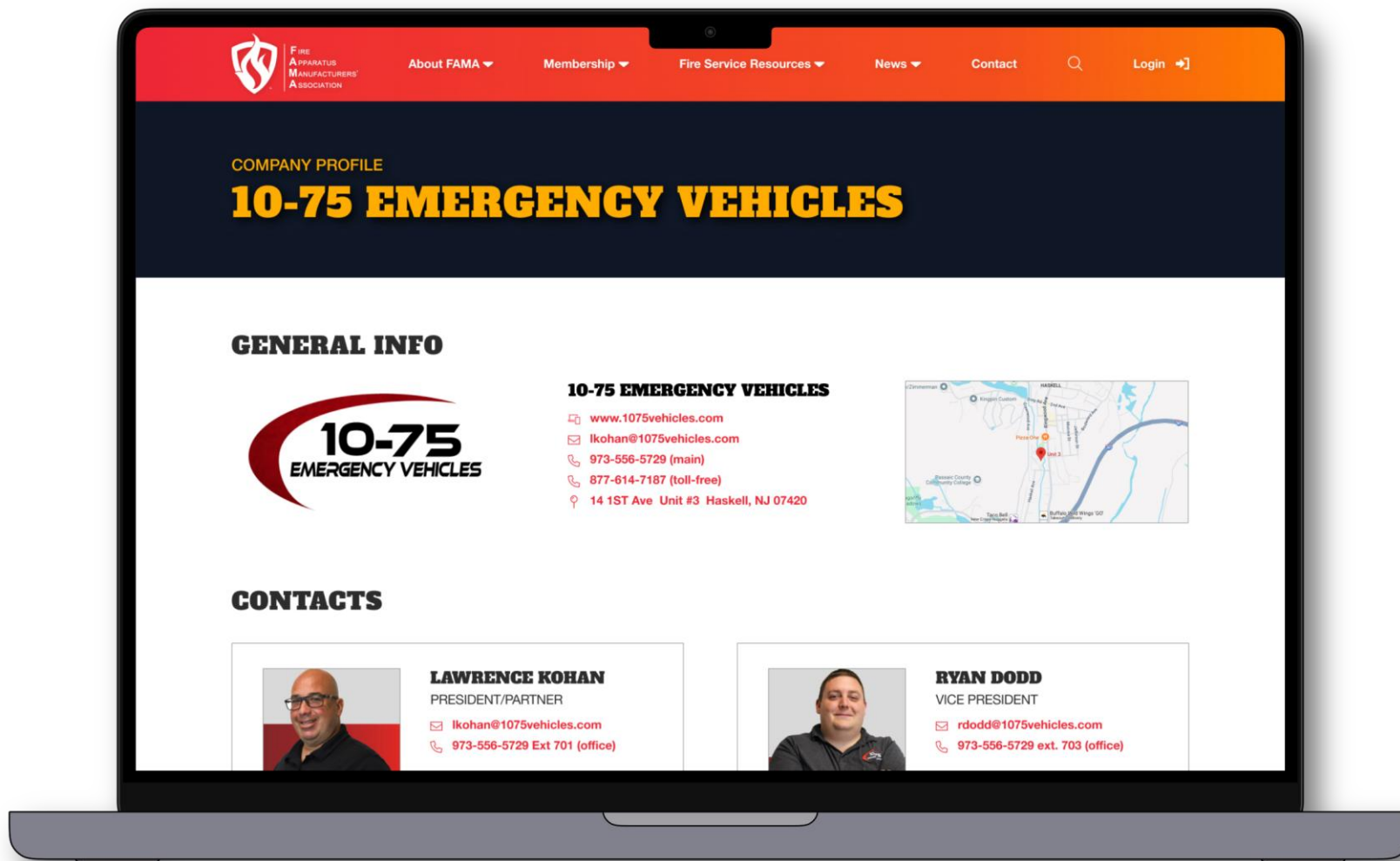


Refreshed internal pages are easier to scan and digest for a better user experience.



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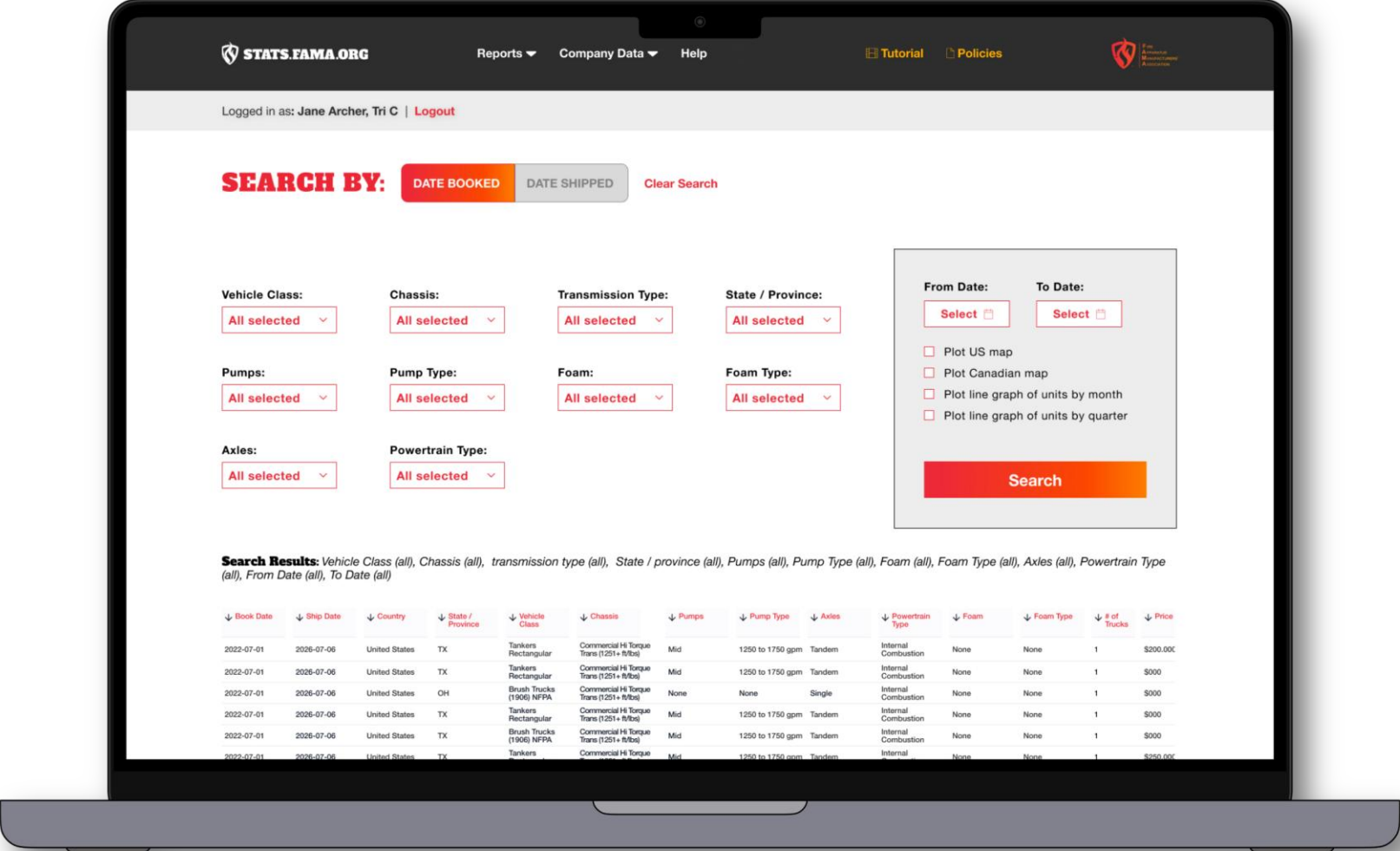


*Easier to navigate
thanks to "sticky"
header navigation
and clear
navigational cues*



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Enhanced and optimized Stats database will be 200% faster with advanced filtering functionalities



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2025 Spring Meeting



Questions/Comments



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NOMINATING COMMITTEE REPORT

Oran McNabb
Bert McCutcheon

Board Liaison: Gary Pacilio



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Committee Members

- Oran McNabb– Chair
- Bert McCutcheon– Vice-Chair
- Gary Pacilio – Member / Board Liaison



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Committee Annual Objectives

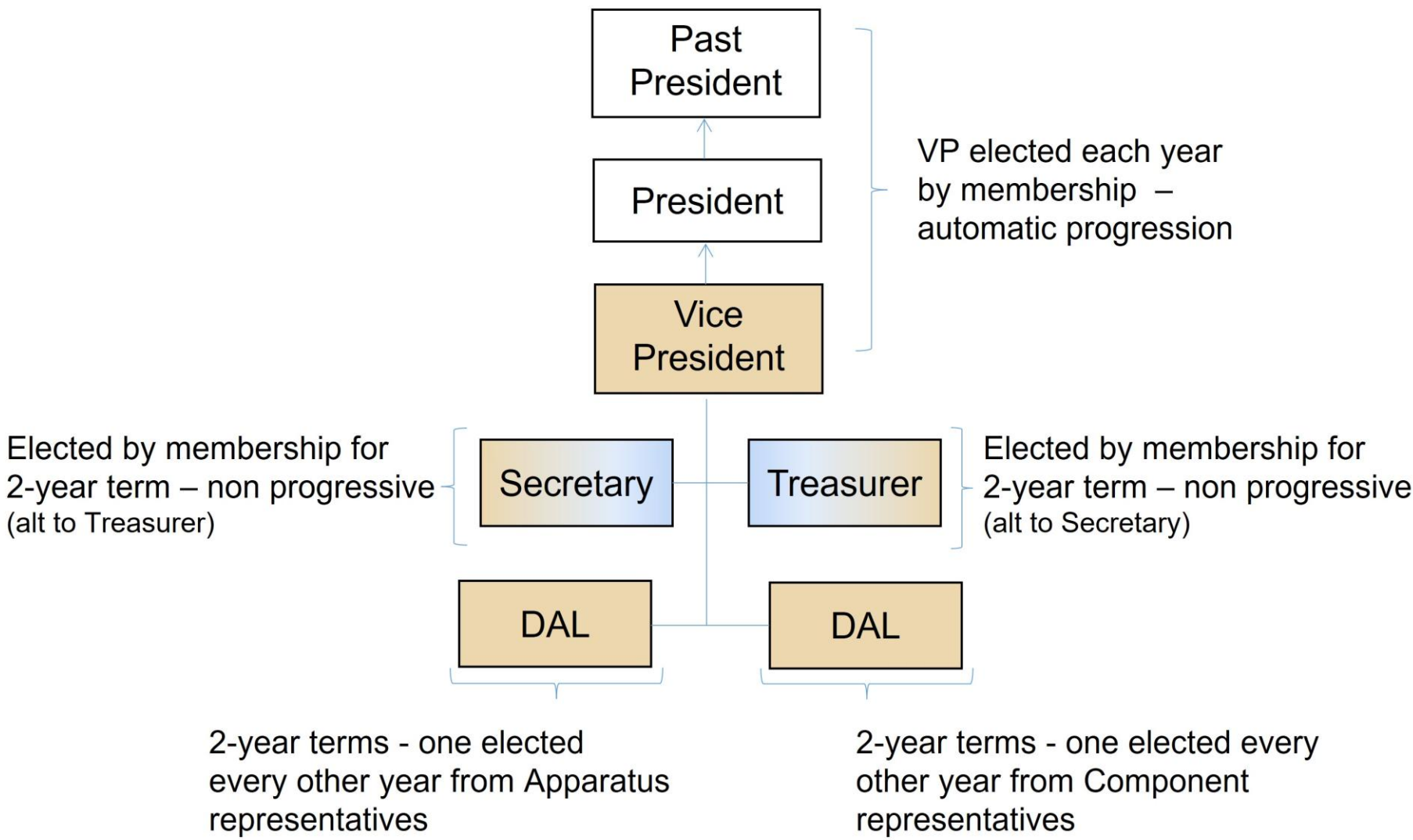
Publish Nomination Call	April 30, 2025
Identify and contact candidates for 2026 board positions	May 15, 2025
Prepare template for Slate of Nominees	June 30, 2025
Finalize slate of 2026 candidates	July 15, 2025
Publish slate of 2026 candidates	August 1, 2025
Presentation of Process and Slate	2025 Fall Meeting
Call for Nominations from the Floor	
Election of 2026 Officers	



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Board Structure

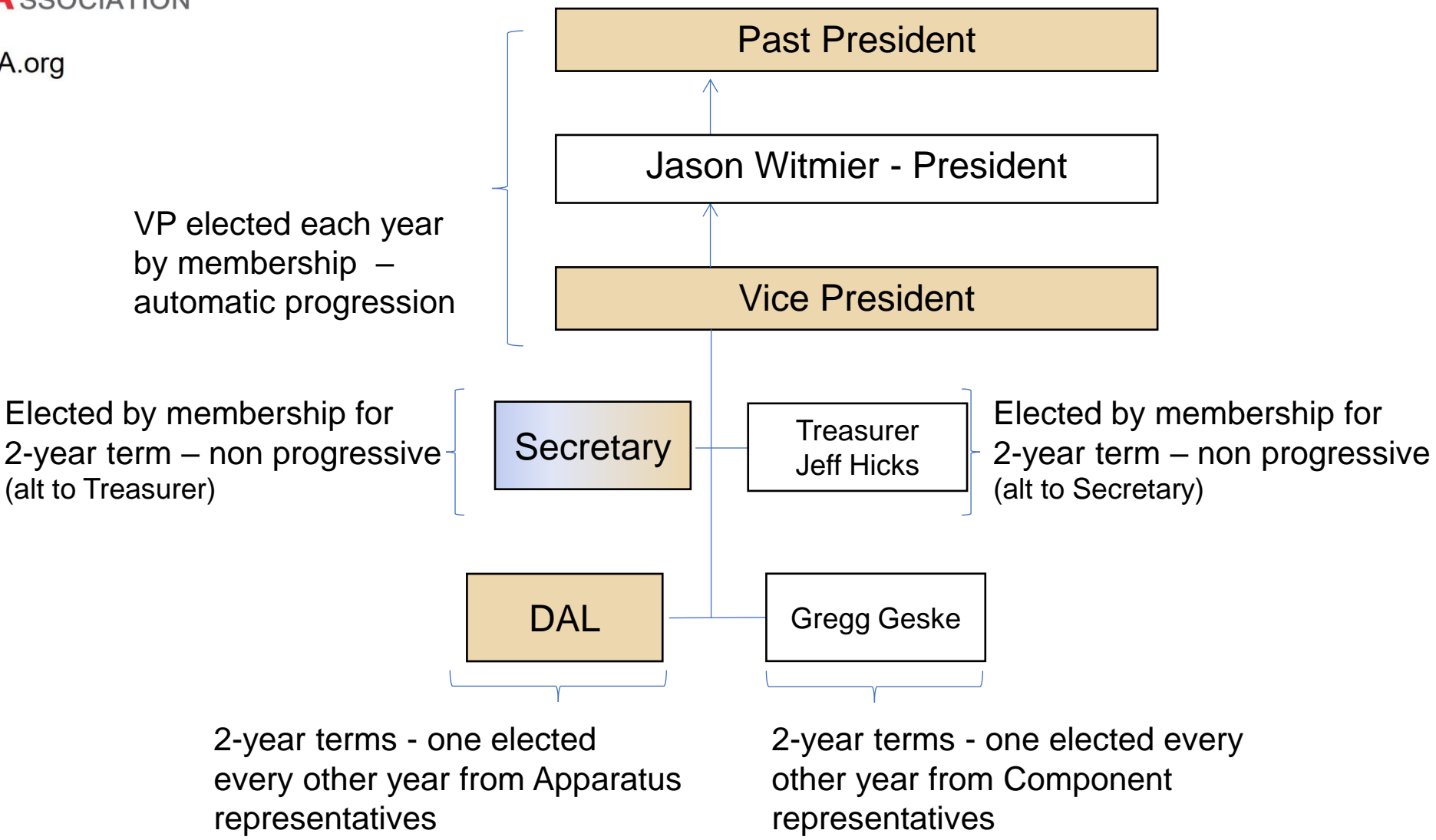




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2026 Board Positions





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2026 Board Positions To Be Elected

Vice President
Secretary
DAL – Apparatus

3-year Auto-Progression
2-year Position
2-year Position



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MEMBERSHIP COMMITTEE REPORT

Paul Deming

Board Liaison: Melissa Dobbs



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Committee Members

- **Paul Deming / Chair** – Whelen Engineering Mfg. Co.
- **Jennifer Hollis / Vice-Chair** – Hansen International
- Bob Albano – Hendrickson
- Gregg Geske – Waterous Company
- Bruce Ireland – Darley
- Chris McClung – KME Fire Apparatus
- Rick Suche – Fort Garry Fire Trucks

Board Liaison: Melissa Dobbs



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Committee Annual Objectives

- Grow Membership 5%
- Develop Membership Retention Plan
- Engage Member Company Participation
- Encourage and Assign Mentors for First-Time Meeting Attendees



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Target New Member Companies

- Please explain the benefits of membership to any company that is not a member.
- Contact anyone on the Membership Committee for help.
- Use the Ten Reasons to Join FAMA pamphlet



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**JOIN FAMA TODAY
AND SEE WHAT'S IN IT
FOR YOU!**



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INDUSTRY STATISTICS

FAMA is the ONLY source for accurate fire service statistics provided quarterly and summarized at year end. Only FAMA members are privy to these reports since they are not released to the public. Members find this research invaluable for their internal business purposes regarding apparatus purchases by state, product category, pump type and more.



TECHNICAL COMMITTEE

Through subcommittees, members work with numerous industry experts in recommending safe, practical solutions that assist the NFPA in the formation of standards. In addition, members receive the latest information about new products, technologies and standards.



GOVERNMENTAL AFFAIRS COMMITTEE

The GAC helps FAMA establish and maintain their reputations as leaders and strategic partners with governmental entities as it relates to Emergency Services, Fire Apparatus and Homeland Security. Through the GAC, member companies receive regular communications about important legislation that relates to them.

WHY JOIN FAMA?



NETWORKING

FAMA's spring and fall meetings provide a great opportunity to network with industry professionals. The meetings also keep members up-to-date with new information, allow for group formulations of organizational goals and provide a forum to share information.



INDUSTRY RELATIONSHIPS

As well as serving U.S. and Canadian fire service communities through involvement in NFPA, FAMA members also integrate with and support the Congressional Fire Services Institute (CFSI), the International Association of Fire Chiefs (IAFC), the Fire Department Safety Officers Association (FDSOA), the Fire and Emergency Manufacturers and Services Association (FEMSA), and other fire service-related organizations.



