



ARIZONA FIRE DISTRICT ASSOCIATION

Volume 22, Issue 2
Summer 2015



AFDANews

AFDA 2015 Summer Conference

June 25-27, 2015
Loews Ventana Canyon
7000 N. Resort Dr., Tucson 85750

See page 11 for schedule. Pre-registration deadline: June 17

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President's Message

By May Dalton, Sun City West Fire District



Summer Conference Time! I'm looking forward to once again connecting with friends and colleagues in the fire service. The Education Committee has prepared a full schedule of important and timely topics for attendees. The statutorily required training for new board members and fire chiefs will once again be offered. We have a host of vendors that will be attending the conference as well. Please take the time to stop by their booths to see the latest and greatest in products and services offered, and thank them for their support of the Association.

Chief Bryan Savage and I recently traveled to Washington D.C. for the annual Congressional Fire Service Institute (CFSI) program. CFSI is a unique program that brings in fire service leaders from all over the country to cover items of national interest and, most importantly, provides a conduit for us to schedule time with our elected leaders from Arizona. Bryan and I were joined in D.C. by Chief Simon Davis, Chief Katie Sayre, Arizona VFIS President Wiatt Wong, and Arizona Fire Chiefs Association representatives President Mary Cameli and Vice President David Staub. The seven of us were able to split up into two teams and visit the office of our elected officials from Arizona. Our visits in each office averaged 25-30 minutes and we were able to lay out the concerns of the Arizona Fire Service directly to the decision makers at the national level. Some of the items covered included the Assistance to Firefighters Grant (AFG), the Staffing for Adequate Fire and Emergency Response (SAFER) grant, funding for the US Fire Administration/National Fire Academy, the wildland prompt pay concerns, the Healthy

Forest Initiatives and the new Community Integrated Health Care programs being offered by many fire districts in Arizona. A sincere thank you goes to Wiatt Wong and VFIS for the financial assistance with travel expenses for AFDA and AFCA representatives. Additionally, a big thank you goes to Past President Simon Davis for making our legislative appointments and keeping us on track.

We have had a few AFDA Board changes over the past few months. Fire Chief Paul Wilson, from Sun Lakes Fire District, recently accepted a Fire Chief position in Cathedral City, California which opened the Area 4 (Pinal and Maricopa County) Director position. We appreciate Chief Wilson's guidance and assistance to the Fire District Association and Area 4 fire districts over the past few years and wish him the best in his new position. Green Valley Fire District Division Chief Katie Sayre, has been instrumental in their District's new community health care program and is dedicating her time to the success of the program. This resulted in a vacancy for the Area 6 (Pima and Santa Cruz county) Director position. The Association has benefitted tremendously from Katie's many years of service on the AFDA Board; initially as the Administrative Section Director and then later as the Area 6 Director. Fortunately, we had many well-qualified candidates express an interest in filling the two vacancies. At the May 7, 2015 Board Meeting, the Board of Directors appointed two individuals with extensive experience and expertise in fire service and fire district issues: Fire Chief Randy Karrer to the Area 4 Director position; and Fire Chief Les Caid to the Area 6 Director position. We welcome them to the AFDA Board of Directors and look forward to their contributions and guidance for the Association.

Finally, but most importantly, the AFDA Executive Director and Board of Directors have continued to work collaboratively with the Arizona Fire Chiefs Association, the Professional Firefighters of Arizona, and the Arizona Fire Service Institute to further AFDA's legislative agenda for next legislative session. Throughout the summer and into the early legislative session we will be working to promote fire district funding changes and pension reform. If we are to be successful in

these two critical endeavors, we must stand together and speak with a unified voice to ensure that our proposals reach the Governor's desk. Executive Director Flynn will be providing the membership with additional information and progress updates as we move further into the summer.

I hope to see all of you at the Tucson conference. In the meantime, be safe and be well, and continue to do the good work you are doing for you. In the meantime, be safe and be well, and continue to do the good work you are doing for your department, your community, and the Association.

