



# Oregon Volunteer Firefighters Association

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“Representing Those Who Volunteer”

## ***OVFA Board Meeting Minutes***

DPSST Conference Room  
January 10, 2015– 1400 Hours

### **CALL TO ORDER:**

President Parks called the meeting to order at 1338 hours.

### **ROLL CALL:**

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Rex Parks, President                            | <input type="checkbox"/> Laura Thomas, Director                       |
| <input checked="" type="checkbox"/> Kirt Hickey, 1 <sup>st</sup> Vice President     | <input type="checkbox"/> Vacant, Director                             |
| <input checked="" type="checkbox"/> Stella Hickey, Secretary/Treasurer              | <input type="checkbox"/> Greg Musil, Ambassador                       |
| <input checked="" type="checkbox"/> Jason Servatius, 2 <sup>nd</sup> Vice President | <input type="checkbox"/> Vickie Musil, Ambassador                     |
| <input checked="" type="checkbox"/> David Sellers, Immediate Past President         | <input checked="" type="checkbox"/> Mark Barker, Ambassador Scio Fire |

### **GUESTS:**

None

### **STAFF:**

Jessica Carpenter

### **INVOCATION:**

Past President Sellers provided the invocation.

### **ADDITIONS TO AGENDA**

Expo

### **MINUTES**

**Motion:** Moved by 1<sup>st</sup> VP Hickey and seconded by 2<sup>nd</sup> VP Servatius to approve the minutes of the November 21, 2014, meeting as presented. **Motion passed**

### **GUEST REPORT**

Director Eriks Gabliks provided a report on DPSST. (EXHIBIT A)

### **FINANCIAL REPORT:**

Staff summarized the financial reports provided in the meeting packet.

**Motion:** Moved by Past President Sellers and seconded by 1<sup>st</sup> VP Hickey to approve the financial report as presented. **Motion passed.**

### **COMMITTEE REPORTS:**

- Ambassador Program** – Treasurer Hickey and 1<sup>st</sup> VP Hickey are updating the PowerPoint presentation and will get a copy to 2<sup>nd</sup> VP Servatius and to staff. Past

President Sellers recently visited Astoria Volunteer Meeting and met some potential ambassadors.

- b) **Budget** –2015 Budget was approved and has been added to QuickBooks for the year to track progress in meeting these goals.
- c) **Bylaws** – Committee is not providing any suggestions for review this year.
- d) **Conference** –
  - a. Stella provided draft class list to staff, she is still working on getting some instructors lined up. Class synopsis and speaker information is expected to Stella by January 15, 2015. Swift water rescue instructor is asking for \$250.00 per student, board discussed that this might be cost prohibitive with the additional expense. Jason Servatius and Mark Barker are going to reach out to some other potential instructors to see what they might be able to come up with. Stella is going to check with that instructor and see if he can come down in his cost, possibly accept a tax donation in lieu of some of his expenses.
  - b. Past President Sellers shared a potential class for future conference: Radio Communication Class – First In: Car Fires/Size Ups
  - c. Location: Stella and Kirt toured the Blue Mountain College, which has offered the use of their space for \$100.00, \$25.00 per day for janitorial. Thirteen (13) classrooms have been secured for OVFA each day plus one classroom on Wednesday for rope rescue. One large room will be used for business meeting, breakfast, and lunch and vendor night. Boardroom available during full conference for staff/board use. Additional fee of \$25 per hour for IT if anyone is required to assist with AV setup/issues. Each class will be equipped with a screen and PowerPoint projector at no additional cost. Laptops, dry erasers/markers and any additional AV needs will be the responsibility of OVFA. Vendor tables are 6ft, no 8ft tables available. Off-site location being scouted for the high angle class. Blue Mt Auto is setting cars aside for extrication and will provided space for the hands on part of the extrication class. Airport will host one class off-site. Kirt is speaking with Ford Dealership about using shuttle for extrication class transportation. College has a preferred catering company that we will need to contact, they may also be able to provide bar service for vendor night. Walk through in scheduled for March 21 at College.
  - d. Keynote Speaker options:
    - i. Russ Wilson from Seahawks
    - ii. Deadliest Catch Mike Faulkner
    - iii. Rep Greg Smith
    - iv. Gordon Smith
    - v. Gary Sydell, retired Chief from Hillsboro FD.
  - e. Host BBQ – potential Wild West Show, live Band, community pool BBQ – Pendleton Fire, the host department will cover cost of the Wednesday night event. Chief Jason Walker is the contact at Pendleton FD.
- e) **Grants and Scholarships** –
  - a. **Conference Grants:**
    - i. Stella is working on finishing the Pendleton Grant for \$5000.00.
    - ii. St Anthony’s hospital – Stella submitting paperwork for \$2500.00 grant.
    - iii. TransCanada, gas line in the area, Stella is finishing the online application for \$2500.00 grant.