WHITE PAPER REPORT

As a member of FAMA you will get a chance to contribute to our White Paper Report. The White Paper Report is intended to serve as a resource for fire service administrators who are considering replacement of outdated or obsolete fire protection equipment, or who are in the process of purchasing new equipment.



COMMUNITY SERVICE

FAMA gives back to individuals in the fire industry in the form of scholarships and grants advocacy. FAMA advocates for grant funding to support underfunded fire departments to ensure proper protection to their communities. In addition, FAMA is proud to help cultivate the next generation of fire service professionals. Each year one scholarship is awarded to a deserving individual enrolled in a four-year or graduate level fire science or EMS program.



COMPREHENSIVE WEBSITE

The FAMA website has become a central hub for members, providing a full member listing with contact information, a resource library, the FAMA calendar, and a members-only section.



STRENGTH IN NUMBERS

FAMA member companies total over 120 strong. On issues that are important to the fire service and its suppliers, the organization is able to provide a strong voice within the industry that a single supplier might not be able to accomplish independently.



COMMUNICATIONS

FAMA communicates with its members on a regular basis via emails, its website and an extensive FAMA newsletter.

For more information on how you can become a member of FAMA, visit www.FAMA.org today!



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8 New Member Companies Since the 2024 Spring Meeting

- Iturri America, Inc (March)
- Advantage Fleet LLC (April)
- RevolveAir Systems by MES (June)
- K-D Lamp Company (June)
- THL Fire Equipment (July)
- Grover Products LLC (October)
- Fire Manufacturing Innovations LLC (January)
- Helie Fire Trucks Inc (February)



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Member Companies

- Currently there are 135 FAMA Member Companies



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First-Time Attendee Mentoring Program

- There are 21 First-Time Attendees at this conference.



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SPRING MEETING PLANNING COMMITTEE

Ron Truhler
Peter Sremac

Board Liaison: Jason Witmier



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Spring Meeting 2025

Welcome to Rancho Mirage





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Committee Members

Ron Truhler – Chair – Elkhart Brass Mfg. Co., Inc.

Pete Sremac / Vice-Chair – C.E. Niehoff & Company

- Mike Adams – Ziamatic Corp.
- Mark Albright – 4 Guys Fire Trucks
- Tim Allaband – Matheny Fire & Emergency
- Chick Granito – Honorary Member
- Jay Johnson – Golight, Inc.
- Kaoma Massa – HiViz Lighting, Inc.
- Golf Tournament:
Brian Emmel – Federal Signal Corp.

Board Liaison: Jason Witmier



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Planning Committee Activities

- Location
- Sponsorships
- Speakers
- Food and Beverage
- Events
- Meeting Agenda





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Palm Spring Aerial Tramway





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**Keynote
Speaker
Michelle
“Mace”
Curran**



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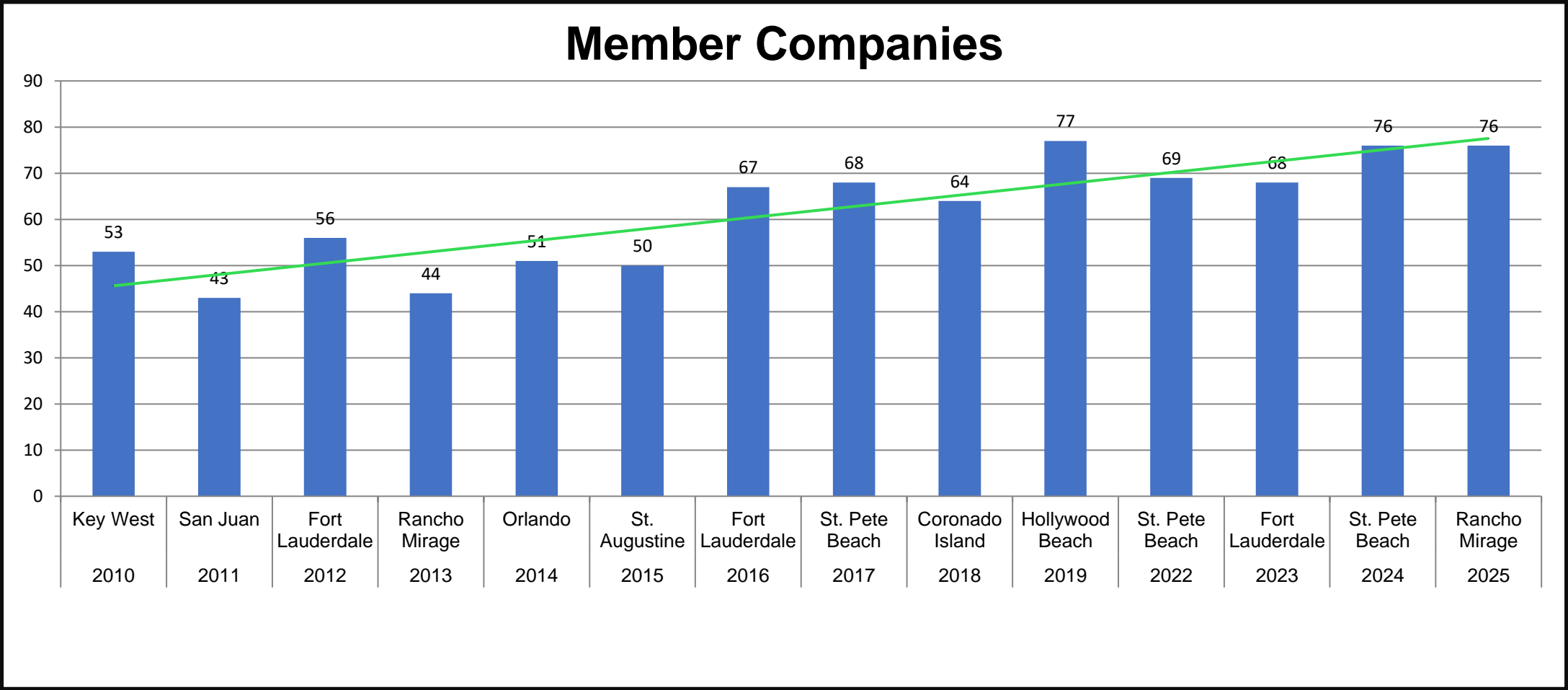
**Special
Presentation by
Chief Ed Rice**



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Spring Meeting Historical Attendance

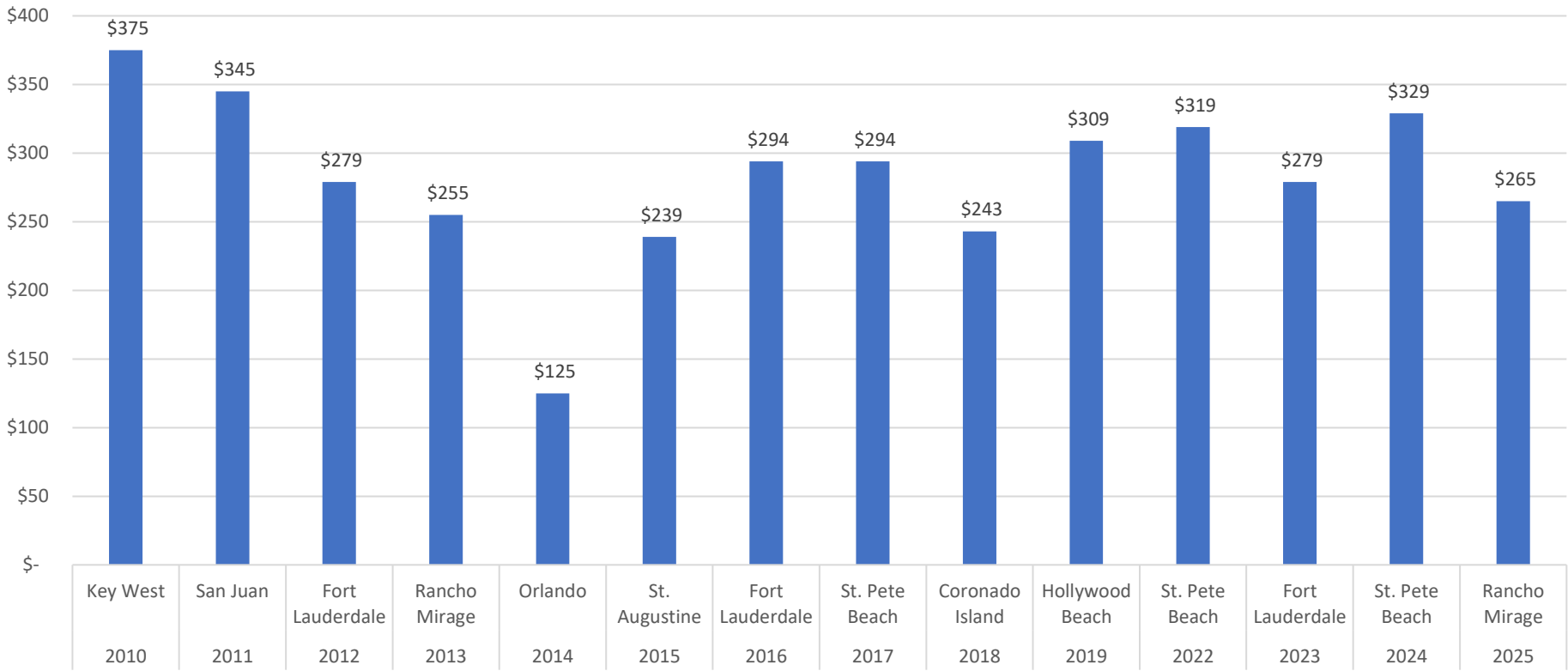




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Room Rate





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Spring Meeting

2026 – February 28 – March 3

2027 – February 25 – March 2

St Pete Beach, FL



The Don CeSar Hotel



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Questions/Comments

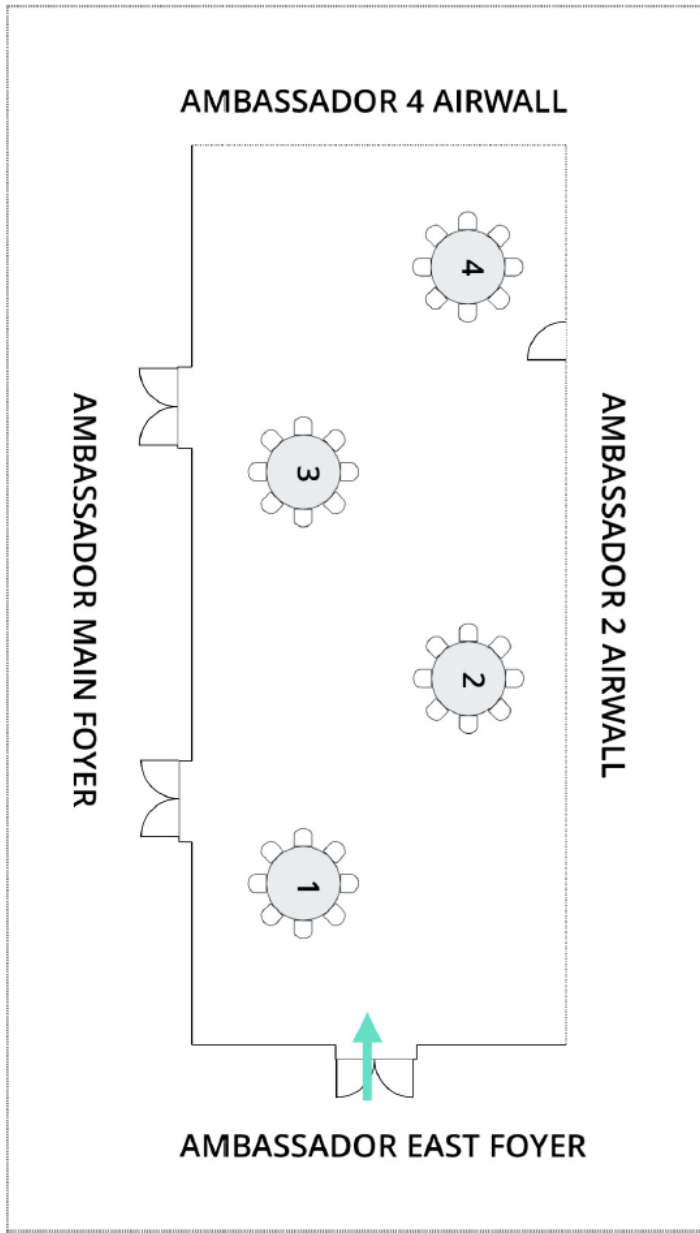


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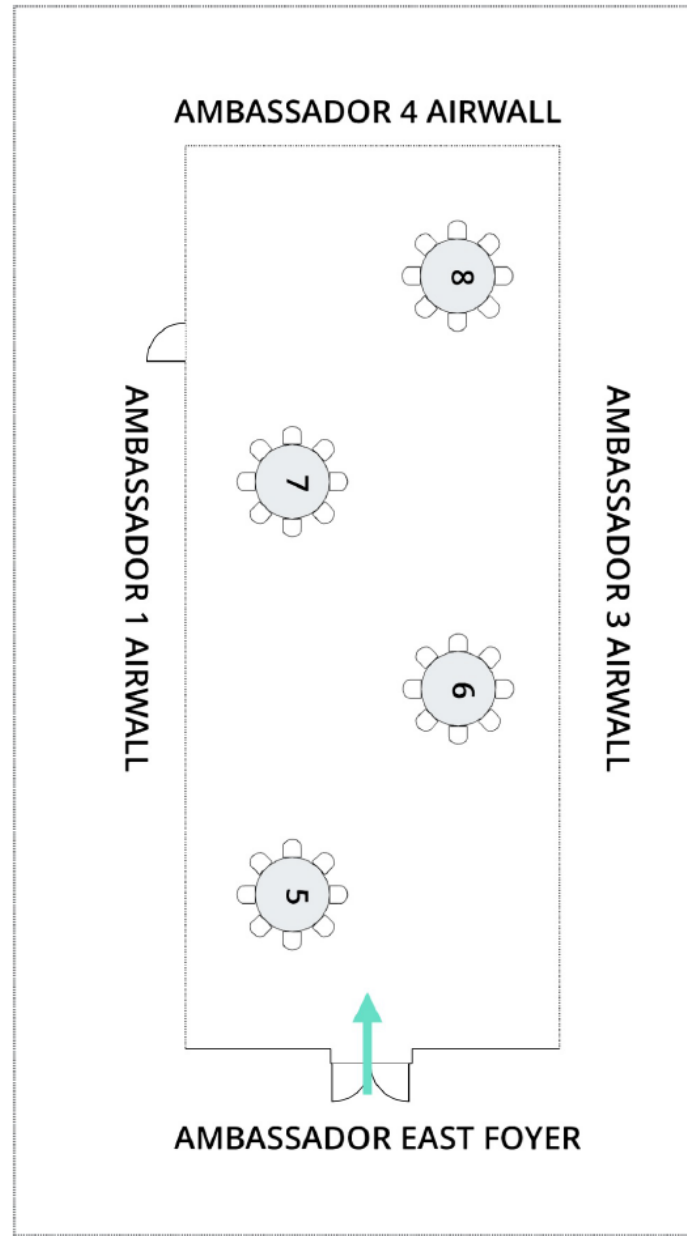
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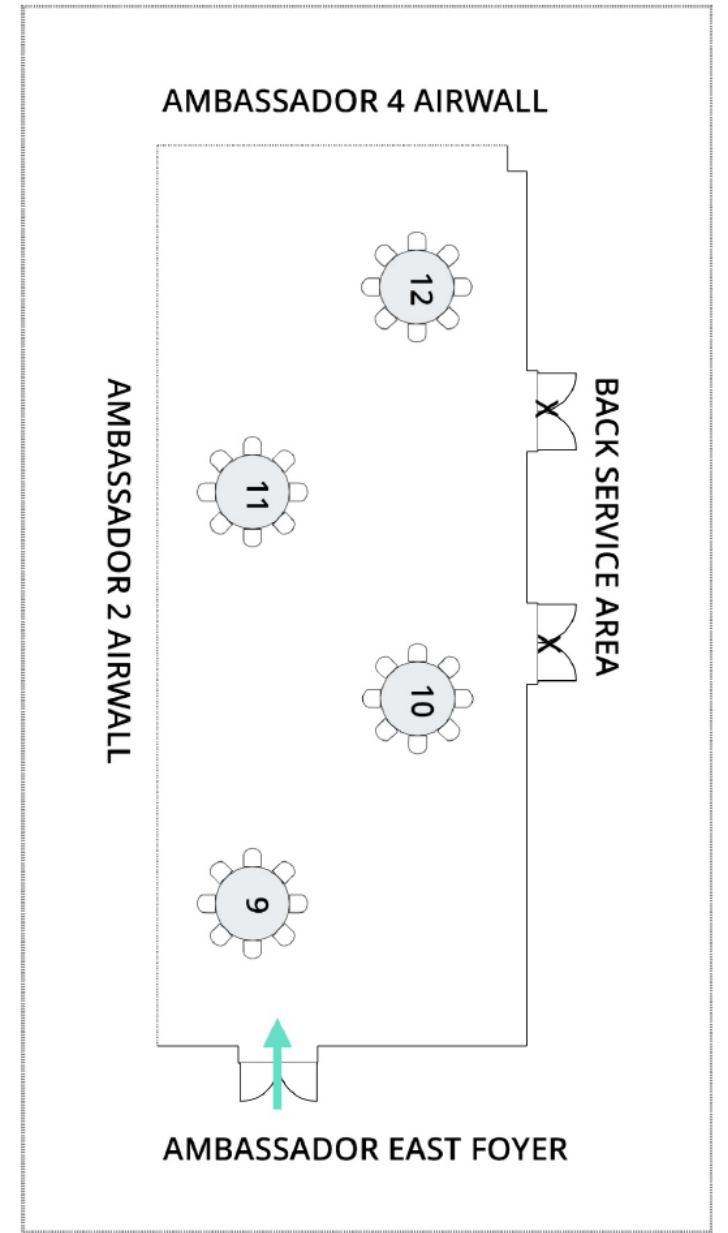
BREAKOUT SESSIONS



AMBASSADOR 1



AMBASSADOR 2



AMBASSADOR 3



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**MEETING SUSPENDED
FOR THE DAY**



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1:00 PM

**Lunch will be located at
The Backyard
(aka Masters Plaza)**



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Lunch

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2025 Spring Meeting

TUESDAY MORNING
March 4th



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MEETING RESUMED CALL TO ORDER

Bruce Whitehouse



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KEYNOTE PRESENTATION

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SPEAKER INTRODUCTION

Ron Truhler



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Presentation in a different file