Message from the Executive Director

By John Flynn, AFDA Executive Director



With the arrival of summer fire districts can depend on two things for certain:

(1) Wildfires, to which we'll be tasked with protecting Arizona's citizens, their property and the state's natural resources. Once again

fire districts will continue to carry a significant share of the initial financial burden of delivering these services. This past legislative session saw no relief enacted as majority leadership in the House, for the second consecutive year, again refused to advance a bill designed to make the State pay for fire district cooperator contract costs in a prompt manner (HB 2366); and,

(2) Implementing new laws and regulatory

requirements passed by the Legislature each winter (new enactments become effective July 3, 2015 unless enacted with the emergency clause).

Regarding wildfire reimbursement, AFDA has worked through the last two legislative sessions and into the beginning of each fire season seeking to address the prompt pay issue for wildfire deployments. Getting our legislative and state leaders to recognize the importance of this issue for fire districts has been paramount. Unfortunately, to date we have had little success in resolving the prompt pay for wildfire deployment issue. The new State Forester, Jeff Whitney has promised to address the issue....

On the other hand, there's been no lack of additional statutory and regulatory burdens placed upon fire districts over the past several legislative sessions (unfunded mandates I might add...). S1312 (enacted) was sponsored

by AFDA to address several oversights and conflicts that existed with laws passed in previous sessions to regulate fire districts. Two of our most time sensitive and critical legislative items were not passed during the last legislative session. Those being pension reform and the tax rate cap override.

Addressing these issues is paramount to the ongoing sustainability of fire districts (both in the near and long term). On a positive note, our advocacy efforts this past session were implemented in partnership with the Professional Fire Fighters of Arizona (PFFA) and the Arizona Fire Chiefs Association (AFCA). A continued commitment by AFDA, PFFA and AFCA to work as a single unified voice of the Arizona fire service is essential if we expect to have success with pension reform or revenue issues going forward.

Continued on page 5

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Continued on page 4

Planning for the legislature's next session is already underway. AFDA will continue to seek relief from property tax revenue restrictions and to promote pension reform efforts. Preliminary planning discussions began at the May 7, 2015 AFDA Board of Directors meeting. We'll be discussing legislative issues at the upcoming AFDA Conference in Tucson on June 25, 26 and 27.

Speaking of the AFDA Summer Conference, we've got another great lineup of classes and speakers for this summer at AFDA. Thanks to the efforts of the Education Committee and our members who facilitate the conferences, we anticipate another great conference event for AFDA members. And a new board of directors will be seated at the AFDA Summer Conference, which will bring with it new ideas and energy to move AFDA into the future. I look forward to seeing you all in Tucson.

Wittmann Helps Family

The Wittmann Fire District and Local 3449 teamed up April 6, 2015 to assist a local family of 5, with two young children. Some members of the family are deaf and have no smoke detectors in their home, nor the ability to purchase the specialized equipment. Fire statistics have proven that two-thirds of house fire deaths occur in homes with no smoke detectors. The Wittmann Fire District and United Wittmann Firefighters took it upon themselves to "adopt" this family and purchase the package out of their own pockets consisting of smoke detectors, carbon monoxide detectors, strobes, and a bed vibration device all specifically designed for the deaf. The family now feels relief that if a fire were to occur in their home they will be alerted to exit the home.



Come find out what these fire districts already know!

- Camp Verde Fire District
- Central Yavapai Fire District
- Clarkdale Fire District
- Highlands Fire District
- Montezuma-Rimrock Fire District
- Northern AZ Consolidated Fire District
- Pine-Strawberry Fire District
- Rio Rico Fire District
- Verde Valley Fire District

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Verde Valley New Pumper

By Fire Chief Nazih Hazime

Verde Valley Fire District has completed the purchase of a new engine pumper to replace our oldest pumper, a 1992 Pierce Pumper (23 Years Old) that will be placed for auction in the near future. Our new 2015 Rosenbauer Commander 4000 is a state of the art pumper and specially designed and configured for our use. Captain Mark Dixon was instrumental in creating the specification and Captain Joel Rosenberg supported this project with the configuration of the new engine pumper. The work of these two Captains resulted in cost saving for the District and tax payers. Specification was requested based on the District's challenges including Geographic's.