- iv. Banner Bank, Stella submitting paperwork for a \$5000.00 grant.
- b. **Other Grants:** Stella was working on Oregon Community Foundation, grant deadline is 2<sup>nd</sup> week in February but it will not happen due to the computer issues. There is another option for August.
- f) **EMT Advisory Committee and OFCA EMS Section** – 1<sup>st</sup> VP Hickey received email last week from Randy from TVFR regarding EBOLA transport. He did not make it to the December meeting.
- g) **Governor’s Fire Policy Council** – Past President Sellers reported that the next meeting is scheduled for Jan. 27. He did attend the swearing in ceremony for Jim Walker in November. Participating in two task forces: Reduced Law Enforcement Task Force- attended meeting in Sunriver at Oregon Fire Service Conference. Firefighter Injury Statistics task force – attended meeting yesterday and learned about information gathering process/plans.
- h) **Fire Policy Committee** – No report.
- i) **NVFC** – No report. Dues renewal received for OVFA annual membership, staff will pay this within first quarter of 2015 after OVFA collection begins.
- j) **Legislative** – Board discussed items of potential interest including the \$600 rebate, EMS Adrenaline Insufficiency (unnecessary burden and expense) and EMR mileage rules.
- k) **Surplus Program** – Past President Sellers visited the trailer in Stayton recently looking for turn outs for training. He reported back that OVFA have several available and told them they could come get them.

**OLD BUSINESS:**

- Challenge Coins – Staff provided pricing sheets again for review. Board discussed options, they have been happy with Symbol Arts in the past and thinking going with them again would be a good idea. Discussed OVFA logo on one side and conference location/date on backside. Staff get pricing for 250 and 300 coins for Symbol Arts and report back.
- Chaplain Selection – The Committee has not yet acted.
- Banking – Staff reported that a new checking account at Chase Bank has been opened. The old accounts at Umpqua will be closed when all items have cleared. Current signers include David Sellers, Rex Parks, and Genoa Ingram. Stella did not make it to the local branch within the 30 days so she has not yet signed up with Chase.
- Online Sales – Tabled until there is an interest and the product available.
- Junior/Explorer Council – Roundtable at conference is being discussed. Stella will facilitate this meeting.
- Polo Shirts – 1<sup>st</sup> VP Hickey has received all sizes from Board Members. Seeking sizes from Ambassadors.

**NEW BUSINESS:**

- GoFundMe– Campaign has been set up to raise funds for OVFA. Current donations are at \$210.00.
- Open Board Position – Analisa McKinley has left the board due to schedule conflicts. Discussed Ambassadors and who might be interested. Staff will reach out to the Ambassadors to see who might be interested in being appointed.
- Treasurer Laptop – Stella reported that she took the laptop to Best Buy. The operating system and hard drive are both fried. Stella did not look at replacement cost yet because she was not sure what might be in the budget. Stella had been backing up to her thumb

drive but all those files were corrupted so all the OVFA work is lost. Stella brought the laptop and charger to staff to store in the Salem office. Stella said that there is no immediate need since she can use Kirt's computer. Board consensus is to wait until there is a need, consider grant funds if any are received and make that purchase when it is necessary.

- Bereavement Uniforms – Lighthouse Uniforms is interested in sharing space at Expo and sharing about this program. Board would like more information about the program before providing any endorsement.
- OFCA Roundtable – Rex, David and Jason attended the event at DPSST. It was a positive roundtable with good retention from day one to day two. Good networking for OVFA with rural chiefs. Combination roundtable is coming up Feb. 12-13, 2015 at DPSST. Board discussed and agreed to move the February 13 meeting to Salem Office at 6pm to coincide with the Roundtable.
- March meeting walk through March 21 in Pendleton – Discussed and decided to move the board meeting up to 9am followed by the walk through. Rex has an obligation to be at an event for another association that he is involved; needs to be back in town by 4pm and hopes to leave by 1pm.
- Expo – May 15-16, set up on the 14<sup>th</sup>. Stella will reach out to confirm that we can continue with booth in same manner. David Sellers will be talking with California Casualty about their annual sponsorship level and also their involvement with Expo.