KEYNOTE SPEAKER

Mace Curran



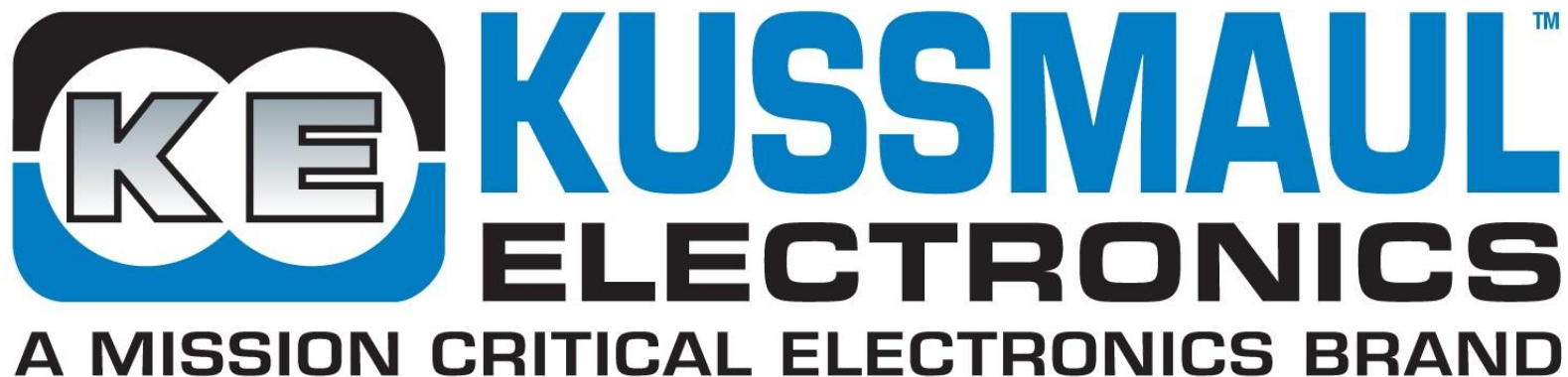
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15-MINUTE BREAK

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SPEAKER INTRODUCTION

Jason Witmier



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Introduction **2025 Spring Meeting**

- Joined the Volunteer Fire Service in August 1980 as a Junior F/F.
- 1990 to 1996 Firefighter at the Chevron / Sunoco Refinery in Philadelphia, PA.
- 1996 to January 11th, 2025 District of Columbia Fire Department.
- Retired January 2025 as the Deputy Fire Chief In charge of the Apparatus Division.
- Principal Member of NFPA 1900 & 1910 formerly 1901, 1906, 1911, & 1912.
- Vice Chair and Eastern Division Board Member of the IAFC's EVMS Emergency Vehicle Management Section.
- EVT M-1 & M-2 Certification



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Open Cabs / Canopy Cabs / Back Step

Where I got my start and the first 2 fire trucks I ever rode on.





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The District of Columbia Washington, D.C.



- 68 sq. miles with a population of 700,000 residents that increases to over 1 million during the business day.
- The Fire Department has 2000 sworn members. 365 members per shift on 4 shifts 24/72 schedule.
- Protecting Local, Federal, and International Interests.
- 1 Fire Department and 43 Police Agencies.



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The District of Columbia Fire Dept. Washington, D.C.

- 33 Engine Companies
- 16 Truck Companies
- 3 Heavy Duty Rescue Squads
- 2 Haz Mat Units (Only 1 is Staffed HM-2 staffed by E-12 if needed).
- 4 Fire Boats
- 43 EMS Transport Units (17 Medics)/AMR Contract Units
- 1 Operations Deputy Fire Chief
- 7 Battalion Fire Chiefs
- 1 EMS Battalion Chief
- 6 EMS Supervisors (Rank of Captain)





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Special Events

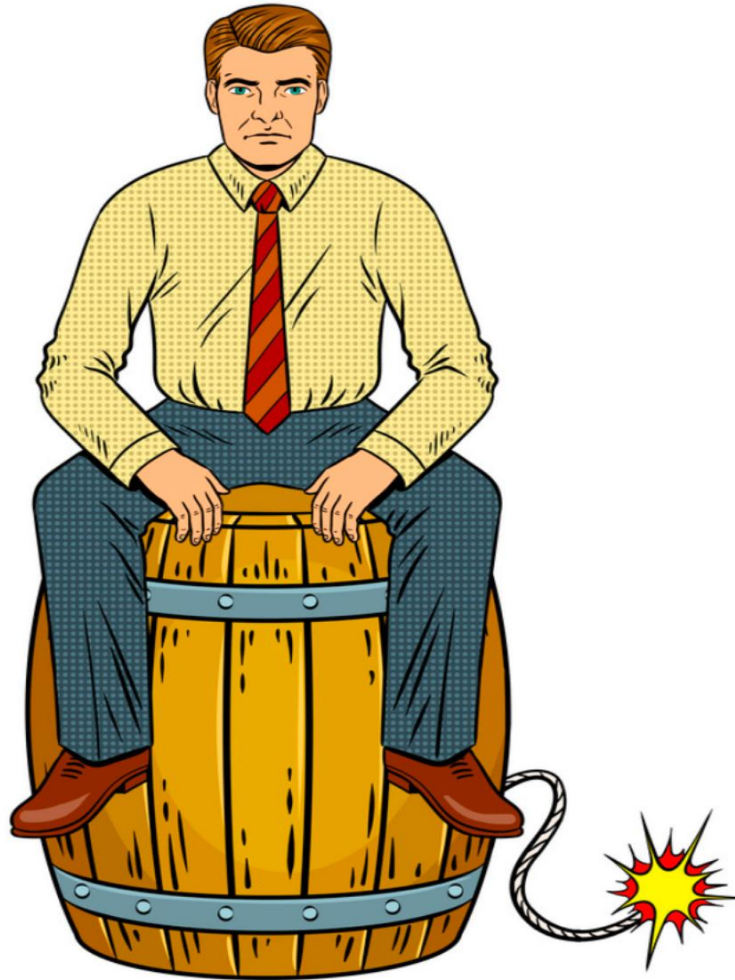
- **NSSE's (National Special Security Events) are large scale events that require planning by multiple agencies working together at both the Federal and Local levels.**
- **Daily Protests and Marches.**
- **The BLM / George Floyd protests.**
- **January 6th events on the Mall and the US Capitol.**
- **Israel / Pro Palestine protests / Benjamin Netanyahu visit.**
- **Presidential Inauguration every 4 years.**
- **July 4th & Memorial Day Annual Events.**



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Sitting On A Powder Keg





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DCFD Patches over the Years





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DCFD Patches over the Years



TOTAL CALLS BY FISCAL YEAR

CALL	TYPE	FY-18	FY-19	FY-20	FY-21	FY-22	FY-23
G1	EMS	168,243	172,984	164,008	153,339	155,620	165,982
G2	FIRE	34,901	30,879	29,211	28,446	31,533	33,686
G3	OTH	4,232	8,467	7,877	8,590	8,974	10,033
ALL	ALL CALLS	207,376	212,330	201,096	190,375	196,127	209,701

AVERAGE DAILY CALLS BY FISCAL YEAR

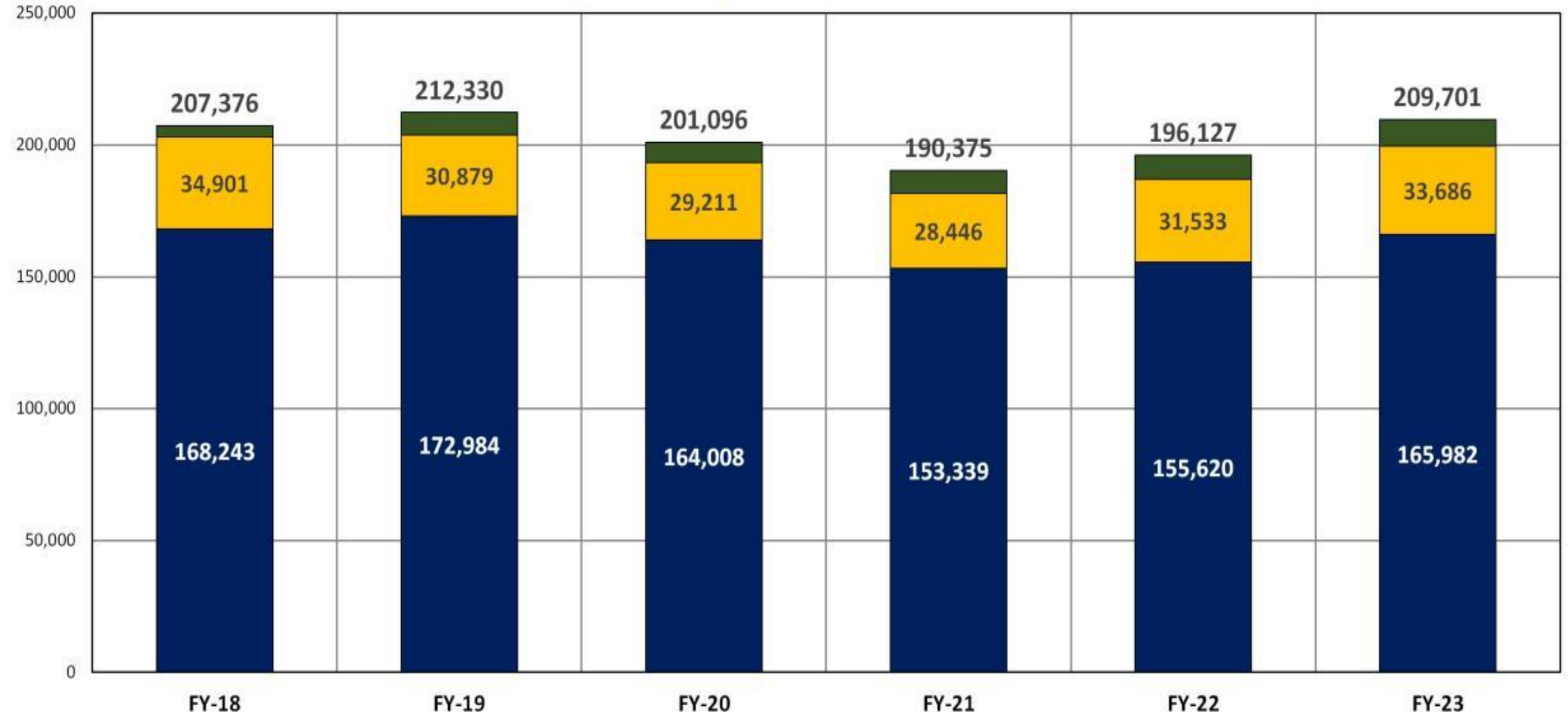
CALL	TYPE	FY-18	FY-19	FY-20	FY-21	FY-22	FY-23
G1	EMS	461	473	449	420	426	455
G2	FIRE	96	84	80	78	86	92
G3	OTH	12	23	22	24	25	27
ALL	ALL CALLS	568	580	551	522	537	575

PERCENTAGE OF CALLS BY FISCAL YEAR

CALL	TYPE	FY-18	FY-19	FY-20	FY-21	FY-22	FY-23
G1	EMS	81%	81%	82%	81%	79%	79%
G2	FIRE	17%	15%	15%	15%	16%	16%
G3	OTH	2%	4%	4%	5%	5%	5%
ALL	ALL CALLS	100%	100%	100%	100%	100%	100%

Call Counts by Type and Fiscal Year (FY-18 to FY-23)

■ EMS Calls ■ FIRE Calls ■ OTH Calls





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FY-22 **Engine** and **Ladder Truck** Stats

- **14 of 33 Engine companies had over 4000 runs !**
- **9 of 16 Ladder Trucks had over 3000 runs !**



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CHALLENGES FACED BY DCFD APPARATUS DIVISION

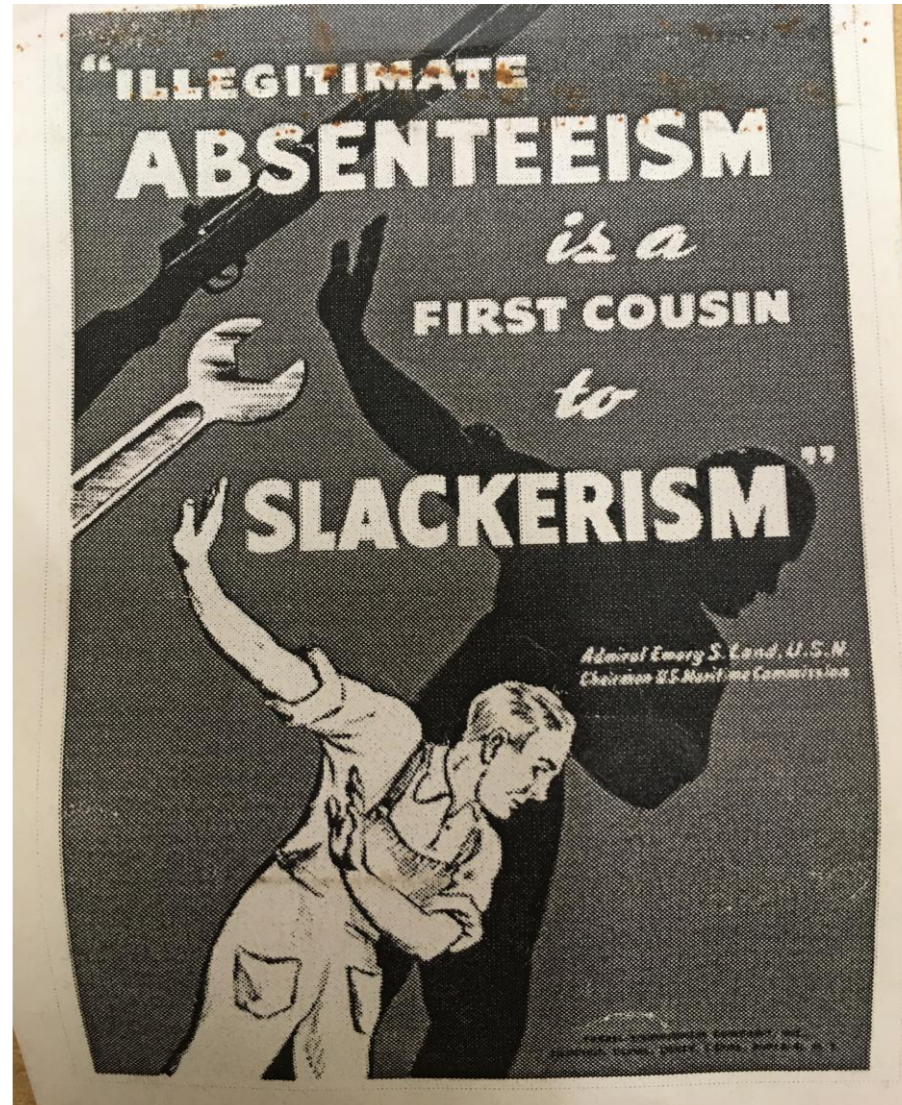
- **Internal Challenges**
- **DC Government Office of Contracts and Procurement.**
 - **Local Funds**
 - **Capital Funds**
 - **City Council Summer Recess (Must Approve Procurements over \$1 Million)**
- **Apparatus Accidents (Local Funds & Self Insured) Not Budgeted For.**
- **High Call Volume leads to High Duty Cycle Wear & Tear on Vehicles.**
- **Foreman and Mechanic Vacancies on the Shop Floor.**
- **Labor Workforce Call Outs and Extended types of leave PFL/FMLA.**



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Call Outs & Remote Work / Telework





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Internal Challenges Continued

- **Budget Cycle October 1st to September 30th**
- **Telework and Alternative Work Schedules for Managers & Office Staff.**
- **Shift Schedules and Shop Work Hours. Mon. thru Sat. 0700-2330.**
- **Closed on Sundays.**
- **Can't Keep up with the number of Out Of Service Vehicles that are in need of repairs to be placed back into service.**
- **Parts Availability & Lead Times.**
- **NAPA is contracted to operate the parts room.**



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Internal Challenges Continued

- **Aging Vehicles with Long Lead Times for Replacements to arrive and enter frontline service. This also has a detrimental effect on the Reserve Fleet.**
- **NFPA 3rd Party Annual Testing / Certification Requirements**
 - **Aerial Ladder Testing (We do NDT Annually)**
 - **Ground Ladder Testing**
 - **Pump Testing**
 - **Hose Testing**
 - **Nozzle Testing**
 - **Safety is responsible for SCBA and Gear Cleaning and Inspections.**



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Problems with Mechanics





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External Challenges

- **Inflation**
- **Outside Vendors Costs**
- **Labor Workforce issues**
- **Outside Vendor Availability to perform Work.**
- **Supply Chain Issues for component parts availability.**
- **Electronics Reliability.**
- **DEF Components Reliability and Malfunctions.**
- **Older components being phased out without a replacement part being available first.**



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External Challenges Continued

- Electronic Parts Availability
- Multiplexing vs. Point to Point Wiring
- Reliability of Electronic Components has not been good post Covid.
- Vendor repair turnaround times for Apparatus to return with repairs completed.
- Vendor Repair Costs and Reliability of repair work. (Your Dealerships)
- Manufacturer specific component parts availability.
- Stainless Steel vs. Aluminum.....??????