The District is also reviewing the option of refurbishing other engine pumpers instead of replacing with new. This will be another cost saving initiative.

Gila County Fire Chiefs Meet With State Legislators

By Gary P. Morris, Fire Chief, Pine Strawberry Fire District, AFDA Area 8

On May 14th, some 30 state legislators and federal agency personnel were scheduled to do helicopter tours of the Blue Ridge Reservoir water shed north of Payson as part of a Forest and Watershed Restoration, Power Generation and Associated Issues project. Of thirty, 14 were State Representatives or Senators.

Gila County Supervisor Tommie Martin was able to schedule this group to meet with the Northern Gila County Fire Chiefs (the group came in at the end of our monthly meeting). While I'm sure they expected us to be interested in wildland issues and forest thinning, we quickly took over the meeting and moved the discussion to several critical issues affecting fire districts that need to be addressed – primarily the need for rapid reimbursement for wildland response, the need for a voter choice (tax override) in funding district budgets, relief from high premiums and cancellations of workers compensation coverage from Copperpoint, relief from sale tax for purchase of fire apparatus and as well as the problem with the "20/20 rule". Many of the legislators were uniformed about these burdens but responded well to the discussion.

District 6 State Senator Sylvia Allen, and our two representatives, were especially responsive. Senator Allen expressed a desire to run a Bill on the sales tax question, wants to

look at the audit and training mandates and the 20/20 Rule. Representative Thorpe wants to do another run at the rapid reimbursement for wildland (there were a few State and Federal wildland agencies present who I'm sure felt uncomfortable with that conversation).

We also handed off a *draft* white paper that describes many other fire district issues that need to be addressed. This draft was initially developed starting in January by the Northern Gila County fire chiefs with intent of handing off the paper when we meet with newspaper editors, legislators, and community groups. However, it was too late in the past legislative session to be effective and the chiefs chose to have it ready for an education effort this summer and fall.

Senator Allan read the entire 4 page white paper during the meeting and sought me out at the close of the meeting. She discussed the "Rural Fire District Study Group" with me for several minutes and a desire to include many of the issues in that study group and asked if I would be available to participate in the group.

The take away; most of the legislators present were clearly unaware of many of our issues and I suspect is reflective of most of the Senate and House members. This reflects the great need for all the district fire chiefs to meet with their local state legislators this summer and fall

and provide the education necessary before next spring's legislative session. Secondly, the white paper handoff proved to be very effective and needs to be finalized. Finally, this kind of meeting with legislators illustrates that education can be effective and we can make progress if we carry a consistence message.

Fire Ops 101 Class

On May 15th and 16th 2015 a Fire Ops 101 class was held at the Central Yavapai Fire District Regional Training Academy in Prescott Valley. The class was hosted by Central Yavapai Fire District, Prescott Fire Department, Chino Valley Fire District and United Yavapai Firefighters Local 3066. The participants that attended the Fire Ops 101 class consisted of local and state dignitaries, business owners and members of the local media. Friday May 15th from 6-9 pm was a 3 hour orientation and Saturday May 16th from 7:30-3:00 pm was the hands on portion.

Four separate stations were set up at different locations within the training facility. Before attempting any of the hands on tasks, the participants dressed in full protective gear and personal protective equipment (PPE's). Prior to performing any tasks the attendees were also educated on a self contained breathing apparatus (SCBA). They watched firefighters don their air-packs within 1 minute and then got to try it themselves.