#### **BOARD REPORTS:**

- Kirt Hickey - Hermiston is starting a high angle rescue team.
- Stella Hickey – Working with Estacada to improve their support program. Three new departments came on board after the Oregon Fire Corps conference.
- Jason Servatius– Volunteer association is combining with district 4 for training purposes.
- Mark Barker – Scio started Santiam Canyon Officers Corp, includes 9-10 departments that are working to share training opportunities.
- David Sellers- Planning to attend the OFCA conference in May to represent and also plans to continue supporting OVFA on the Oregon Fire Service Conference planning committee.
- Rex Parks – Shared letter from Stayton Fire about agreement for storage units. Bond levy passed and they are starting to see funds available. His chief was involved in an accident and he broke his pelvis and 7 broken ribs.

#### **ADJOURNMENT**

There was no further business and the meeting was adjourned at 1705 hours.

Transcribed by:

Jessica Carpenter, OVFA Staff

**Exhibit A**  
**Department of Public Safety Standards and Training**  
**Fire Service Update**  
**January 2015**

**Reminder FEMA SAFER & FP&S Grants to Open Soon**

The Funding Opportunity Announcements for the FY 2014 Staffing for Adequate Fire and Emergency Response (SAFER) and the 2014 Fire Prevention and Safety (FP&S) Grant Programs are now available online!

The FY 2014 application period's for both programs are right around the corner. The application periods are currently scheduled for the following dates (subject to change):

Staffing for Adequate Fire & Emergency Response (SAFER): February 9, 2015 – March 6, 2015  
Fire Prevention and Safety (FP&S): March 16, 2015 – April 17, 2015

Please keep your eye on DPSST's Fire Bulletin listserve for updates or visit the FEMA Fire Grants webpage at [www.fema.gov/firegrants](http://www.fema.gov/firegrants)

***Fire Certification Section***

**New Rules for Fire Service Background Investigations Approved**

New rules for BPSST background investigations for criminal justice and fire service personnel were filed permanently on December 29, 2014. The final text has been added to DPSST's website and can be found at <http://www.oregon.gov/dpsst/SC/docs/Rules/Jan%202015/259-008-0015%20259-009-0015%20Background%20Inv%20Final%20Text%20for%20website.pdf> The Secretary of State's website will not update till February, 2015 as they are about a month behind. DPSST appreciates the various fire agency representatives who participated on the work group that updated these standards.

**259-009-0015 - Background Investigation**

- (1) A background investigation must be conducted by a fire service agency on each individual being considered for employment as a fire service professional to determine if applicant is of good character.
  - (a) The background investigation must include, but is not limited to, investigation into the following:
    - (A) Criminal history and arrests;
    - (B) Department of Motor Vehicles (DMV) records;
    - (C) Drug and alcohol use;
    - (D) Education verification;
    - (E) Employment history;

- (F) Military history verification;
  - (G) Personal and professional references. Personal and professional references may include, but are not limited to, friends, associates, family members, and neighbors;
  - (H) Personal Interview. The personal interview may occur before or after the investigation and may be used to clarify discrepancies in the investigation;
  - (I) Records checks, which may include, but are not limited to:
    - (i) Police records, district attorney, court and Oregon Judicial Information Network (OJIN) records;
    - (ii) Open sources or social media, as permitted by law;
    - (iii) Financial information, as permitted by law; and
    - (iv) Department of Public Safety Standards and Training Professional Standards records.
  - (J) Residential history; and
  - (K) Work eligibility.
- (b) Each individual being considered for employment must provide a notarized personal history statement. The statement must include, but is not limited to:
- (A) Verification of the background information referred to in section (1) (a);
  - (B) A complete list of all fire service agencies an individual has applied with; and
  - (C) A signed release allowing background investigation information to be shared with other potential employers.
- (2) Results of the background investigation on all fire service professionals must be retained by the fire service agency in accordance with the Secretary of State's Record Retention Schedule and must be available for review at any reasonable time by the Department.