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Both Internal & External Challenges

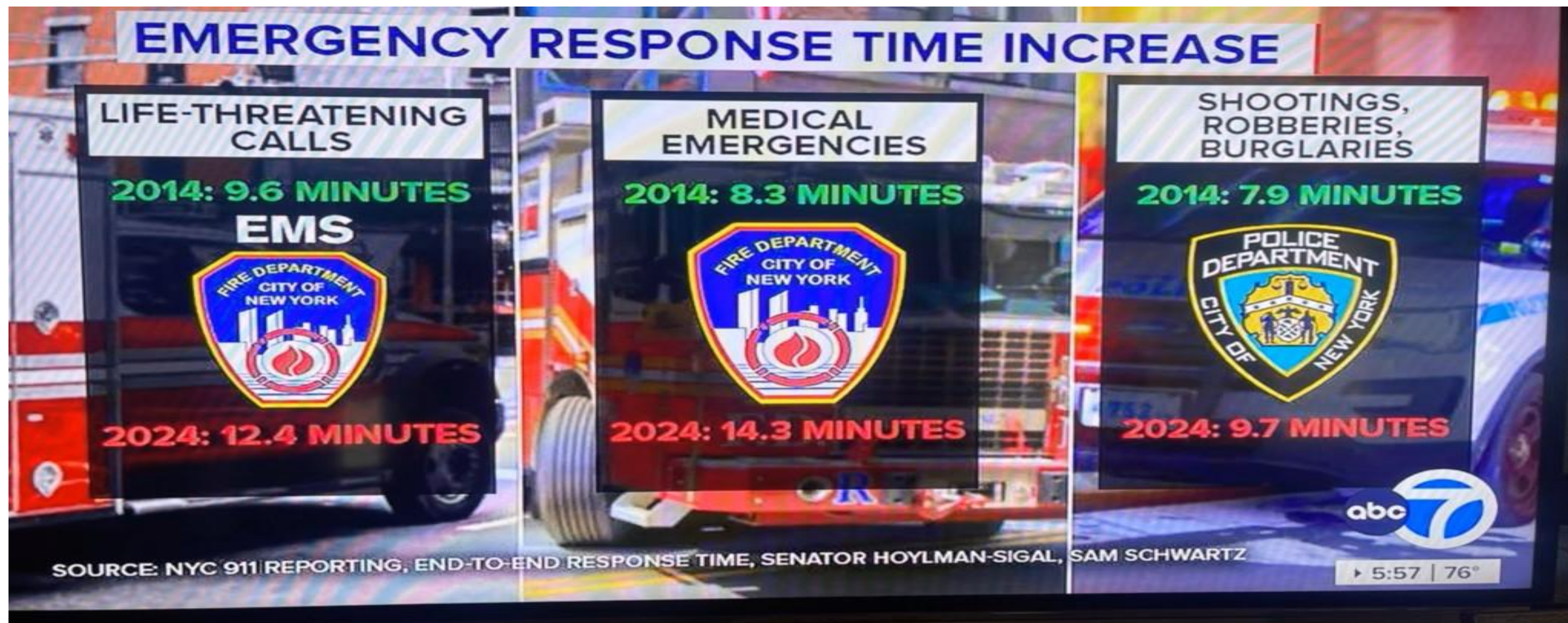
- **Bus Lanes and Bike Lanes.** Creates Traffic Congestion and puts Apparatus out in the middle of the street to operate on incidents because of the concrete medians and barriers isolating these lanes.
- **Intersection sidewalk bump outs on all 4 Corners for Safer Pedestrian Crossings.**
- **Reduction of Traffic Lane width to accommodate bus lanes and bike lane because of barriers creates “Mirror Strike Incidents”.**
- **Traffic Calming Devices AKA Speed Bumps.**
- **All of the above causes damage to Emergency Vehicles whether it is accident damage, suspension damage, or mechanical damage.**



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Effects of Street Scape Changes





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The Dominos are Falling

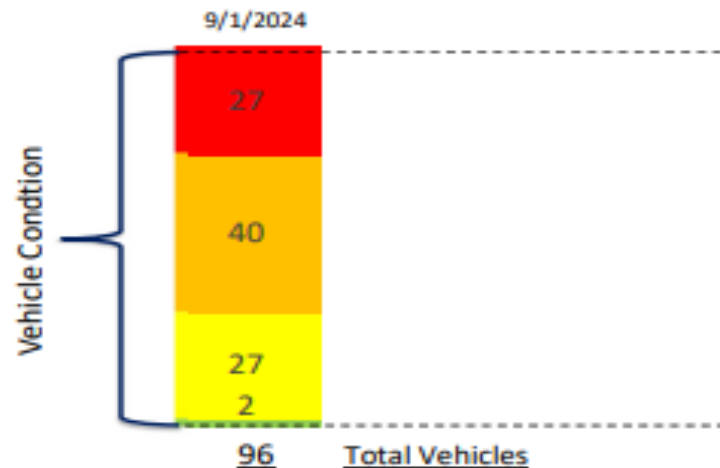


Ambulance Vehicles

Condition Replacement

A vehicles risk / need for replacement can be measured using a 20 point scale consisting of three factors:

- 1) Maintenance Cost life-to-date (labor, parts, warranty...)
- 2) Life-to-date mileage or engine hours (whichever is greater)
- 3) Expected life in months



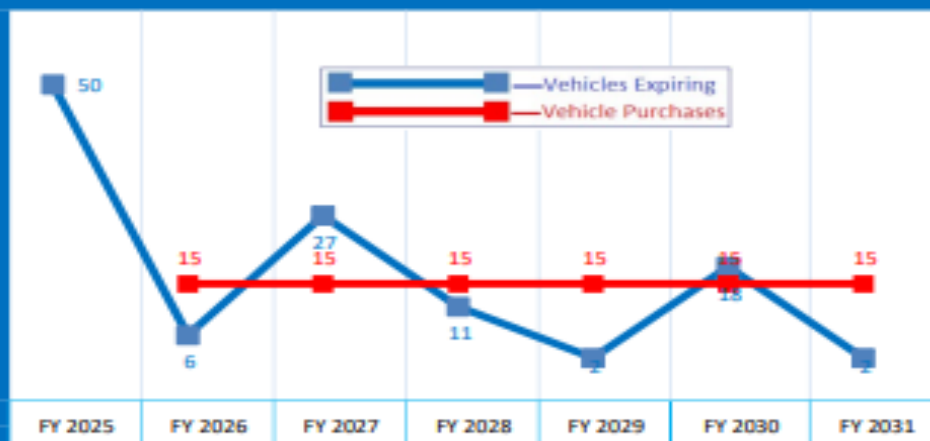
Replacement Plan

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		15	15	15	15	15	15	90
Vehicle Cost	652,079	721,526	798,368	883,394	977,476	1,081,577	1,196,765	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$10,822,886	\$11,975,523	\$13,250,916	\$14,662,139	\$16,223,656	\$17,951,476	\$84,886,595

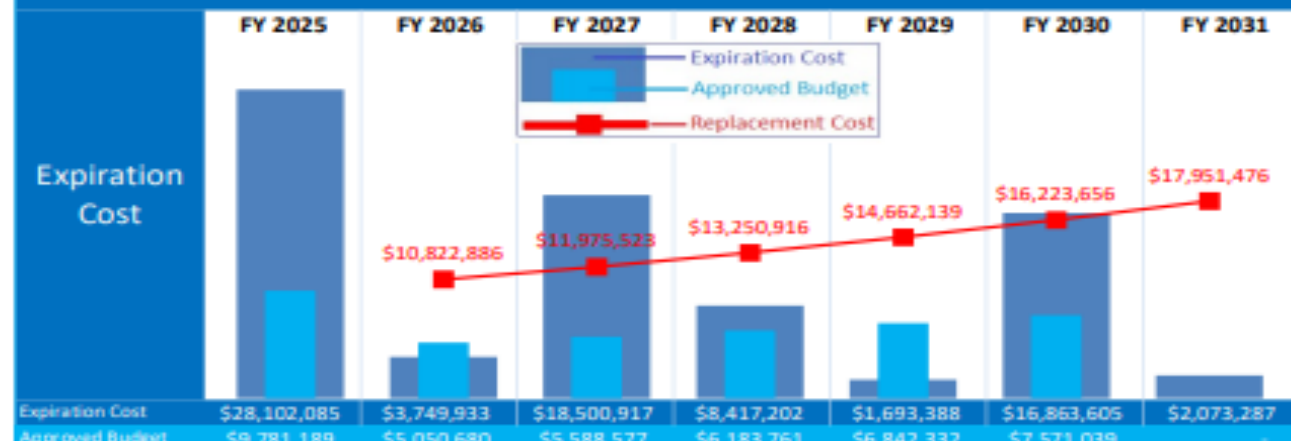
Expiration Detail

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
Vehicles Expiring	50	6	27	11	2	18	2	116
Expiration Cost	28,102,085	3,749,933	18,500,917	8,417,202	1,693,388	16,863,605	2,073,287	79,400,417
(Less) FY25 Approved	\$9,781,189							
(Equals) Unmet Need:	\$18,320,896							
Total Deferred Operating Cost:	\$1,832,090							

Expiration Count



Expiration Cost

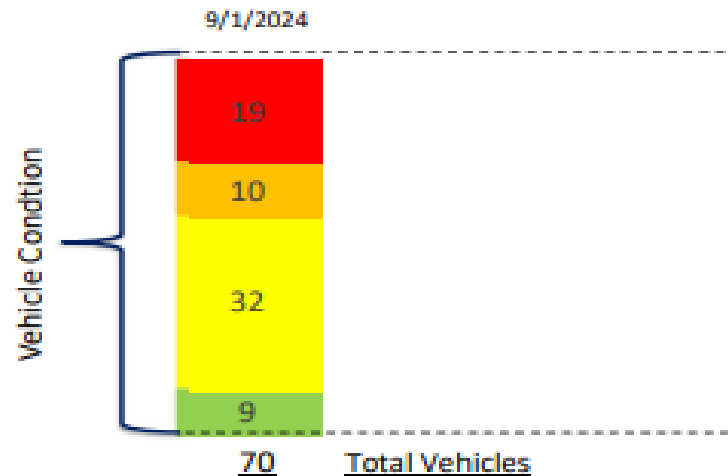


Pumper

Condition Replacement

A vehicles risk / need for replacement can be measured using a 20 point scale consisting of three factors:

- 1) Maintenance Cost life-to-date (labor, parts, warranty...)
- 2) Life-to-date milage or engine hours (whichever is greater)
- 3) Expected life in months



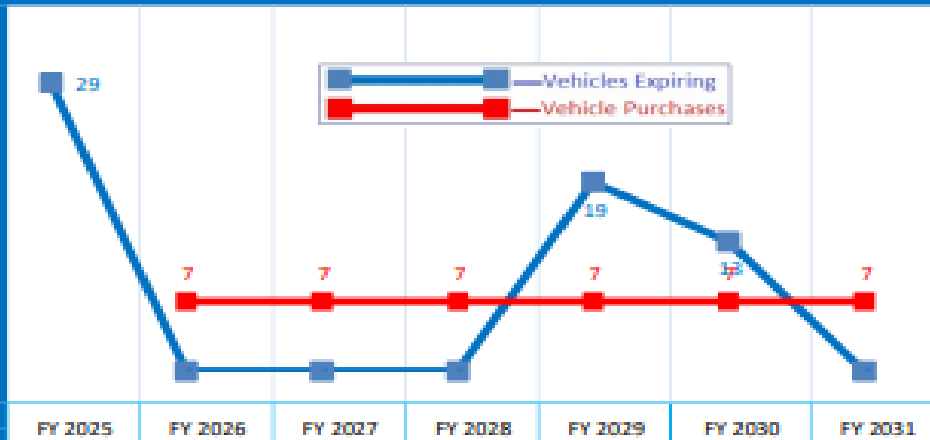
Replacement Plan

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		7	7	7	7	7	7	42
Vehicle Cost	1,541,534	1,705,707	1,887,365	2,088,370	2,310,781	2,556,879	2,829,187	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$11,939,952	\$13,211,556	\$14,618,587	\$16,175,467	\$17,898,154	\$19,804,307	\$93,648,023

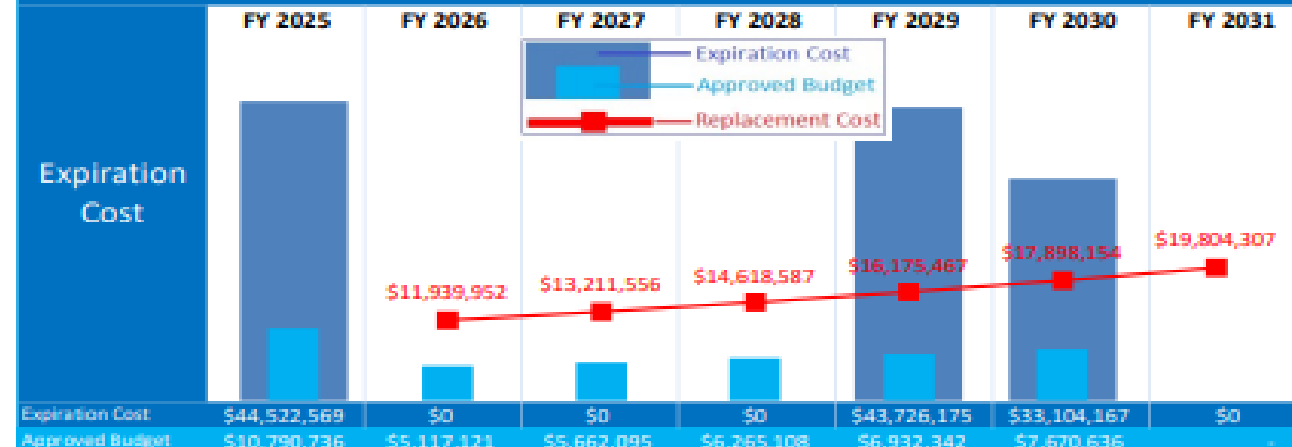
Expiration Detail

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
Vehicles Expiring	29	0	0	0	19	13	0	61
Expiration Cost	44,522,569	0	0	0	43,726,175	33,104,167	0	121,352,911
(Less) FY25 Approved	\$10,790,736							
(Equals) Unmet Need:	\$33,731,833							
Total Deferred Operating Cost:	\$3,373,183							

Expiration Count



Expiration Cost



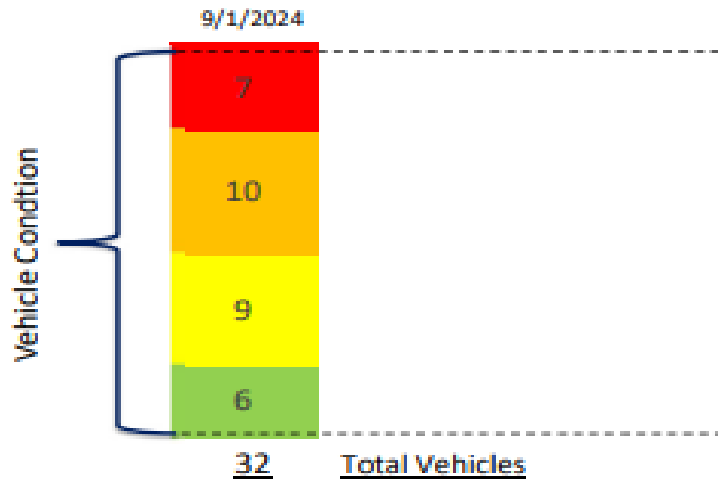
Ladder Truck

Condition Replacement

A vehicles risk / need for replacement can be measured using a 20 point scale consisting of three factors:

- 1) Maintenance Cost life-to-date (labor, parts, warranty..)
- 2) Life-to-date milage or engine hours (whichever is greater)
- 3) Expected life in months

VERY GOOD "0-5" FAIR "11-15" GOOD "6-10" POOR/REPLACE "16-20"



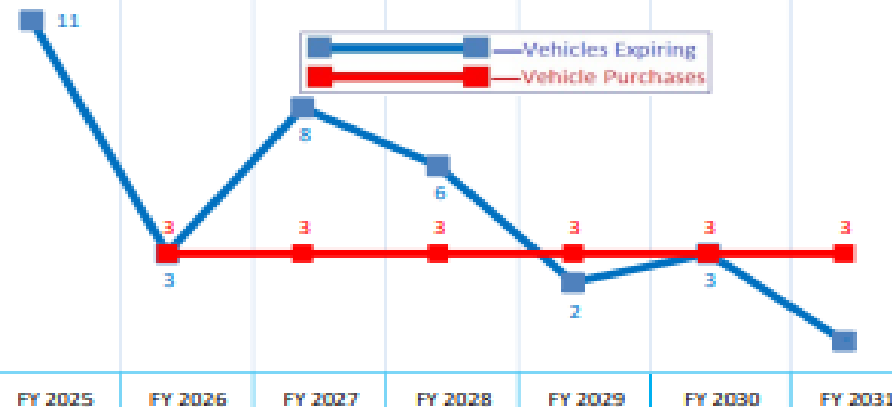
Replacement Plan

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		3	3	3	3	3	3	18
Vehicle Cost	2,740,667	3,032,548	3,355,514	3,712,877	4,108,298	4,545,832	5,029,963	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$9,097,644	\$10,066,543	\$11,138,630	\$12,324,894	\$13,637,495	\$15,089,889	\$71,355,096

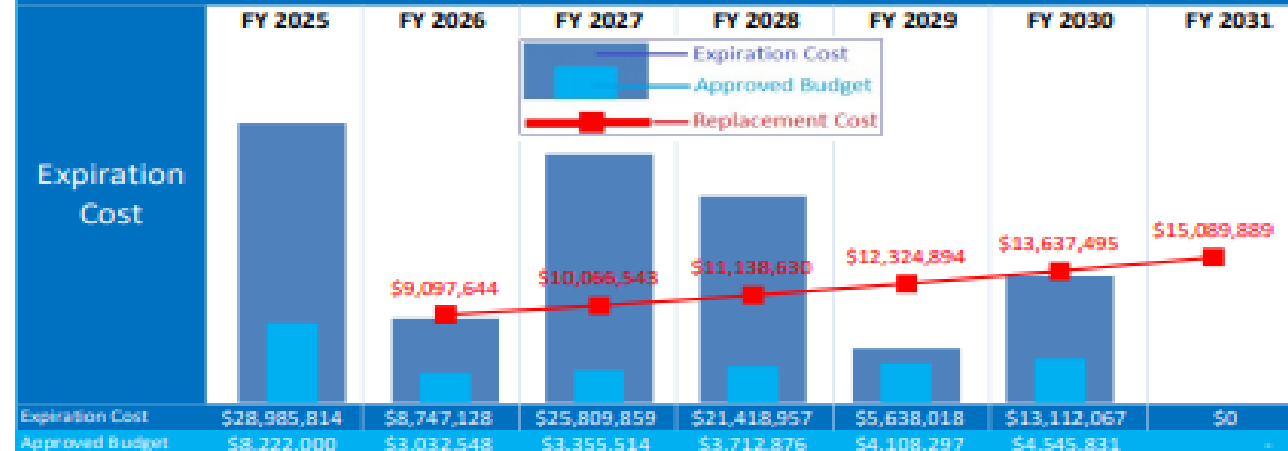
Expiration Detail

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
Vehicles Expiring	11	3	8	6	2	3	0	33
Expiration Cost	28,985,814	8,747,128	25,809,859	21,418,957	5,638,018	13,112,067	0	103,711,844
(Less) FY25 Approved	\$8,222,000							
(Equals) Unmet Need:	\$20,763,814							
Total Deferred Operating Cost:	\$2,076,381							