Station 1 was a vehicle extrication station where the participants used hydraulic spreaders, cutters and rams (aka the Jaws of Life) to learn how firefighters extricate a victim

involved in a vehicle accident. Station 2 was a search and rescue prop where the participants donned full protective gear consisting of turnouts and an SCBA (airpack and mask). They demonstrated searching for a victim in a smoke filled environment (theater smoke) and pulling the victim out of the structure. Station 3 consisted of engine operations where they were able to hook an engine up to a hydrant and pull a hoseline to perform fire fighting operations as a first in Engine Company on a multiple story building. At the 4th station, the participants were able to see what the majority of fire service responses entail – specifically, emergency medical services. A variety of medical equipment was utilized, as well as the participants being able to perform CPR on a training manikin.

This was a great opportunity to share several aspects of the job and it was great to see and hear the excitement from the participants who attended this hands-on event. The instructors that helped make this possible consisted of off duty fire department personnel that volunteered their time on both days to help make this a success. Captain Brian Burch with the Central



Yavapai Fire District took the lead in making the class happen. Each station consisted of several firefighters that were safety officers and instructors during all of the training. The responses received back from the participants were positive and discussed the event in the community. Several other community members are looking forward to the next Fire Ops 101 class. We hope to provide this to our quad-city community as an annual event and look forward to meeting and teaching new participants at every class.

First Decade of Proud Service - Last Alarm Foundation

This year marks the 10th Anniversary of the inception of the Last Alarm Foundation, Inc. (LAF) and the proud mission to help honor departed firefighters here in Arizona.

The vision first began when a group of retired Tucson Firefighters had an unusual idea which at the time seemed hard for anyone else to believe could ever be accomplished. But with typical firefighter ingenuity and determination, plus lots of blood sweat and tears, the band of brothers formed together to turn a dream into a reality. With support from a vast number of public companies, fire departments, and individuals, raising over two hundred and fifty thousand dollars and providing six years of hard work, the Last Alarm apparatus was successfully completed.

Since the first Last Alarm ride for James Russell, a founding board member and the projects restoration director, LAF has now been involved with funerals for 14 other

firefighters. Family members have talked about their experiences and how the Last Alarm rides on a 1954 Mack Pumper, instead of the common hearse, provided them and their loved one with a fitting ceremony for a fallen firefighter. In their hearts and minds they now know that their loved ones will now rest in peace. This is what makes the on-going labor of love all worth it for the foundation.

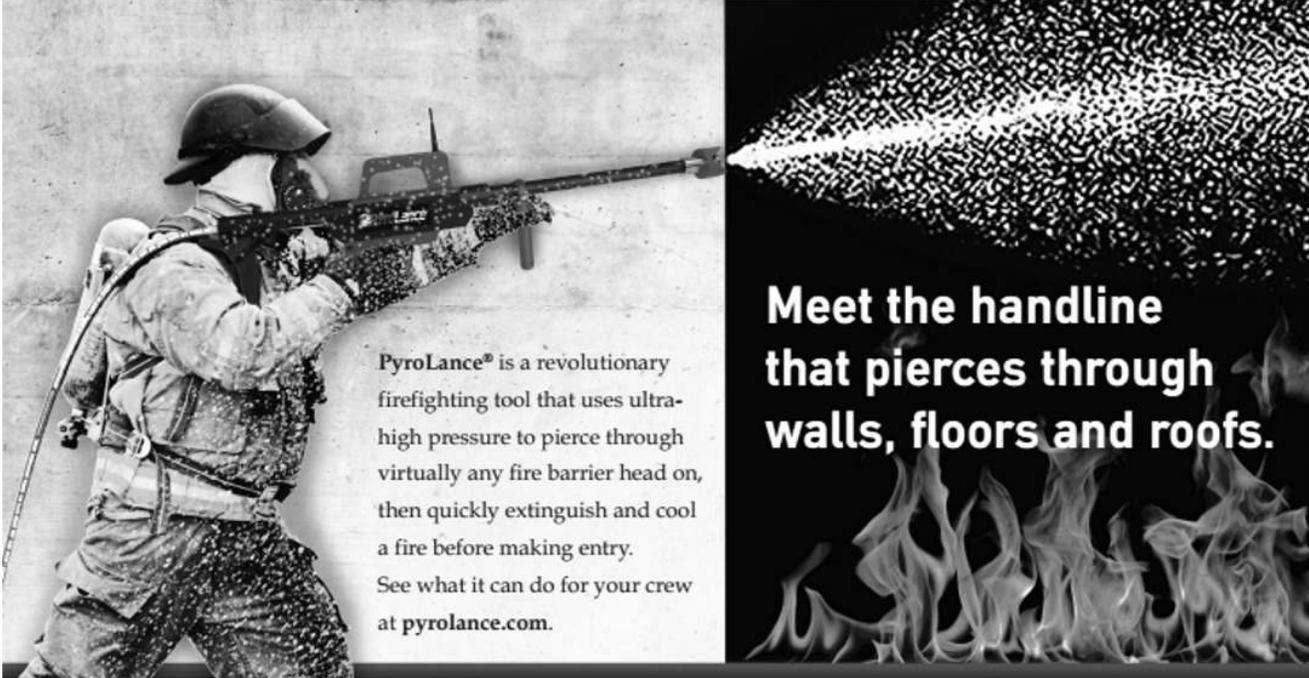
The unique apparatus has also participated in a number of general public events like Veterans Day Parades to express our respect for other forms of public safety as well as some select car shows like Cops & Rodders (and won multiple awards) that helps to expose the foundation's services and to obtain donations to help with operations. There is never a fee to firefighter families when it is necessary to use the LAF Apparatus for funerals.