Stat. Auth.: ORS 181.640

Stats. Implemented: ORS 181.640

### **New Rules for Wildland Interface Training Certification Approved**

New rules for fire service personnel seeking DPSST wildland interface certification were filed permanently on December 29, 2014. The final text has been added to DPSST's website and can be found at <http://www.oregon.gov/dpsst/SC/docs/Rules/Jan%202015/259-009-0005%20259-009-0062%20Final%20Text%2012-31-2014%20for%20Website.pdf> The Secretary of State's website will not update till February, 2015 as they are about a month behind. DPSST appreciates the various fire agency representatives who participated on the work group that updated these standards.

### **Maintenance Re-Certification**

Maintenance Re-Certification continues to be in process and we have received 243 out of 295 packets so far. Please remember, information is processed by date of receipt, please do not expect if you submit it on December 31, 2014 that it will be processed immediately.

If you have lost or misplaced your packet, please contact Tina Diehl for assistance and she can provide you direction for your next steps. She can be reached at 503-378-2254 or by email at [tina.diehl@state.or.us](mailto:tina.diehl@state.or.us)

Please remember any certifications not recertified with DPSST will fall to lapsed status after January 1, 2015.

### **Updates from DPSST Fire Certification Task Forces in Progress**

NFPA Fire Officer: (This will be presented to the FPC on February 25, 2015)

The Fire Policy Committee (FPC) met on August 27, 2014 to discuss and review the recommendations of the NFPA Fire Officer Task Force. The FPC had concerns regarding some of the recommendations presented by the Task Force and requested the Task Force asked it be sent back for further discussion. The standard continues to be in process and will not be moving forward to the public comment period until further notice.

If you have questions, please do not hesitate to contact Julie Olsen-Fink at 503-378-2297 or email Julie at [Julie.olsen-fink@state.or.us](mailto:Julie.olsen-fink@state.or.us)

History: The Task Force originally concluded their On June 26, 2014, the Standard for Fire Officer Professional Qualifications, National Fire Protection Association (NFPA) 1021 Task Force, convened at the Department of Public Safety Standards and Training. The Task Force commenced work at the direction of the Fire Policy Committee (FPC) to review the currently adopted 2009 Edition against the proposed 2014 Edition.

NFPA Rescue Technician: (This will be presented to the FPC on February 25, 2015)

On August 11, 2014, the National Fire Protection Association (NFPA) 1006 Technical Rescuer Task Force convened at the Department of Public Safety Standards and Training (DPSST) at the direction of the Fire Policy Committee (FPC) to discuss and review the 2013 standards. The Task Force determined it would be in the best interest of the Oregon Fire to propose the adoption of the 2013 Edition of NFPA to the FPC.

In an effort to better explain the process, the task force worked on concert with DPSST to create a guide to assist in the process of understanding the impacts and proposed changes. Their work is still in draft process and will be presented to the FPC in November.

NFPA has created changes to the standards. The Task Force and DPSST would encourage you to review the changes when it becomes available for review in public comment. This has not opened for public comment and still needs to be reviewed by the Fire Policy Committee and the Board. Once it becomes available for review, DPSST staff will post the notification on our webpage. If you have questions, please do not hesitate to contact Julie Olsen-Fink at 503-378-2297 or email Julie at [Julie.olsen-fink@state.or.us](mailto:Julie.olsen-fink@state.or.us)

## **Upcoming Fire Certification Task Forces**

Oregon specific Maritime Firefighter  
Oregon Specific Urban Search and Rescue  
NFPA Marine Land-Based Fire Fighter

## ***Fire Training Section***

### **DPSST Has Grants Available to Support Regional Delivery of NFA Classes**

DPSST has once again been awarded a \$20K grant from DHS/FEMA/NFA to deliver specific 2-day NFA classes in Oregon. If you have an interest in this particular program, contact Mark Ayers at 503-378-2726 or via email at: [mark.ayers@state.or.us](mailto:mark.ayers@state.or.us)

### **DPSST Hosts IAFC Ready, Set, Go! Train-the-Trainer**

The International Association of Fire Chiefs will present a Ready, Set, Go! Train-the-Trainer class at DPSST in Salem, Oregon. Join us to learn about the important stages of wildfire readiness and strategies to implement in your community. This program helps fire agencies teach individuals who live in high risk wildfire areas, and the wildland-urban interface, how to best prepare themselves and their properties against fire threats.

When: Wednesday, February 4, 2015, 9 a.m. to 3 p.m.