Expiration Count



Expiration Cost

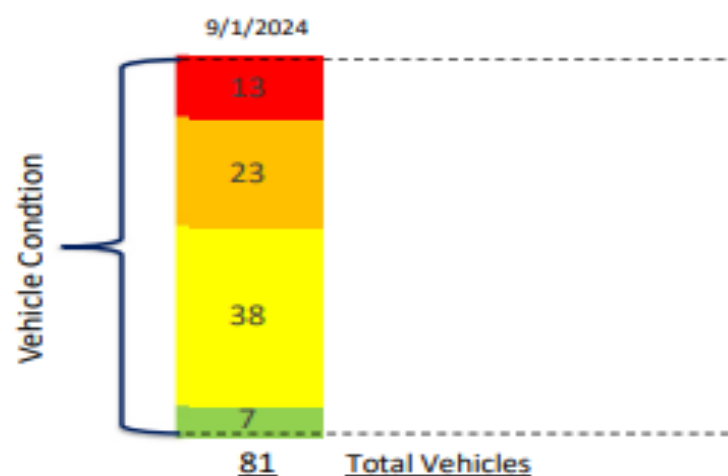


Command Vehicles

Condition Replacement

A vehicles risk / need for replacement can be measured using a 20 point scale consisting of three factors:

- 1) Maintenance Cost life-to-date (labor, parts, warranty..)
- 2) Life-to-date milage or engine hours (whichever is greater)
- 3) Expected life in months



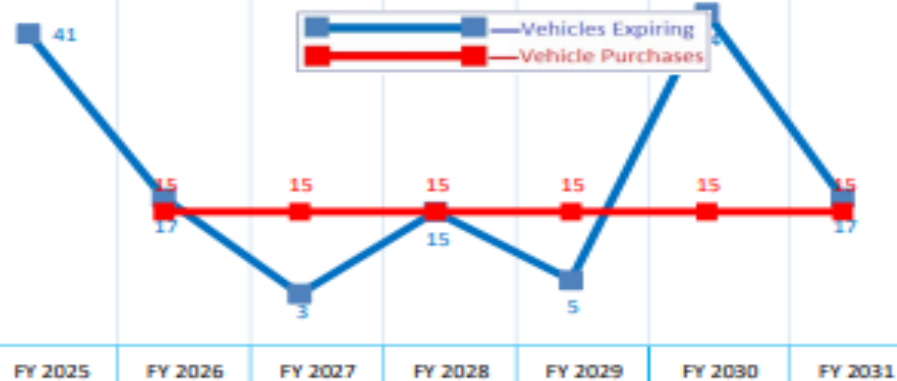
Replacement Plan

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		15	15	15	15	15	15	90
Vehicle Cost	121,715	134,678	149,021	164,892	182,452	201,884	223,384	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$2,020,165	\$2,235,312	\$2,473,373	\$2,736,787	\$3,028,255	\$3,350,764	\$15,844,657

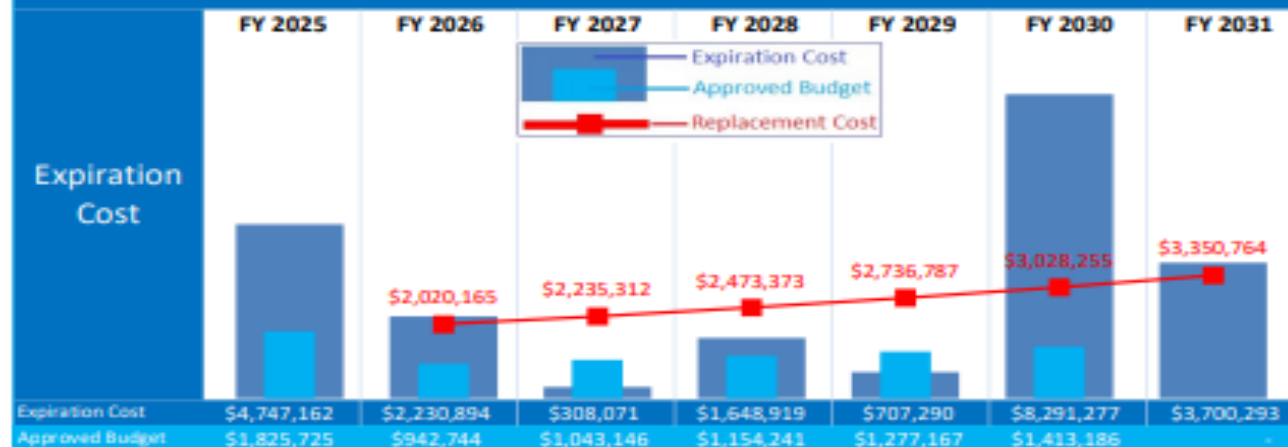
Expiration Detail

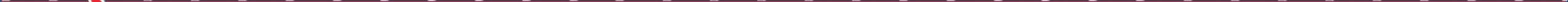
	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
Vehicles Expiring	41	17	3	15	5	44	17	142
Expiration Cost	4,747,162	2,230,894	308,071	1,648,919	707,290	8,291,277	3,700,293	21,633,905
(Less) FY25 Approved	\$1,825,725							
(Equals) Unmet Need:	\$2,921,437							
Total Deferred Operating Cost:	\$292,144							

Expiration Count



Expiration Cost

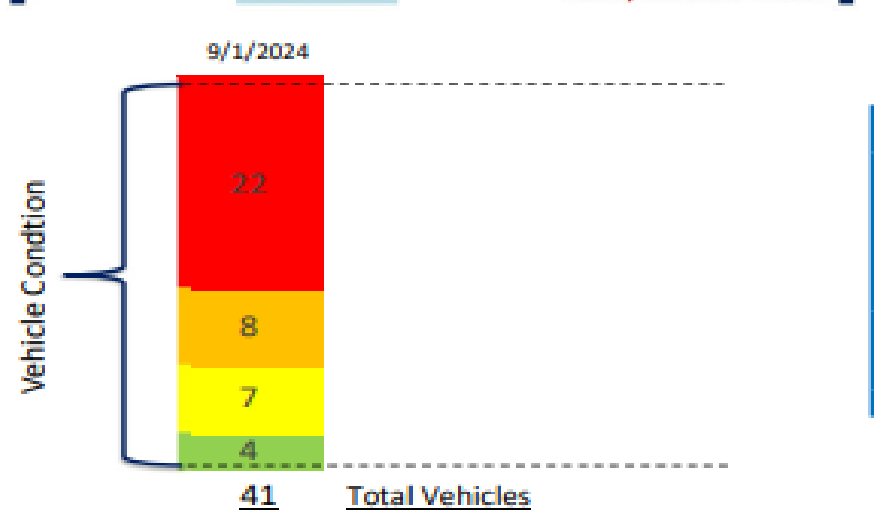




Condition Replacement

A vehicles risk / need for replacement can be measured using a 20 point scale consisting of three factors:

- 1) Maintenance Cost life-to-date (labor, parts, warranty..)
- 2) Life-to-date mileage or engine hours (whichever is greater)
- 3) Expected life in months



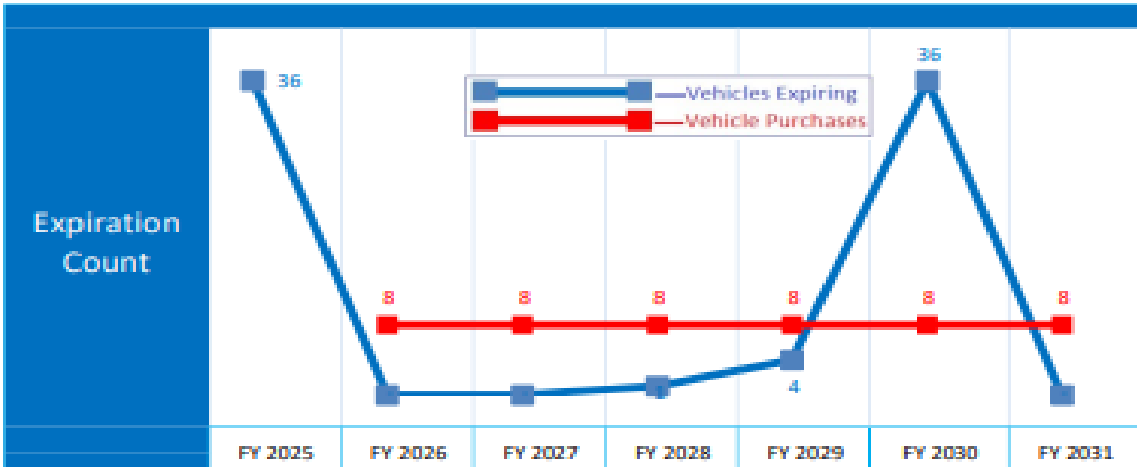
Replacement Plan	
------------------	--

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		8	8	8	8	8	8	48
Vehicle Cost	82,988	91,826	101,606	112,427	124,400	137,649	152,308	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$734,610	\$812,846	\$899,414	\$995,201	\$1,101,190	\$1,218,467	\$5,761,728

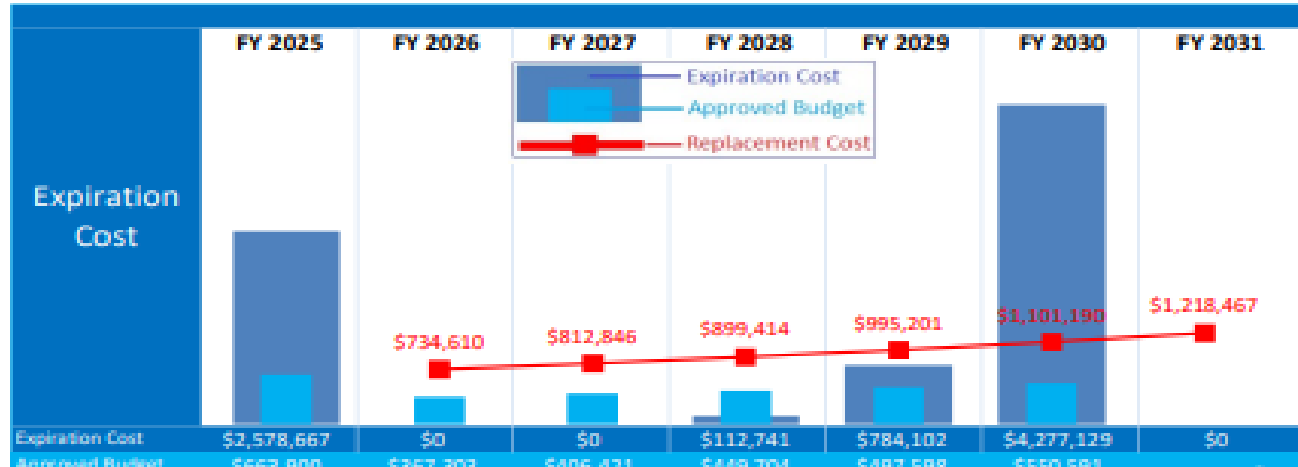
Expiration Detail

[illegible]

Fiscal Year	Vehicles Expiring	Vehicle Purchases
FY 2025	36	-
FY 2026	4	8
FY 2027	4	8
FY 2028	5	8
FY 2029	4	8
FY 2030	36	8
FY 2031	8	8



	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Expiration Cost	\$2,578,667	\$0	\$0	\$112,741	\$784,102	\$4,277,129	\$0
Approved Budget	\$553,800	\$357,303	\$406,431	\$449,704	\$487,588	\$550,581	\$0
Replacement Cost		\$734,610	\$812,846	\$899,414	\$995,201	\$1,101,190	\$1,218,467



Other Vehicles

Condition Replacement

A vehicle's risk / need for replacement can be measured using a 20 point scale consisting of three factors:

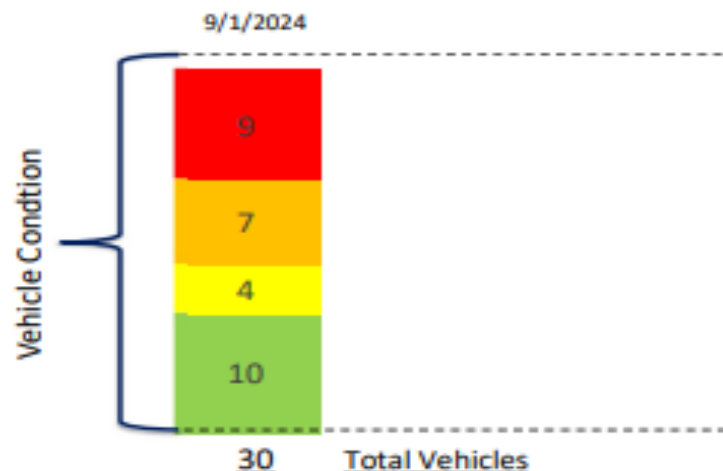
- 1) Maintenance Cost life-to-date (labor, parts, warranty..)
- 2) Life-to-date mileage or engine hours (whichever is greater)
- 3) Expected life in months

VERY GOOD "0-5"

FAIR "11-15"

POOR/REPLACE "16-20"

GOOD "6-10"



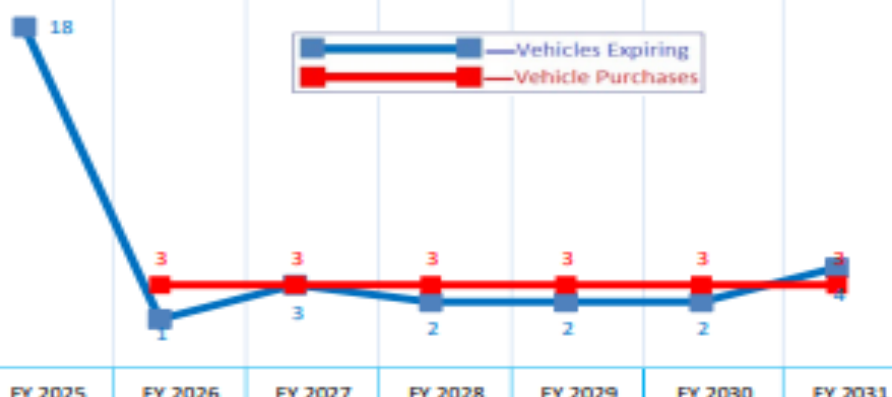
Replacement Plan

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
New Vehicle Purchases		3	3	3	3	3	3	18
Vehicle Cost	165,975	183,651	203,210	224,852	248,799	275,296	304,615	
Inflation	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	10.65%	
Replacement Plan		\$550,954	\$609,631	\$674,556	\$746,397	\$825,888	\$913,845	\$4,321,270

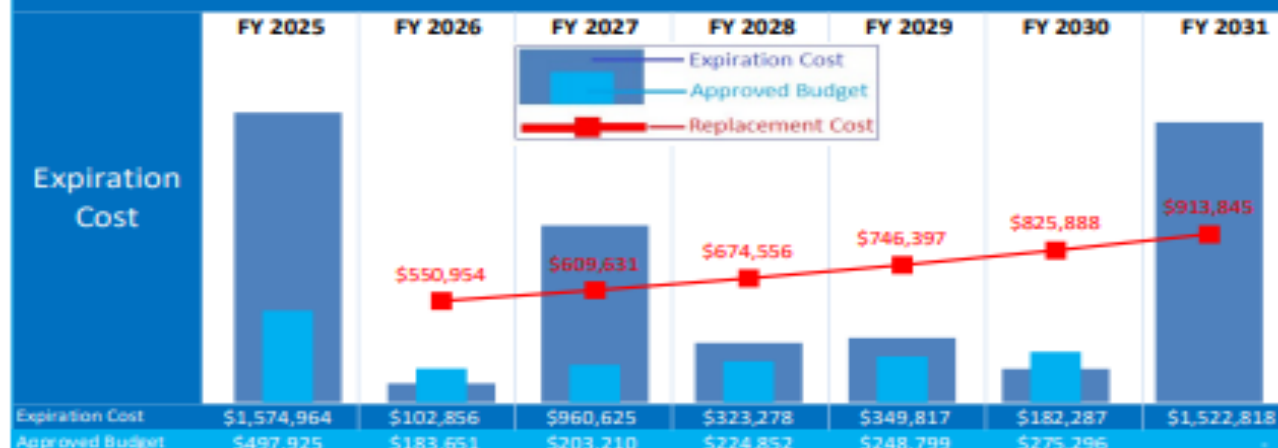
Expiration Detail

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	Totals
Vehicles Expiring	18	1	3	2	2	2	4	32
Expiration Cost	1,574,964	102,856	960,625	323,278	349,817	182,287	1,522,818	5,016,644
(Less) FY25 Approved	\$497,925							
(Equals) Unmet Need:	\$1,077,039							
Total Deferred Operating Cost:	\$107,704							

Expiration Count



Expiration Cost





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Vehicle Average Age By Type

This is where manufacturing Backlogs Really Hurt

	Average Lifespan	0-5 years	6-10 years	11-15 years	16-20 years	Total	PO's Issued	RK's Waiting for PO
Ladder Trucks	10 yrs / 120 months	13	7	7	5	32	10	2
Engines / Pumpers	10 yrs / 120 months	16	33	7	13	69	16	0
Rescue Squads	10 yrs / 120 months	3	2	0	2	7	0	0
Haz Mat Units	10 yrs / 120 months	0	1	0	1	2	0	0
Ambulances	5 yrs / 60 Months	46	41	9	0	96	28	48



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Shop Spending FY-24 as of 08/07/24

Fiscal Year		Labor Hours	Labor	Non Stock Parts	Stock Parts	Sublet	Other Cost	Billing Adjustment	Total
Report Summary FY24: as of 08/07/24		21040:09:45	\$960,901.002	\$1,157,873.852	\$3,829.034	\$2,582,825.140	\$71,750.000	\$0.00	\$4,777,179.028
Report Summary FY23:		30742:52:03	\$1,484,155.139	\$1,124,868.289	\$6,528.483	\$3,220,259.720	\$77,540.000	\$0.000	\$5,913,351.631
Report Summary FY22:		29983:42:01	\$1,528,004.748	\$959,613.966	\$11,221.283	\$2,744,122.870	\$83,314.000	\$0.000	\$5,326,276.867
Report Summary FY21:		27589:37:13	\$1,389,523.163	\$732,952.222	\$14,047.118	\$1,429,488.200	\$82,214.000	-\$2.920	\$3,648,221.783
Report Summary FY20:		27103:04:36	\$1,246,116.015	\$849,913.639	\$21,417.203	\$1,591,788.310	\$78,430.000	\$0.000	\$3,787,665.167
Report Summary FY19:		20091:44:42	\$862,193.571	\$218,101.370	\$362,780.636	\$1,556,769.409	\$72,776.000	\$0.000	\$3,072,620.986
Items Not Captured									
GSA Leasing	200,000.00								
AMKUS	25,000.00								
Tooling Repairs		Lifts, Tire Machines, A/C Machines							
DPW MOU for Fuel	240,000.00								
Tolls	12,000.00								