For this reason the foundation continues to build relationships with other organizations and

this year initiated a new membership program to recruit more volunteers to help with fund raising. All donations are used to help pay for funeral expenses, ongoing maintenance, and apparatus enhancements.

You can help support the Last Alarm Foundation in a number of ways - become a member, make a donation, volunteer, or attend a fundraiser. The anniversary celebration and an annual fundraiser dance will be held on Sunday, September 27th, from 1:00 pm to 6:00 pm @ the Event Center, 1365 W. Grant Road, in Tucson.

Our success would not have been possible without the support from Arizona Fire Districts. The foundation sends our heart-felt "thank you" to everyone who has helped us over the past 10 years!



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\$15,000,000 | Tubac Fire District
November 2008 – 57.9% Yes Votes



\$5,000,000 | Picture Rocks Fire District
November 2007 – 77.1% Yes Votes



\$17,000,000 | Rincon Valley Fire District
November 2007 – 73.3% Yes Votes



\$10,000,000 | Chino Valley Fire District
November 2006 – 68.4% Yes Votes



\$17,220,000 | Central Yavapai Fire District
November 2004 – 76.6% Yes Votes



\$13,800,000 | Golder Ranch Fire District
November 2004 – 80.8% Yes Votes



\$10,000,000 | Maricopa Fire District
November 2004 – 81.0% Yes Votes



\$37,525,000 | Northwest Fire District
November 2004 – 73.6% Yes Votes



\$6,500,000 | Three Points Fire District
November 2004 – 63.7% Yes Votes

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2015 Summer Conference Schedule

THURSDAY, JUNE 25, 2015

8:00 a.m.	Golf Tournament—The Lodge at Ventana Canyon Golf
2:30 p.m. –3:15 p.m.	Registration/Attendee Check In
3:30 p.m. –3:45 p.m.	Conference Opening
3:45 p.m. –5:00 p.m.	General Membership Meeting - All Members Are Welcome and Encouraged to Attend
5:00 p.m.	Hospitality Suite