Where: Oregon Public Safety Academy, 4190 Aumsville Hwy., Salem, OR 97317

Who: Fire Agencies, Neighborhood Coalitions, & Homeowners Associations

Cost: Free. Lunch will be provided.

Registration: <https://event-rsg.eventbrite.com>

Questions, contact Oregon Office of State Fire Marshal, Fire & Life Safety Education at 503-934-8228 or [osfm.ce@state.or.us](mailto:osfm.ce@state.or.us).

### **DPSST Active Shooter Training Classes**

DPSST Fire and Law Enforcement training sections are working together to present 'Active Shooter' training throughout the state. Keep tabs on this training opportunity through your Fire ListServe subscription. Don't have a ListServe subscription? It is free. Contact Thelma Denney at [thelma.denney@state.or.us](mailto:thelma.denney@state.or.us)

### **Winter Fire School - February 21-22, 2015**

Reserve these dates now! What: Winter Fire School "2015".



When: February 21-22, 2015.

Where: Oregon Public Safety Academy, 4190 Aumsville Hwy, SE, Salem, OR 97317.

Classes to be offered:

- Strategy & Tactics for Initial Company Operations: (16 hour class) (FGL – FO I)
- Incident Safety Officer: (16 hour class) (FGL – FO I or FO II)
- Preparation for Initial Company Operations: (16 hour class) (FGL)
- Training Operations in Small Departments (Maintenance)
- Health & Safety Officer: (16 hour class) (FO I or FO II)
- Leadership II (Maintenance)
- Decision Making for Initial Company Operation: (FGL – FO I)
- Vehicle Extrication: (16 hour class) (FF II)
- Chief's Toolbox 7, 8, & 9: (16 hour class) (Maintenance)

The registration form is available on the DPSST website at <http://www.oregon.gov/DPSST/FT>. Look for "Fire Training News" and select the "Winter Fire School 2015" link. This action will open the flyer (allowing you to select a class and register for Winter Fire School). Fax applications to: Thelma Denney, Fire Training, (503)-378-3345, any questions? Email or call Thelma at 503-378-2408, or E-mail: [thelma.denney@state.or.us](mailto:thelma.denney@state.or.us).

### **Crude Oil by Rail Awareness 4-Hour Class Available**

Thanks to the assistance of the Illinois Fire Service Institute at the University of Illinois, DPSST is mailing a four-hour Crude Oil by Rail Awareness Class DVD to fire departments and fire protection districts throughout the state. The DVD program includes everything the instructor will need including lesson plan, power point, and videos which will allow delivery at the local fire station.

Overview: The Crude Oil by Rail Awareness class will introduce students to the recent increase in crude oil shipments by rail. This course will cover the basic chemical and physical properties of the types of crude being transported. In addition, students will learn basic railcar design features, unit vs. manifest trains, common railroad terminology, and techniques for contacting and working with the railroad. The course will touch on tactics and strategies for handling crude oil train derailments, but will not teach the student how to employ these tactics. Lastly, the course will look at case studies of recent crude train derailments and discuss lessons learned.

Course Requirements and/or Recommendations: These can be divided into three categories: those completed prior to arriving in class (Pre-Course Work), those completed during class, such as homework assignments and quizzes (Course Work), and requirements completed after class but prior to receiving a certificate of completion. (Post-Course Work)

Course Modules:

Module: 1 / Title: Crude Oil History

Terminal Learning Objective: At the conclusion of this module, students will discuss the history of crude oil in the United States.

Module: 2 / Title: Tank Car Characteristics

Terminal Learning Objective: At the conclusion of this module, students will identify key features of railcars that are used to ship crude oil.

Module: 3 / Title: Chemical and Physical Properties of Crude

Terminal Learning Objective: At the conclusion of this module, students will explain the effects that crude may have on the human body.

Module: 4 / Title: Site Assessment of Crude Oil by Rail Incidents

Terminal Learning Objective: At the conclusion of this module, the student will identify actions to be taken by Awareness level personnel at a crude oil by rail incident.

Module: 5 / Title: Planning for Crude Oil Emergencies

Terminal Learning Objective: At the conclusion of this module, students will be able to develop IAPs to mitigate incidents involving crude oil by rail in their jurisdictions.