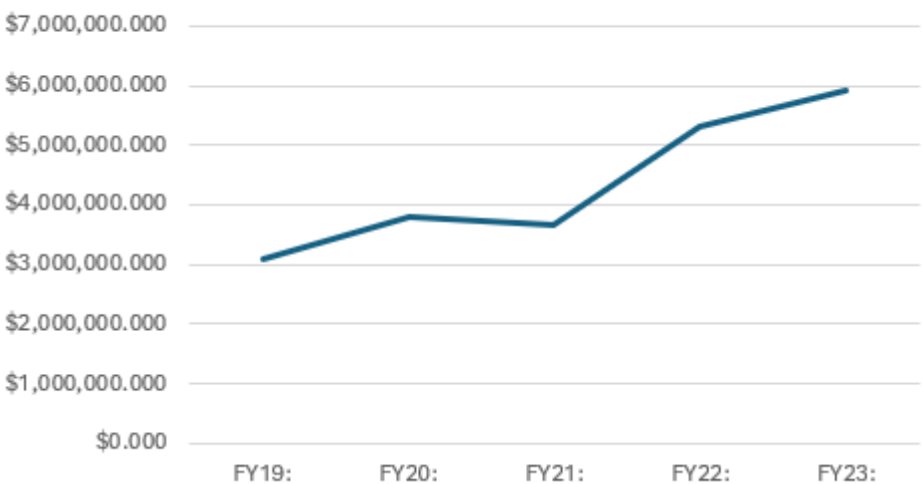


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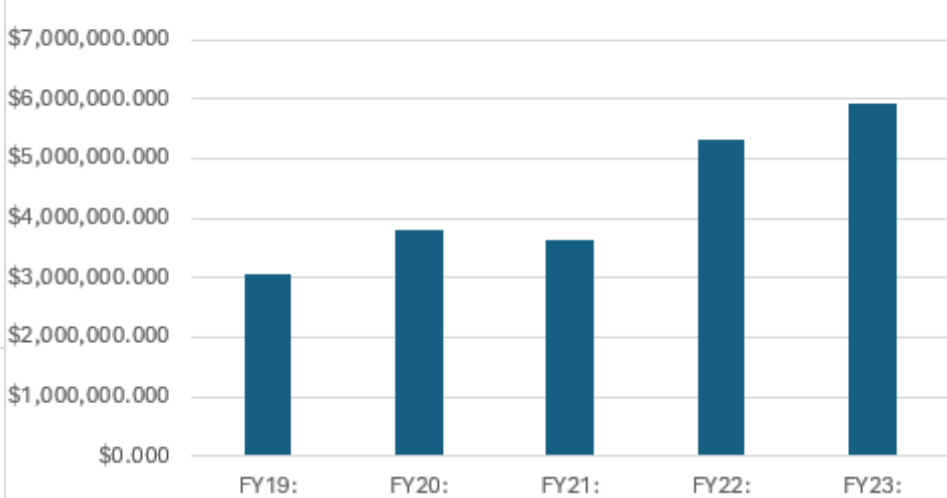
www.FAMA.org

Operating Costs FY-19 to FY-23

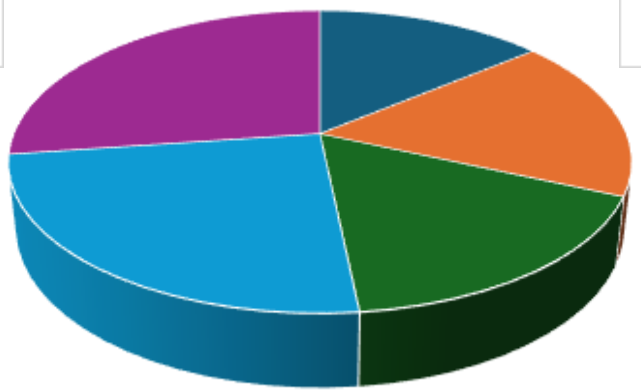
Fleet Costs



Fleet Costs



fleet costs

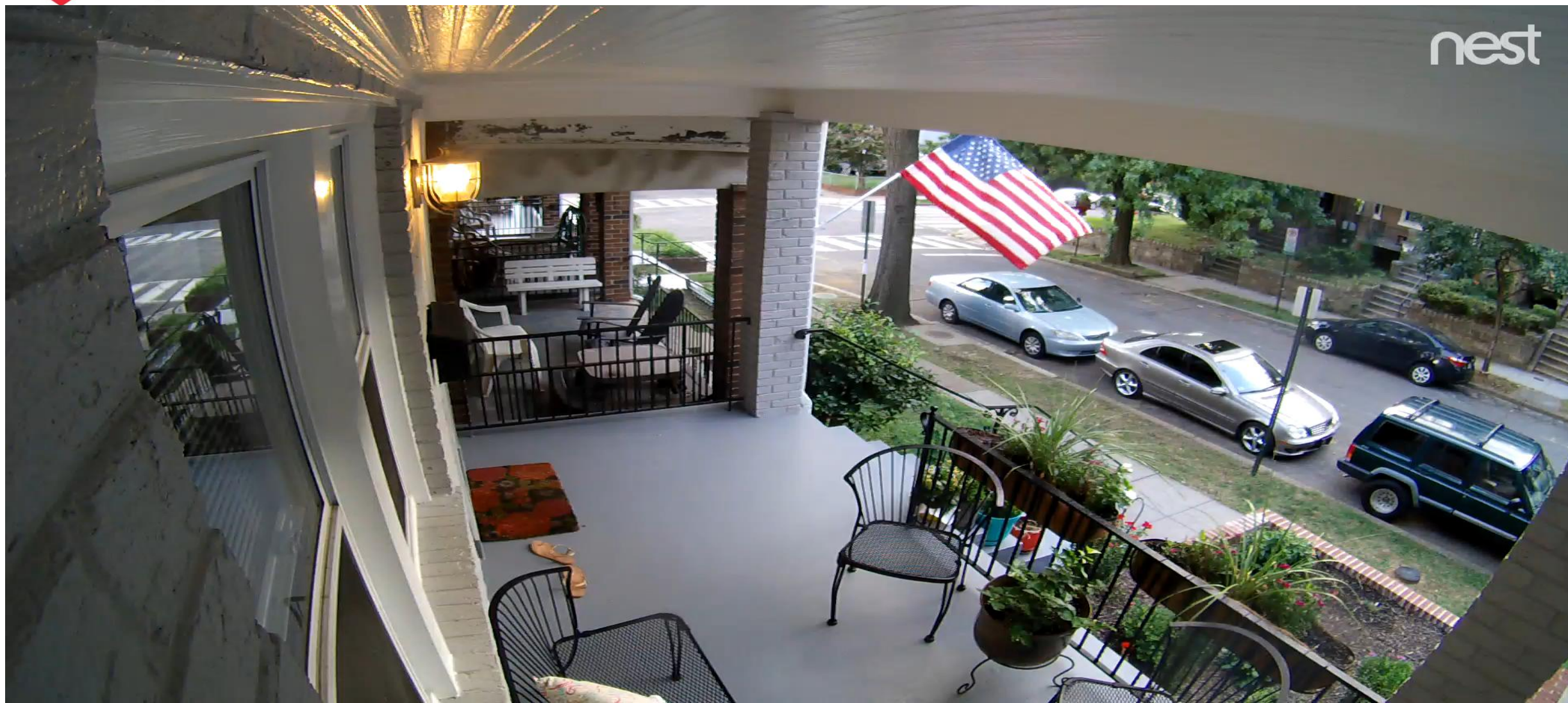


■ FY19: ■ FY20: ■ FY21: ■ FY22: ■ FY23:



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Accidents Are Not A New Problem





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Guess Who The On Duty Safety Officer Was?





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Engine 8





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Engine 19





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E-19 is Cursed !

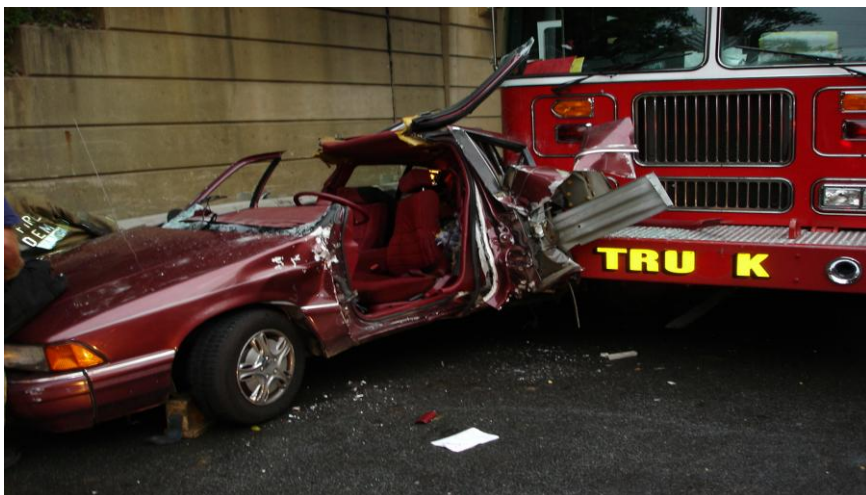




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Engine 10 Truck 3 & 4 Truck 15





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Engine 20 Accident





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Ambulance 27 Hit & Run (Social Media)

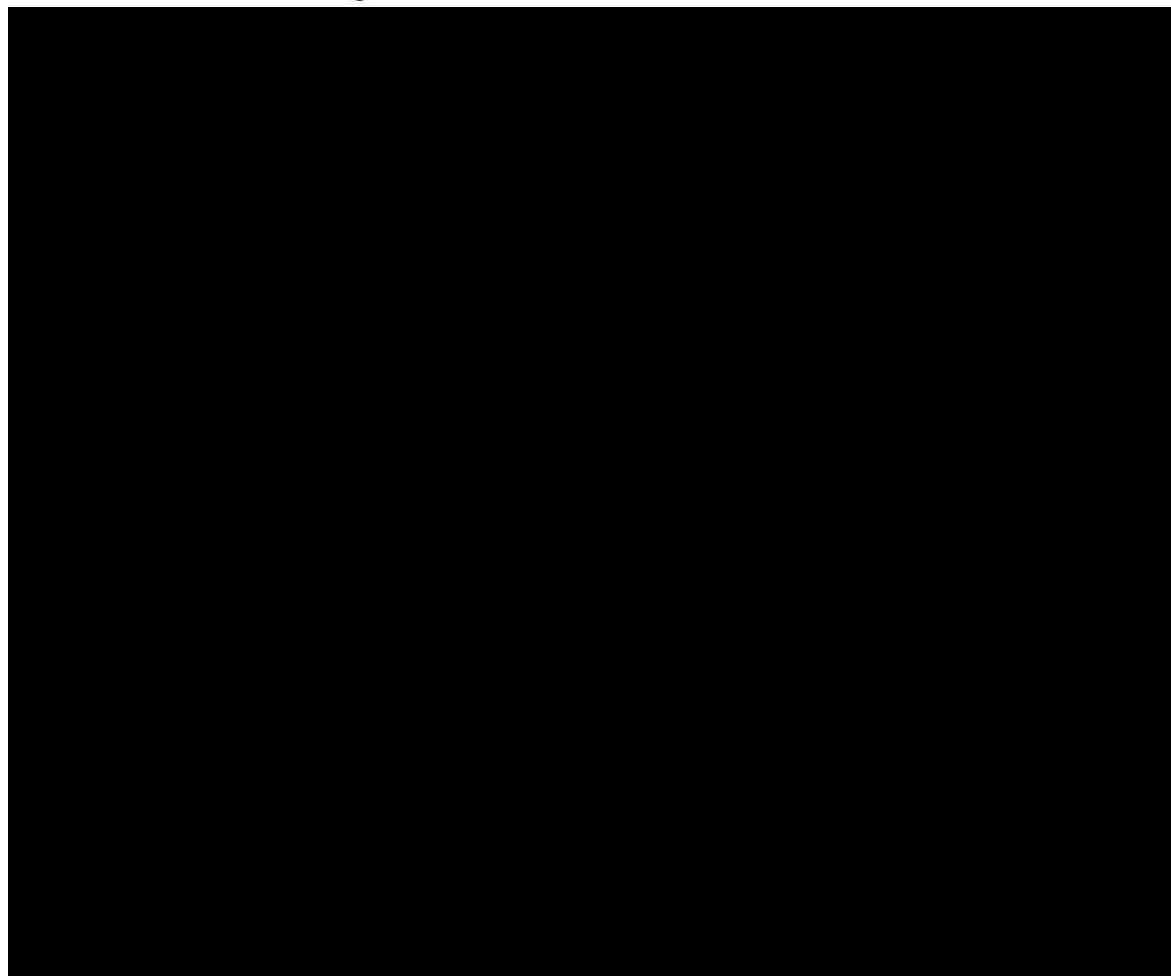




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Stolen Ambulances From Incident Scene (More From Social Media)





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Big Fires = Lost & Damaged Equipment





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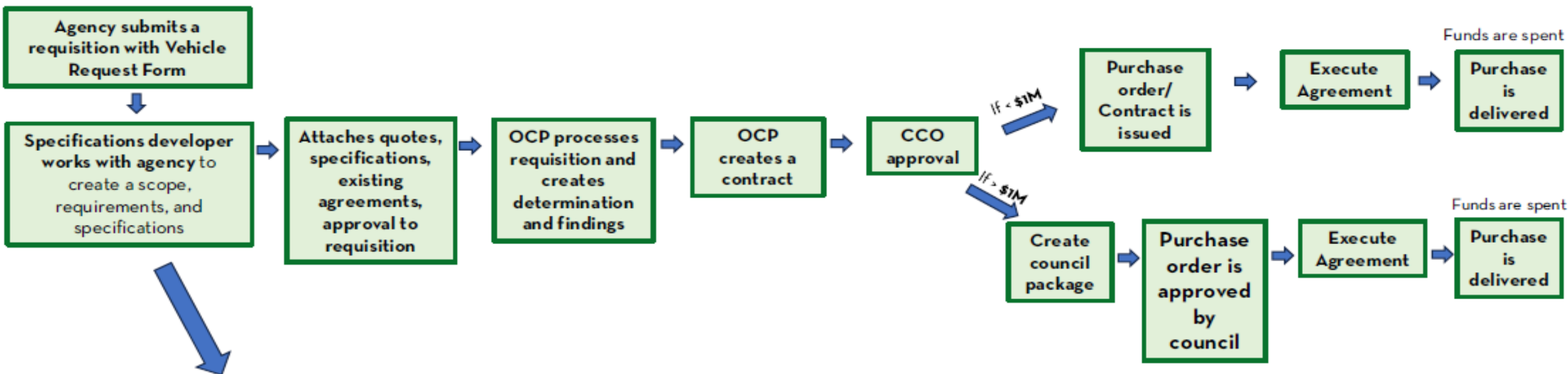
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Big Fires Cost \$\$\$\$



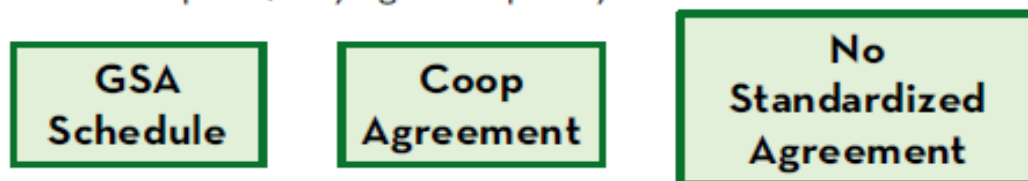
Procurement Process Overview

Basic Procurement Process



Procurement Paths

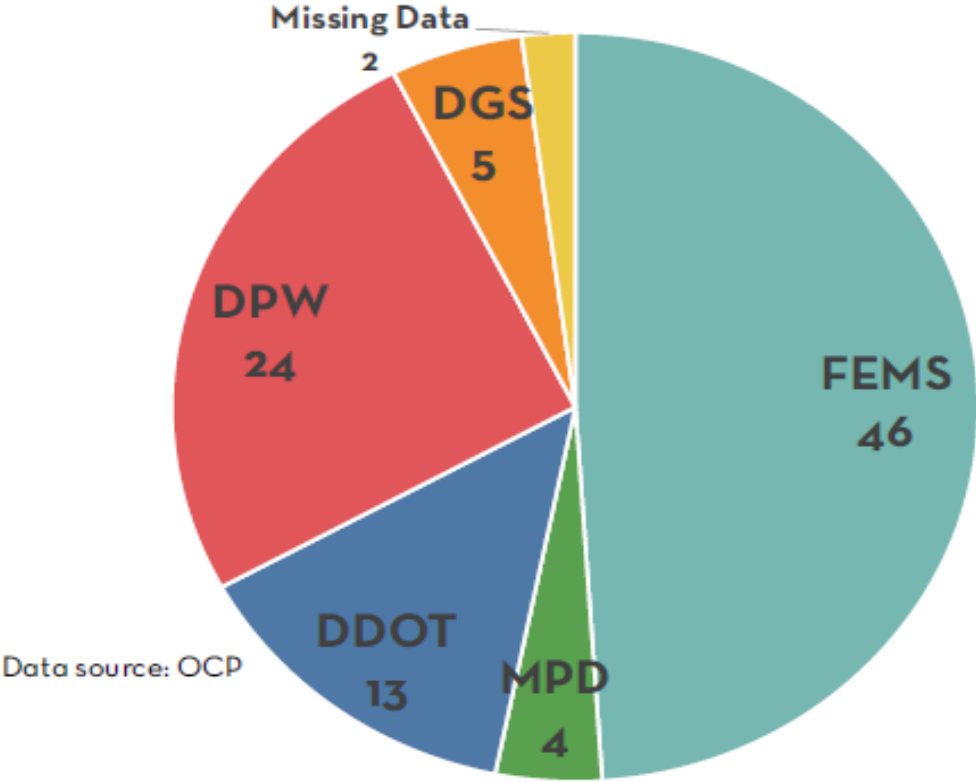
Procurements can take three paths, varying in complexity.