FRIDAY, JUNE 26, 2015

7:00 a.m. –4:00 p.m.	Registration/Continental Breakfast in AM
8:00 a.m. –9:30 a.m.	KEYNOTE: Breakthrough Performance
9:30 a.m. –10:00 a.m.	Refreshment Break / Visit with Conference Vendors
10:00 a.m. –11:30 a.m.	CONCURRENT SESSIONS
	1. Deep Dive Into Breakthrough Performance
	2. EMS Roundtable
	3. The Past, Present and Future of PSPRS
11:30 a.m. –1:00 p.m.	Buffet Lunch
1:00 p.m. –2:30 p.m.	CONCURRENT SESSIONS
	1. Statutory Training - Governance
	2. The Keys to Fair Labor Standards Compliance
	3. Wildfire Season Discussion & Update
2:30 p.m. –3:00 p.m.	Refreshment Break / Visit with Conference Vendors
3:00 p.m. –4:30 p.m.	CONCURRENT SESSIONS
	1. Statutory Training - Ethics & Fiduciary Responsibilities
	2. Legislative 2015 Update
	3. Combination & Volunteer Districts Roundtable
4:30 p.m.	Hospitality Suite

SATURDAY, JUNE 27, 2015

7:00 a.m. –1:00 p.m.	Registration/Continental Breakfast in AM
8:00 a.m. –9:30 a.m.	KEYNOTE: Customer Service . . . It Does Make a Difference
9:30 a.m. –10:00 a.m.	Refreshment Break / Visit with Conference Vendors
10:00 a.m. –11:30 a.m.	CONCURRENT SESSIONS
	1. Statutory Training - Open Meeting Laws (OML)
	2. Workers' Compensation 101
	3. Trauma Doesn't Happen in a Vacuum . . .
11:30 a.m. –1:00 p.m.	Buffet Lunch
1:00 p.m. –2:30 p.m.	CONCURRENT SESSIONS
	1. Statutory Training - Finance
	2. Strategic Thinking and Navigation: The Road to Successful Planning
	3. Career Districts Roundtable
2:30 p.m. –3:00 p.m.	Refreshment Break / Visit with Conference Vendors
3:00 p.m. –4:30 p.m.	CONCURRENT SESSIONS
	1. Administrative Roundtable
	2. The 2015 Fire Grant and Beyond
	3. Taking Action Against Cancer in the Fire Service

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Headlines from 2014

Reprinted courtesy of VFIS

Alabama Firefighter Killed in Apparatus Rollover

Firefighter Not Seriously Injured in Texas Fire Apparatus Rollover

Patient Killed, 4 EMS Providers Injured in Ambulance Rollover

Emergency vehicle rollovers and other vehicle accidents kill and injure responders and civilians every year. This is not a new phenomenon. The good news is that almost 100% of these accidents, injuries and deaths are preventable.

Who is responsible for the safe arrival of an emergency service organization's vehicles (ESOs)? The driver? Sure, the driver has some responsibility. Most organizations do a suitable job of training their personnel to drive emergency vehicles. Most have also developed guidelines outlining what drivers should and should not do. Yet accidents continue, just like the ones described in the headlines above.

One definition of insanity is: Doing the same thing over and over and expecting a different outcome. That may be what is often done in emergency services. The 16 Firefighter Life Safety Initiatives state the need to define and advocate for **a cultural change** relating to safety: incorporating leadership, management, supervision, accountability and personal responsibility. This can certainly apply to other branches of emergency services as well, especially as it relates to response safety.

Think about it. There is a vehicle accident. It is investigated it and is determined that the driver needs additional training. Maybe driver training isn't the whole answer. What about the line officers and the leadership of the organization? Does everyone in the organization know what the guidelines are for responding to calls (in emergency vehicles and/or personally owned vehicles)? If the answer is no, is that a fault of management? Do chiefs and line officers enforce the guidelines? Do they follow them? If not, isn't that something else that should be addressed?

ESOs need to think more about the safety of their responders and the other persons in the community that they interact with (other drivers on the road, many of whom may have never encountered an emergency vehicle and may not act as responders hope they would) during an emergency response. Those lives are no less precious than the lives responders might save by saving a couple of seconds.