If your agency does not receive this program by mid-January, 2015, contact Thelma Denney / DPSST's Fire Service Support Specialist / (503) 378-2408 or [thelma.denney@state.or.us](mailto:thelma.denney@state.or.us)

### **46th Annual - Northwest Leadership Seminar**

Date: March 4-6, 2015

Web address: [www.nwleadershipseminar.com](http://www.nwleadershipseminar.com)

The Northwest Leadership Seminar marks its 46th annual anniversary in 2015. The Seminar has grown from a management and training event for 50 Fire Chiefs in 1970, to a venue that today consistently attracts 650-750 leaders.

The 2015 "Veteran Leadership" Seminar will be a unique opportunity for leaders in emergency service, education, and other public and private sectors to come together to improve upon their leadership skills through motivational presentations, networking, and training.

Register online at <http://www.nwleadershipseminar.com/registration/attendees.html>

The Seminar will be held at the Red Lion in Jantzen Beach – Portland, Or.  
Red Lion Hotel on the River  
909 N Hayden Island Drive  
Jantzen Beach - Portland, OR  
Make Hotel Reservations at: 800-733-5466

### **NFPA Releases Annual U.S. Firefighter Injury Report**

The National Fire Protection Association (NFPA) released the latest edition of its U.S. Firefighter Injury Report which highlights data on injuries sustained by firefighters on duty. The

statistics were collected from fire departments responding to the 2013 NFPA survey for U.S. Fire Experience.

In 2013, 65,880 firefighter injuries occurred in the line of duty, a decrease of 5.1 percent from the previous year.

Of those injuries, 29,760 (45.2 percent) occurred during fireground operations, with the leading causes reported as overexertion, strain (26.5 percent) and fall, slip, jump (22.7 percent). The Northeast had the highest fireground injury rate, with more injuries per 100 fires than other regions of the country.

The major types of injuries received during fireground operations were: strains, sprains, and muscular pain (55.3 percent) followed by wounds, cuts, bleeding, and bruising (13.8 percent) burns (5.1 percent) smoke or gas inhalation (5.0 percent)

An estimated 11,800 injuries occurred during other on-duty activities, including:  
4,015 while responding to or returning from an incident  
7,770 during training activities

Strains, sprains, and muscular pain accounted for 58.4 percent of all non-fireground injuries

In addition to injuries, there were 7,100 exposures to infectious diseases, and 17,400 exposures to hazardous conditions.

To see the complete report please go to <http://www.nfpa.org/research/reports-and-statistics/the-fire-service/fatalities-and-injuries/firefighter-injuries-in-the-united-states>

### **NFFF and USFA Unveil Vulnerability Assessment Tool:**

The National Fallen Firefighters Foundation (NFFF), in coordination with the U.S. Fire Administration (USFA), has developed an online Vulnerability Assessment Tool that will provide fire departments with a systematic process to evaluate risk and ultimately reduce the threat of firefighter injuries and deaths. Honeywell has chosen to financially support the Vulnerability Assessment Project (VAP), and to supply leadership throughout its development.

At the end of the process, users have a customized report identifying areas of vulnerability linked to firefighter injuries and deaths. Each report contains suggestions for "risk reduction alternatives" specific to identified vulnerabilities and provides pertinent industry standards and guidelines to address the identified concerns.

Fire departments can then use this analysis to develop operational and strategic plans to implement the risk reduction recommendations necessary to minimize or eliminate predictable causes of line-of-duty injuries and deaths.

Key Features:

- Online and Interactive
- Secure

- Customizable
- Easy to Use
- Free

Some things the VAP will assist you with:

- How do you KNOW your first alarm assignments are adequate?
- How do you KNOW your first alarm staffing matches the fire?
- How do you KNOW how a line will be stretched?
- How do you KNOW you will have adequate water supply?
- How do you KNOW your officers are able to size up, in order to make the correct decisions?
- How do you KNOW the members know what venting will-or will not do?

Determining your fire department and community vulnerability has been a guessing game in the past, with only a few, very limited tools that can be used to measure what the FD does right-or doesn't do right-or may not be able to do right. There is, however now, a NO COST tool developed by firefighters for firefighters that allows a fire commissioner, a chief or organization leadership to determine where their department really is. Take time NOW to understand how this FREE online tool can help cut out the BS and prove the needs of your department.

CLICK HERE for an overview of VAP: <https://www.firevap.org/system/overview>

CLICK HERE to sign in and start the process: <https://www.firevap.org/>