CapitalSTAT: Fleet Procurement

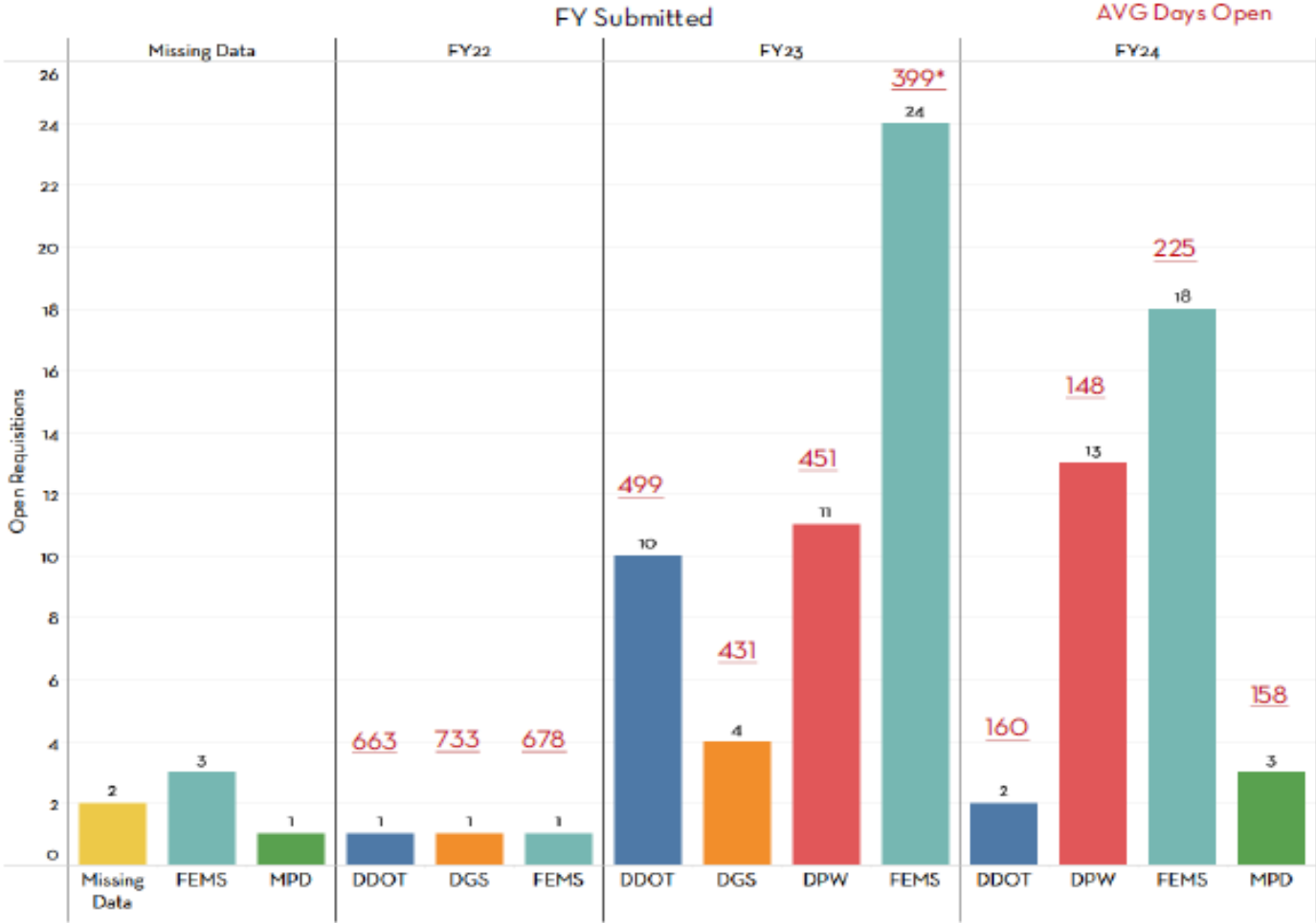
Project Overview

94 Total Open Requisitions



Note some requisitions are marked as complete but are classified as open

Open Requisitions By FY & Average Days Open (7/17/24)



*Excludes open requisitions serving as placeholders

FEMS Fleet Procurement Projects

Allotted

\$217.3 M

Spent

\$136.5 M

Unspent

\$80.7 M
37%

Committed

\$53.8 M

Obligated

\$31.9 M

Available

(\$4.9 M)
(2.3%)

Projects

Project Title	Approved	Allotted	Spent	Unspent	Unspent %	Committed	Obligated	Available	Available %
C.FIRE APPARATUS	\$73,381,579	\$73,381,579	\$73,331,591	\$49,988	0.1%	\$0	\$28,160	\$21,828	0.03%
AMC.AMBULANCE VEHICLES - FEMS	\$53,052,525	\$32,244,246	\$12,929,105	\$19,315,141	59%	\$14,711,156	\$9,007,615	(\$4,403,629)	(13%)
AVC.ADMINISTRATIVE VEHICLES - FEMS	\$2,639,234	\$1,248,683	\$472,823	\$775,860	62%	\$1,274,580	\$624,176	(\$1,122,895)	(89%)
CVC.COMMAND VEHICLES - FEMS	\$10,268,168	\$6,208,214	\$2,036,211	\$4,172,004	67%	\$6,054,080	\$1,512,911	(\$3,394,987)	(54%)
LTC.LADDER TRUCKS - FEMS	\$53,570,341	\$31,325,425	\$18,287,203	\$13,038,222	41%	\$7,618,654	\$8,961,635	(\$3,542,067)	(11%)
PTC.PUMPERS - FEMS	\$86,220,701	\$36,066,871	\$16,262,234	\$19,804,638	54%	\$10,438,735	\$5,750,573	\$3,615,330	10%
RSC.RESCUE SQUAD VEHICLES - FEMS	\$18,636,717	\$11,916,495	\$5,501,049	\$6,415,446	53%	\$5,661,593	\$0	\$753,853	6%
RVC.OTHER RESPONSE VEHICLES - FEMS	\$29,871,807	\$24,955,819	\$7,733,433	\$17,222,386	69%	\$8,058,517	\$6,067,583	\$3,096,286	12%

FEMS Open Requisitions

Project	Current Status	Number of Days Since Requisition Was Created
New fireboat to replace the Glenn	Under review	678 Days
Off road ambulance support vehicle	Approved 8/4/23	602 Days
Osage ambulances	Approved 11/22/23	476 Days
Frazer ambulances	Completed	476 Days
Pumper apparatus	In IQ 5/21/2024	461 Days
New TDA ladder trucks	Completed	461 Days
New HAZMAT response unit	Waiting specs from FEMS 2/27/2024	461 Days
Mobile command unit	OAG 5/7/2024	461 Days
New Cave In support unit	Waiting specs from FEMS 1/12/2024	460 Days
New lumber truck	Waiting specs	460 Days
New electric pumper apparatus	Waiting specs from FEMS 2/27/2024	460 Days
New Bruch Truck	Specs attached 4/8/2024; Needs assignment	460 Days
New Canteen Unit	Waiting specs	460 Days
New HAZMAT support unit	Waiting specs from FEMS 2/27/2024	460 Days
New medical ambulance bus	Waiting specs	460 Days
Change order to PO661306 ambulance	Completed	455 Days
Four Buggies	OAG 4/3/2024	398 Days
New Zodiac boats	Need to be assigned.	385 Days
Pumper apparatus	Council approved	313 Days
Re-entry of RK203416 and RK218416	Council approved	313 Days
TDA Ladder Trucks	Council approved 7/13/2023	312 Days
Fleet FY24 Seagrave OEM	Processing	308 Days
Rescue Squad Support Units	Council approved 7/10/2023	306 Days
		0 500 1000 Days In Queue

Status Per OCP

- Approved by Council
- Completed
- Needs CS Assignment
- Placeholder
- Processing

FEMS Fleet Procurement Details

Project Name	Status	Challenges	Details/ Operational impact	Opportunities
<ul style="list-style-type: none"> Fire boat/ Architect 	<ul style="list-style-type: none"> Existing fireboat has not been in water for 2 years. New Fire boat design request was submitted in 2022. 	<ul style="list-style-type: none"> Not eligible for capital funds 	<ul style="list-style-type: none"> Prolongs completion. Funds must come from unallocated local dollars. 	
		<ul style="list-style-type: none"> Significant delays 	<ul style="list-style-type: none"> Cannot get architect to design the new boat. Increased purchase cost due to delays. 	<ul style="list-style-type: none"> Dedicated contractor or personnel funded by FEMS
<ul style="list-style-type: none"> Fire apparatus 	<ul style="list-style-type: none"> Ladder truck procurement has been a purchase order for one year. 	<ul style="list-style-type: none"> Manufacturer capacity: The firetruck manufacturing business has a capacity on how many fire trucks they can build 	<ul style="list-style-type: none"> Firetruck manufacturing business is at capacity. For every month we delay, there's a compounding effect. 	<ul style="list-style-type: none"> More regular communication on procurement process.
		<ul style="list-style-type: none"> Significant delays and lack of communication 	<ul style="list-style-type: none"> Increased purchase cost due to delays. Agency identifies status on purchase orders through council site. 	



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3rd Party Aerial Ladder Inspections





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Factory Inspections

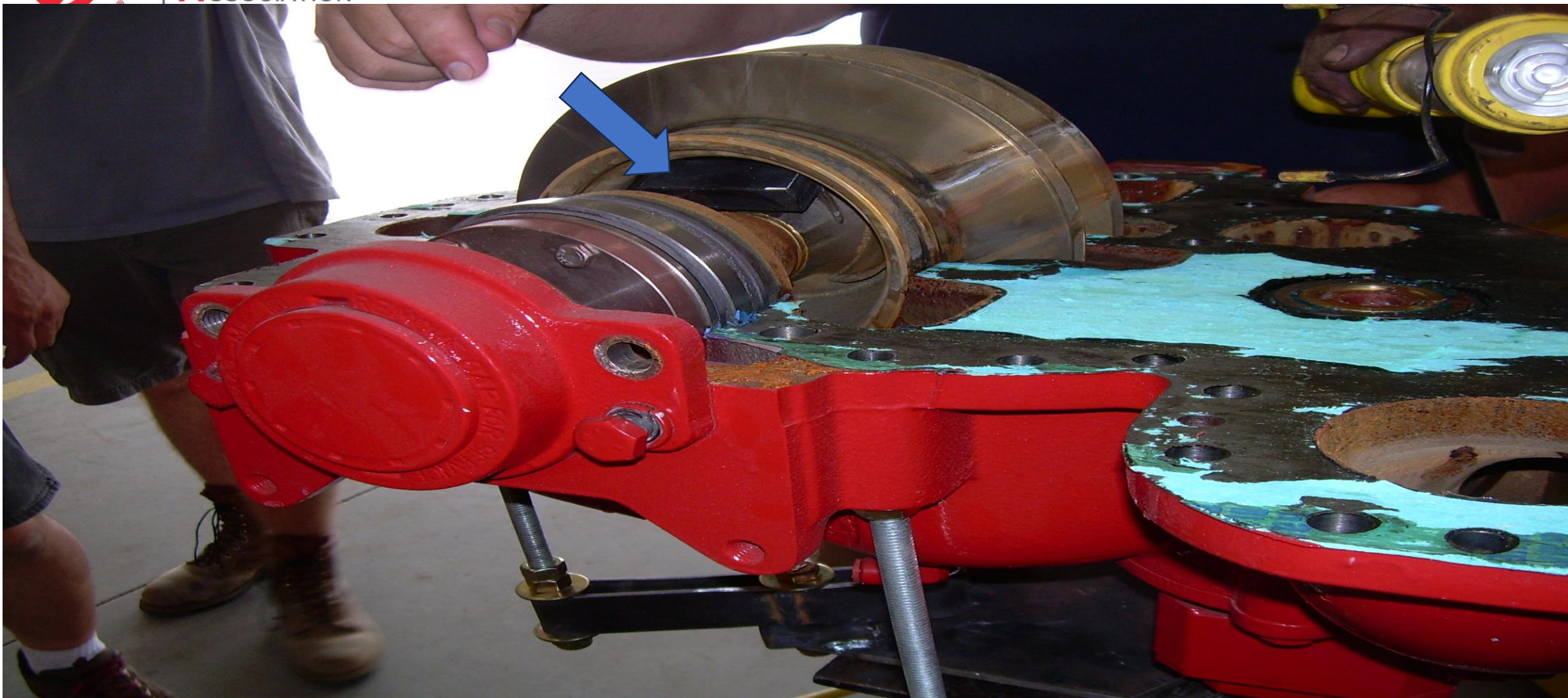


- A thorough Final Inspection or a customer that kicks the tires, slams the doors, goes for a ride, looks at the warning lights, and blows the siren and horns?????
- I'm pretty confident that you as a group are not a fan of customer final inspections and definitely not thorough final inspections.



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Final Inspection Pump Testing





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Final Inspection Testing

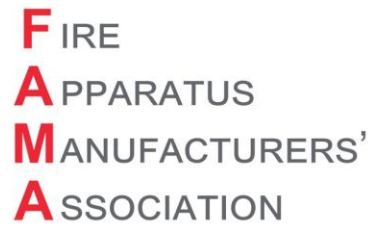




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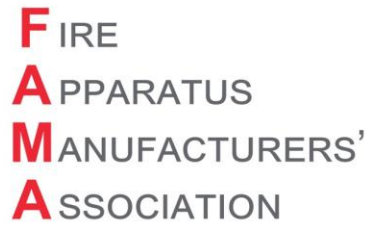
Final Inspections Lifts & Scales





DCFD Engine Final Inspection Work Flow

[illegible]



DCFD Truck Final Inspection Work Flow

[illegible]



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Electronics & Technology

- Why are there issues with Electronics on Fire Apparatus that don't seem to exist or plague other types of vocational vehicles. For example remote controls for a hydraulic boom truck that unloads construction materials.
- Radio's and IT Equipment create Parasitic Loads on the Electrical Systems. The Radio Shops and IT Divisions are constantly changing and upgrading and not giving a far enough advance warning of the changes.
- Redundancy is occurring with all of the tracking devices.



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Electronics & Technology Continued

- **For Example there are routers/modems, CAD systems with AVL, HAAS Alert, Telematics devices, the motors ECM, the transmissions ECM, the ABS system, Seatbelt Monitoring system, Drive Cameras, and the VDR.**
- **Is this all in the name of Safety or is it a Big Brother is watching scenario which turns into somewhat of a Guilty Conscience Mentality?**
- **Accidents and Litigation are probably the main reason for these monitoring systems.**
- **Any new technology that is introduced into the market today is not likely to be seen on new apparatus for a period of 2 to 4+ years currently.**



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Electronics & Technology Continued

- **Functionality of Electronics needs to be Duty Cycle Tested prior to entering the market place for reliability and durability.**
- **Is AEB coming to Fire Apparatus ? The DOT has a new Federal Motor Vehicle Standard that is coming to all Light Duty Vehicles to be equipped with Automatic Emergency Braking (AEB) by the year 2029. This new rule is calling for more advanced systems that already exist.**
- **CABT (Coalition Against Bigger Trucks) is asking for weight restrictions on trucks. This group is mostly made up of Railroad Special Interest Groups and the things they are asking for would definitely impact the road weights of the larger aerial devices and some heavy rescue type vehicles.**



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Where is all of this going ?

Electronics & Technology Electric Vehicles





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FAMA & Focus Groups

- FAMA should consider using Focus Groups to pick the brains of the Apparatus Officers from the wide variety of Fire Departments in the USA that you have access to. Put us in rooms together or alone and let us hear your ideas for new product improvement and be open to critical feedback.
- The Engineers that work for the Manufacturers are likely NOT a firefighter.
- We are doing things with these Fire Trucks that will probably leave most Engineers scratching their heads.
- City Fire Departments are probably the hardest on Apparatus.
- There is a lot that changes with apparatus but there is also a lot that doesn't ! The mission of an Engine and a Ladder Truck.



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FAMA & Focus Groups Continued

- **Ask us about Electronics to see what we like or dislike and what is working and what's not working.**
- **Reliability of Electronics has suffered since Covid.**
- **I keep hearing that a return to Cookie Cutter or Limited Options is a way to dig out of the multi-year Back Log dilemma facing Fire Apparatus Manufacturers. This scares me because if you look at most City Fire Departments their apparatus bodies are very consistently similar no matter what manufacturer built the truck. The cabs look different but their bodies are designed around the operational procedures of that particular department.**
- **Baskin Robbins Ice Cream Makes 31 Flavors for a Reason !!!!**



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FAMA & Focus Groups Continued

- **I'm only going to mention Supply Chain Issues and leave it at that because we can talk about that all day. It is still an issue for Vocational Vehicle Manufacturing.**
- **There seems to be a common issue that labor workforce issues are a common thread to the backlogs with the manufacturers and the need to train new hires to perform basic skills such as reading a measuring tape.**
- **DEF Components are BIG problem for Fire Apparatus and it does not seem like a problem that is going to go away anytime soon.**
- **This is not specific to any one Engine Manufacturer either.**



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FAMA & Focus Groups Continued

- **I participated in a Freightliner Focus Group around their M2 series Ambulance Chassis a few years ago. They put a group of people in a room and put their ideas out there and asked for feedback both positive and negative.**
- **They had hands on sessions with their current products both outdoors and indoors.**
- **I have had the opportunity to work with two different manufacturers to be able to design / re-design a cab to suit the needs of the DCFD while keeping in mind that it had to be a product the manufacturer would be able to market as part of their product line.**



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FAMA Has It Tough

- **You have to play to a wide ranging audience, from the smallest volunteer department to large Metropolitan departments.**
- **From the most rural to the urban big city environment.**
- **Every Department has different special needs to adhere to their operating guidelines and procedures.**
- **FAMA needs to be able to offer a wide range of products in order to satisfy the needs of the wide ranging audience and that has to be an extremely difficult task.**
- **This is NOT a One Size Fits All situation.**



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FAMA Has It Tough

- **FAMA has a very Big Problem with how to deal with the current back log situation.**
- **There is no doubt that there will be change orders occurring.**
- **Are you going to waive the fee for change orders because the back log is so deep?**
- **How many components will be discontinued, updated, improved, or has the company that produces the component went out of business or been sold?**
- **Is the Industry done with surcharges and price increases on orders that have Purchase Orders in place ? DCFD paid out almost \$3 million in surcharges.**