Want to think outside the box? Here are some items to consider:

Fire Departments

- ◇ Consider having only the first due piece of apparatus and closest officer respond in emergency mode until the extent of the emergency can be determined.
- ◇ Consider having water tankers/tenders respond following all traffic laws (when was the last time a water tanker was needed to make a rescue? Which property in the response district is so important that it is worth risking the life of a firefighter responding?)
- ◇ Consider running all equipment with normal traffic flow to "regular" fire alarms, carbon monoxide alarms with no symptoms present and other calls with a high likelihood that they are not a true emergency.

EMS Agencies

- ◇ Implement Emergency Medical Dispatch and respond accordingly.
- ◇ Transport patients to the hospital in non-emergency mode when time (minutes/seconds) may not make a difference. Base this response on the assessment of the patient and level of care that can be provided.

VFIS is an advocate for the safety of emergency service personnel and the people that they serve. We believe there is a need to change the culture within emergency service organizations to help eliminate the needless injuries and death to our bravest and the communities that they serve. We realize that change is not always welcome and can be challenging. We also believe the emergency service organizations rarely back down from a challenge. To help foster a national conversation on culture change, VFIS will devote the Summer 2015 newsletter to this topic with articles from leaders in the field. We hope that the articles will be a catalyst to having discussions on "how to do what we do safer" in every ESO in the country and provide some help for leaders that can help affect that change.

VFIS Launches New Distance Learning Program

By Wiatt Wong, VFIS

VFIS University, the new, upgraded and enhanced VFIS distance learning system, is now available. VFIS recently announced the release of the online education system and the working relationship with TargetSolutions. VFIS clients will continue to receive quality VFIS programs at no cost, with the full TargetSolutions offerings available for a fee with the intent to help emergency service organizations manage risks in their daily environment. Visit and explore www.VFISu.com. Existing VFIS distance learning programs have been revised and re-introduced with the release of VFIS University. The VFIS risk management-based programs are enhanced for use 24-7, 365 days a year. Under the VFIS pledge, at least one new program will be added quarterly to platform. VFIS is proud to offer the more than 100 programs of TargetSolutions. These quality training developments are known and used throughout the country. In addition, EMS programs offered on TargetSolutions have Continuing Education Coordinating Board for Emergency Medical Services (CECBEMS) accreditations. VFIS is working diligently with TargetSolutions to jointly develop the type of training programs emergency responders need to help perform their job safely. These programs are currently in research and development and will be released (and announced) throughout the year. While St. Joseph's University in Philadelphia will no longer serve as the site host, SJU will continue to review the VFIS program content for academic application and support this distance learning process.

Emergency Responder Fitness – Helping to Reduce Injury Rates

By Bryan Fass

One of the biggest barriers to fitness in EMS, other than call volume and fatigue, is pain. Studies point to an almost 65 percent unreported injury rate among EMS providers. That means that as a culture, personnel ignore minor injuries and symptoms. When these symptoms are ignored, the body hangs onto these traumas and over time they may cause pain and eventually severe injury. Knowledge from emergency services demonstrates that strength and fitness equates to reduced injury and one-third of all injuries occur from the “misdirected pursuit of strength and fitness.” Meaning personnel can get hurt training to not get hurt.

How many times have responders decided to start exercising but because of knee, back or hip pain, they find it too difficult to continue? Responders have often not been given the tools to ‘self-treat’ and manage their own bodies. Athletes spend hours keeping themselves loose and mobile yet responder injury rates are higher than theirs and their job is not as strenuous as EMS.

The key to a successful fitness program is to create a level of “MOSTABILITY.” Flexibility and mobility; flexibility of the muscles and mobility of the joints. If providers have proper mostability of the calf and ankle, hip flexors, hip / glutes and thoracic spine, some pretty cool things can happen.

Calf and Ankle: Responders can squat, kneel, lunge, stair climb and even enter and exit the truck better. This will enable the knee to take less strain.

Hip Flexors: When there is better hip flexor mobility abs fire better, which protects the back. The lumbar spine takes fewer loads and it even takes strain off the knees.