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FAMA Has It Tough

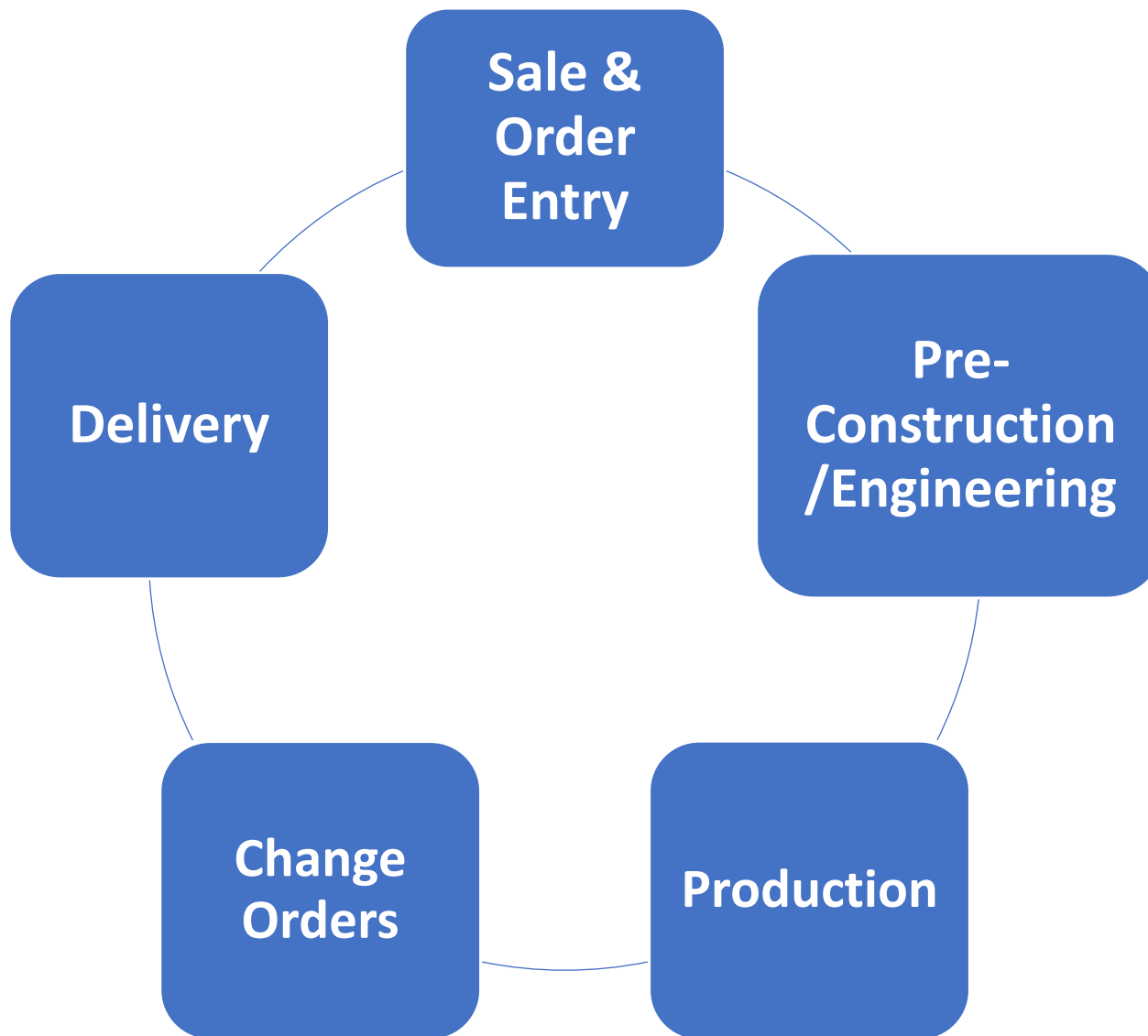
- **The Swiss Army Knife Fire Truck** that a lot of departments want to build for various reasons. Staffing issues whether it is a career, combination, or a volunteer department this may be the only piece of apparatus they are able to get out of the firehouse. These have to be a nightmare to engineer and build.
- **Virtual Meetings vs. In Person Meetings????**
- **Lean Manufacturing / Just In Time Manufacturing Model.**
Limited Inventory on the shelves. This makes it hard to adjust to any type of shortage.



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FAMA Has it Tough





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Recent Events Affecting FAMA

- **The 2 News Articles discussing the Los Angeles Fires and Apparatus Manufacturing Post Covid. One by the New York Times.**
 - I think we all could agree that there was a lot of misinformation contained in both articles. The News Papers don't seem to want to let the Truth get in the way of a good news story.
- **Tariffs**
- **How will this affect the Emergency Vehicle market.....???**



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FAMA Food For Thought

- **City Fire Departments are needy customers. We need your attention.**
- **A common complaint is that manufacturers reps are tough to get a hold of and not the best at returning our calls in a timely manner.**
- **Please Remember that you are not the only ones with tight schedules and overwhelmed with meetings as well as emails.**
- **The customer is not always going to be able to adjust to your schedule because we are responsible for a lot more than just purchasing emergency vehicles.**
- **Fire Apparatus are machines and machines break !**



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FAMA Food For Thought

- **Send your engineers and have them do “Ride-A-Longs” with your larger Metropolitan customers. Let them see what the apparatus is being used for and how it is being used.**
- **For Example a pump and plumbing engineer is typically concerned with what is coming out of a discharge pipe at the pump panel he’s not thinking about how much water will come out of a hose 500 to 1000 feet away from that pump panel. That is what Fire Departments are thinking about.**
- **Let the engineer see how the Aerial devices are operated and positioned.**



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FAMA Food For Thought

- **Riot Glass for Cab windows for protection from civil disturbances.**
- **Know and Respect your Consumer !**
- **Don't Insult your Core Customers !**
- **Listen to what they have to say with an open mind don't have a Default Mode of saying NO all of the time.**
- **Walk around your factories and look at the tool boxes on the shop floor. There is some funny stuff on them.**
- **What has happened to the "Clean Cab Interior" push ?**



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FAMA Food For Thought

- **FAMA should consider partnering with the IAFC EVMS (Emergency Vehicle Management Section) 3 current board members are on NFPA Committees.**
- **How much overlap from FAMA makes it into NFPA 1900 ?**
- **FAMA should consider getting involved with FDIC's Metro Officers program. Part of the sessions both days involve Apparatus and Equipment.**
- **If you have never watched the documentaries The Bronx is Burning or Brothers In Battle you should consider it. These are fascinating in that some of the problems that existed when these films were made are still trying to be solved today.**



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FAMA Food For Thought

- These 3 lights are tied into the universal symbols that pop up on the dash.
- Firefighters are not mechanics and they don't do regens everyday.
- Some of the DPF issues are definitely a result of people not knowing what the universal symbols / idiot lights on the dash cluster mean.
- We include these on the cab dash overhead and on the pump panel or aerial control pedestal.



Secrets of exceptional service

Question: How can your company [read: 'department'] build a solid reputation for customer service?

Answer: By putting its employees — not its customers — first.

That's the secret behind one of the great success stories of the last 15 years—the story of a company with a 7,500 percent sales growth during that period. It's the story of Rosenbluth Travel, a Philadelphia-based agency that today boasts an annual revenue of \$1.5 billion and a client retention rate of 96 percent.

The hardcover book, *The Customer Comes Second and Other Secrets of Exceptional Service*, was written by Hal F. Rosenbluth and Diane McFerrin Peters.

Customer Service

It reveals how Hal Rosenbluth turned his family business into a huge global success—with more than 2,600 people and 400 offices—by focusing on employees, who then focus on serving clients.

His hierarchy of concerns: people, service, profits—in that order.

Here is a sampling of his approach:

- “Happiness in the workplace is key to providing superior service.” Companies must constantly strive to create an environment where employees are happy.

- The true competitive measure of a company is people. “Take a look at areas with rising costs to see if there’s a correlating morale problem.”

continued on page 6

Exceptional service *continued from page 4*

- Hire wisely. “You have to be sure you find the right people from the beginning. Look for team and cultural fit...Above all, look for nice people who care. Everything else can be taught.”

- “Maintain an environment in which people feel encouraged to reach for the exceptional. They won’t if they fear the repercussions of failure.”

- “Recognize your service heroes. Look for those who add special touches—don’t let them go unnoticed.”

- “Every organization has a culture. Is yours the one you want? Seek input from your people. After all, they will be living the culture.”

- “Continually squelch bureaucracy in your company. Slow-moving organizations crush entrepreneurial spirit and stifle ideas.”

- “Never be satisfied with the service you provide. Never feel you have finally ‘reached the wall,’ because if you do, there’s nowhere to go but backward.”

- “Never, ever, allow an idea to be suppressed in your organization. People will come forth with idea after idea if they know their suggestions will be respected and acknowledged.”

Sources: *The Customer Comes Second and Other Secrets of Exceptional Service*, by Hal F. Rosenbluth and Diane McFerrin Peters, William Morrow and Co. Inc., 1350 Avenue of the Americas, New York, NY 10019—\$20. Featured in *Communications Briefings*, August 1992. ✱



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Respected or Feared

10 Things
That Take
0
Talent, But
will Get you
100%
Respect

1. Being on Time
2. Work Ethic
3. Effort
4. Body Language
5. Energy
6. Attitude
7. Passion
8. Being Coachable
9. Doing Extra
10. Being Prepared



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You Know You Are Having A Bad Day When This Happens





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**HAVING GOOD FRIENDS WITH
THE SAME MENTAL DISORDER
AS YOU IS PRICELESS!**

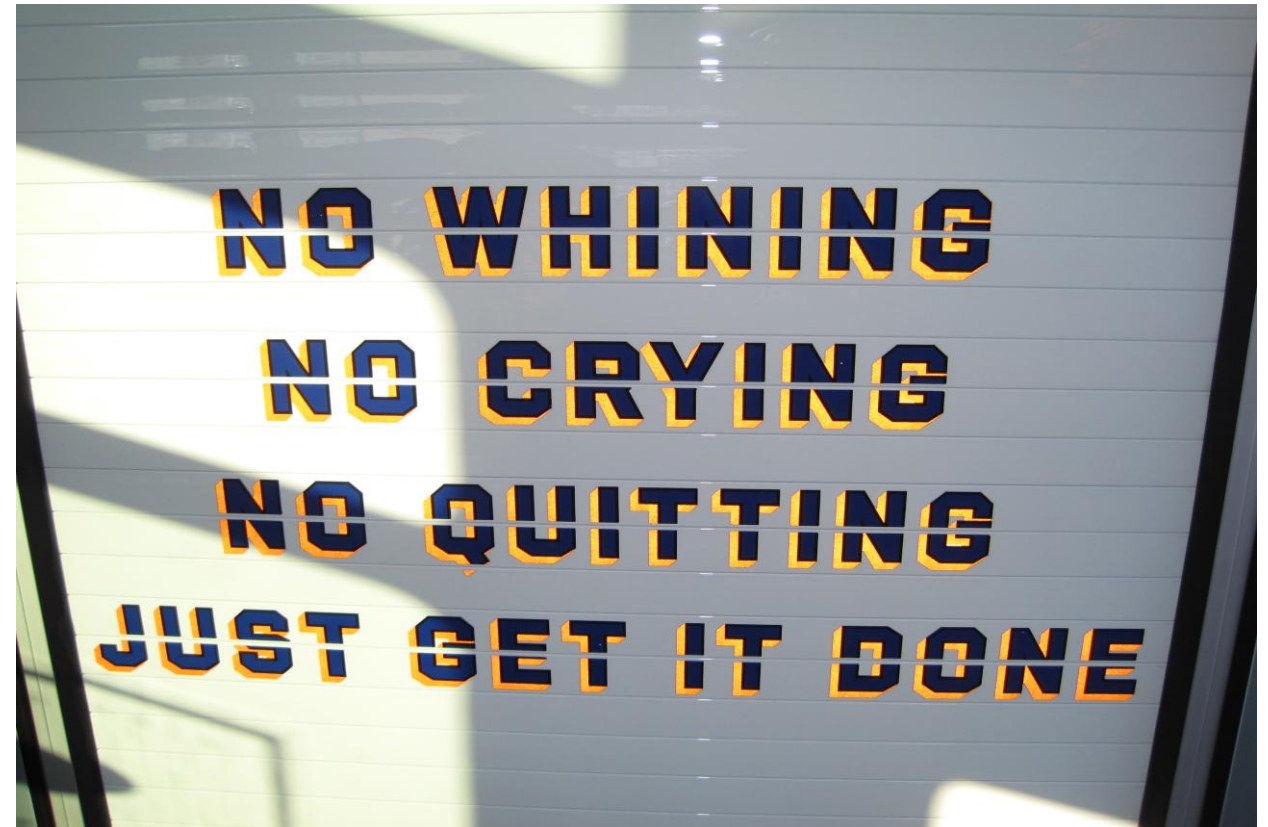
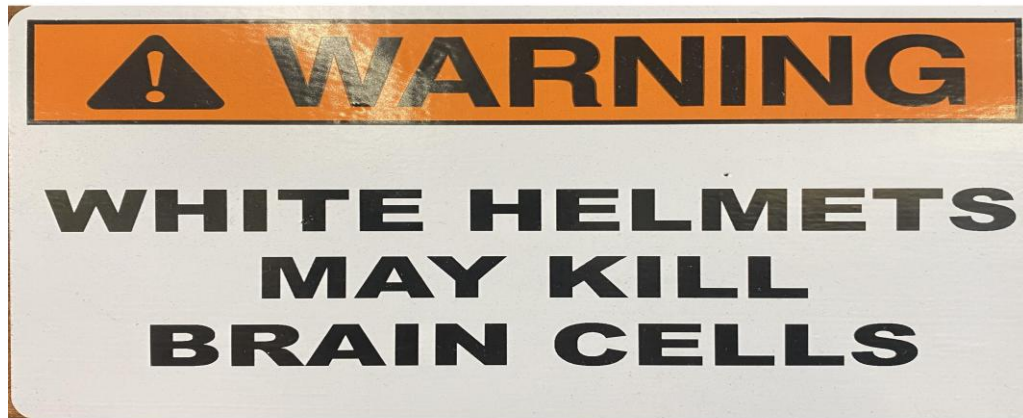




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Firefighters





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Thank You It's Been A Privilege to Address You

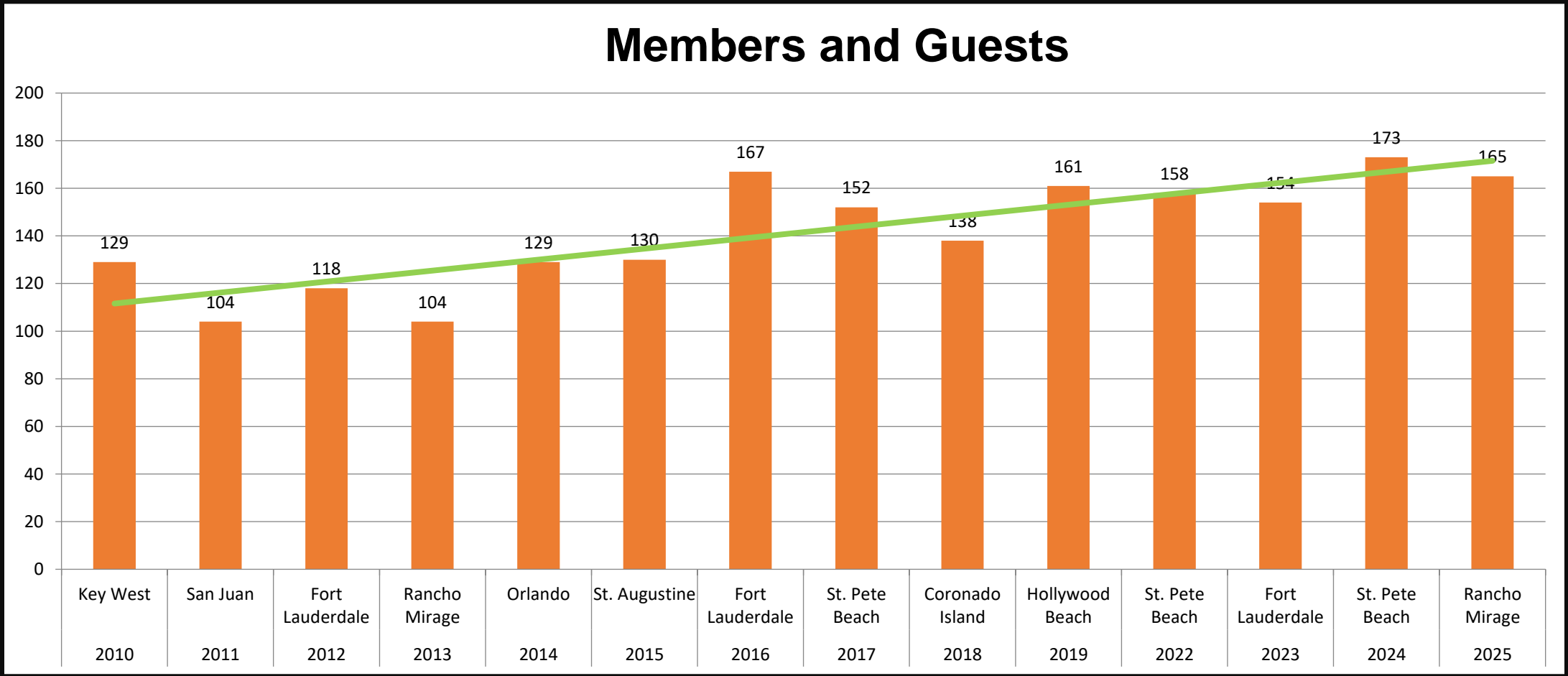




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Spring Meeting Historical Attendance





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2025 Spring Meeting

Poll Everywhere Results Review & Open Mic Discussion



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2025 Spring Meeting

FALL MEETING PLANNING COMMITTEE



Chris Martin
Gabe Casucci



Board Liaison: Kevin Ignacio



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Committee Members

FEMSA Representatives

- Peter Askey
- Karen Emory
- David Russell
- Crosby Grindle

FAMA Representatives

- Gabe Casucci
- Chris Martin
- Kevin Ignacio



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Planning Committee Activities

- Assisted with planning the 2024 Fall Conference
- Revised the conference Sponsorship Program



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Fall Conference 2024

Tampa, FL

(September 24-27)

Westin Tampa Waterside

**Cancelled due to
Hurricane Helene**





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Planning Committee Activities

- Most 2024 Sponsorships and Registration Fees will be reapplied to the 2025 Conference in Charleston, SC.

2024 TAMPA

FEMSA / FAMA ANNUAL / FALL CONFERENCE



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Fall Conference 2025

Charleston, SC

(September 23-26)

Charleston Marriott





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Fall Conference 2025 Schedule Planning

- The “Joint” sessions will be reduced:
 - Opening Keynote – Andrew Davis
 - Anirban Basu
 - Washington Update – CFSI & GAC
 - Closing Keynote – Jamie Clark
- 2 FAMA Lanes (breakouts) – **Need Suggestions for Topics**



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Questions/Comments



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2025 Spring Meeting

Unfinished Business

New Business

Closing Remarks



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2025 Spring Meeting

Next Meeting Notice

2025 FAMA Fall Conference

**Tuesday, September 23 -
Friday, September 26, 2025**

**Charleston Marriott
Charleston, SC**



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2025 Spring Meeting

MEETING ADJOURNMENT

Bruce Whitehouse



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