Hips and Glutes: Most people have imbalances in the hips; one side is either tighter or weaker than the other. A 20 percent tightness on one side equals a 60 percent greater chance of pain and injury on the tight side.

Thoracic Spine: When the thoracic spine moves better and is not in a constant forward head posture, the neck, lower back and shoulders feel and move better.

Bryan Fass is the president and founder of the Fit Responder and FitResponderFitness.com. He holds a bachelors’ degree in sports medicine with over 17 years of clinical practice, was a paramedic for over 8 years, and is certified as an Athletic Trainer & Strength Coach. The organization offers a web and mobile app-based fitness program specifically designed for public safety. Learn more at fitresponderfitness.com.

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NVFC Launches Volunteer Recruitment Portal for Fire Departments to Combat Declining Volunteerism

Register your department's volunteer opportunities at <http://portal.nvfc.org>

Many volunteer and combination fire departments throughout Arizona struggle with recruiting enough personnel to keep the station adequately staffed. This challenge is not state-specific – nationally, the number of volunteer firefighters has declined by about 12 percent since 1984 while call volume has nearly tripled. The average age of the volunteer fire service is also increasing as departments find it difficult to reach millennials – those within the 18-34 age range.



Supporting Those Who Serve

The new Make Me a Firefighter recruitment campaign from the National Volunteer Fire Council (NVFC) is here to help. Through the campaign, departments can post their volunteer opportunities and access resources and training designed to help them implement a successful recruitment campaign in their community. The campaign is supported by a SAFER grant from FEMA and is available for free to volunteer and combination fire departments.

The NVFC has launched the department portal component of the Make Me a Firefighter campaign. Register now at <http://portal.nvfc.org> to join the campaign and post your department's volunteer opportunities. Starting August 1, the NVFC will launch a public web site allowing potential volunteers to search for opportunities and connect with local departments.

This summer and fall, the NVFC will also be releasing resources through the campaign to help local fire departments recruit members. This includes recruitment ads and materials that you can customize and localize using an online materials generator; tools to help your department reach target audiences such as millennials, women, and minorities; and training to assist your department in conducting a successful recruitment program. NVFC research has shown that there is strong interest in volunteering among millennials and minority audiences, and helping departments reach these largely untapped markets is a main goal of the campaign. Register for the campaign now at <http://portal.nvfc.org> so you will have access to these tools as they are released.

"Recruitment is a challenge for many volunteer and combination departments across the country," said NVFC Chairman Kevin D. Quinn. "Yet our research shows that 44 percent of millennials are at least somewhat interested in volunteering with their local department. Many simply don't know the need for volunteers exists. The Make Me a Firefighter campaign will help build awareness among the public as well as provide departments with the tools and resources they need to recruit to this and other target audiences."

Learn more about the Make Me a Firefighter campaign and the department portal by watching this video, and share it with others facing recruitment challenges: <https://youtu.be/vhfk6IEyNKw>

Register with the recruitment campaign and post your opportunities now at <http://portal.nvfc.org>.

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About the National Volunteer Fire Council (NVFC)

The NVFC is the leading nonprofit membership association representing the interests of the volunteer fire, EMS, and rescue services. The NVFC serves as the voice of the volunteer in the national arena and provides invaluable resources, programs, training, and advocacy for first responders across the nation. Learn more at www.nvfc.org.

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AFDA 2015 ELECTIONS
Positions up for Election

- President—Mary Dalton, Sun City West**
- Area 1—Troy Maloney, Timber Mesa Fire & Medical**
- Area 3—Bill Miller, Fry**
- Area 5—Pat Moore, Northern Arizona Consolidated**
- Area 7—Terry Keller, Camp Verde/Montezuma-Rimrock**



Ballot links were emailed to districts on May 20. One vote per district.
Voting will close at 5:00 pm on June 19, 2015.

If you need the voting link, please contact Robin Hirth at info@azfiredistricts.org

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See page 11 for the schedule.

Complete details at

www.azfiredistricts.org/Meetings & Education