

**Working Group to Develop Solutions to Meet the Needs for Municipal
Volunteer Personnel - (Established by Resolve 2015, chapter 49)**

Meeting #2, Tuesday, November 3, 2015, 9:30 am

Room 209, Cross State Office Building, Augusta

MEETING MATERIALS

Agenda for Meeting #2, November 3, 2015

Meeting notes from meeting #1

Email information on municipal benefit for municipal volunteers, 36 MRSA §6232, subsection 1-A, from Julie Jones, OFPR, Senior Analyst

Summary of September 17th meeting of Maine Fire Protection Services Commission

Volunteer Benefits by State, National Volunteer Fire Council

Federal Legislation

Priorities Suggested for Working Group Consideration, submitted by members of the working group and members of the public

Maine Fire Protection Services Commission data on fire and emergency services departments

Firefighter Compensation Survey, Maine Municipal Association March 2015

2013 MMA Salary Survey, Maine Municipal Association

Retention and Recruitment for Volunteer Emergency Services, Challenges and Solutions, US Fire Administration, May 2007

**Future meeting date: Tuesday, November 17
9:30am, Room 209, Cross Office Building, Augusta**

- (2) When more than one municipality responds to a call, need designation of a chief as in charge;
- (3) When chief is elected potential for weakness since chief training and certification are voluntary; and
- (4) Encouraging and providing scholarships for new volunteer and professional personnel to serve in firefighting and emergency medical services.

Assembling priorities lists: Senator Baker asked working group members to send to Deirdre and Jane by Tuesday, October 27th, lists of their top 3 to 5 priorities for recruitment, training and retention of municipal firefighter and emergency medical services volunteers. Senator Baker invited interested parties to send their suggestions to members of the working group. Deirdre and Jane will compile the lists and distribute them prior to the meeting on November 3.

Information requests: Members of the working group requested that Deirdre and Jane obtain the following information for the meeting on November 3: (1) information on other states' initiatives regarding municipal volunteer personnel, (2) information on scholarships for training, (3) information on standards-based training and certification, and (4) the Maine Fire Service Institute survey.

Future meetings have been scheduled for Tuesday, November 3 and Tuesday, November 17 at 9:30am in Room 209 of the Cross Office Building in Augusta.

Hi Jane and Deidre:

I was listening to some of your meeting this morning and heard reference to property tax benefits for volunteer firefighters.

Just wanted to let you know ... this issue comes up periodically in TAX Committee. Article IX, Section 8 of the Maine Constitution has been long interpreted by the Law Court to mean that the taxable status of property (and, therefore, exemptions) must be the same statewide. As a result local option property tax exemptions are unconstitutional. The Legislature would be able to enact a property tax exemption for volunteer firefighters that applies statewide but would not be able make it a local option.

You might want to take a look at 36 MRSA §6232.1-A if you haven't already.. While located in the tax statutes, this subsection is actually a payment to person 60+ years of age who volunteer for a municipality. It could be amended or used as a model for a local option volunteer firefighter payment. It should not mimic a property tax exemption (based on value of property or local mill rate) though because a court will likely see through that and consider it an exemption. It is also best not to be contingent on property ownership.

I'd be happy to discuss this issue with you any time if that would be helpful.
Julie

Julie S. Jones, Senior Analyst
Office of Fiscal and Program Review
5 State House Station
Augusta, Maine, 04333
207-287-1635
julie.jones@legislature.maine.gov

Title 36, Maine Tax Code, section 6232.

§6232. Municipal authority

The legislative body of a municipality may by ordinance adopt a program to provide benefits to persons with homesteads in the municipality. A municipality may choose to restrict the program to persons who are at least 62 years of age.

1. Conditions of program. Except as provided in subsection 1-A, a program adopted under this section must:

- A. Require that the claimant has a homestead in the municipality;
- B. Provide benefits for both owners and renters of homesteads; and
- C. Calculate benefits in a way that provides greater benefits proportionally to claimants with lower incomes in relation to their property taxes accrued or rent constituting property taxes accrued.

1-A. Volunteer program. A municipality may by ordinance adopt a program that permits claimants who are at least 60 years of age to earn benefits up to a maximum of \$750 by volunteering to provide services to the municipality. A program adopted under this subsection does not need to meet the requirements of subsection 1, paragraph B or C. Benefits provided under this subsection must be related to the amount of volunteer service provided. Benefits received under this subsection may not be considered income for purposes of Part 8. A municipality may by ordinance establish procedures and additional standards of eligibility for a program adopted under this subsection.

2. Relationship to state program. (Repealed)

3. Repeal of program. A municipality that has adopted a program under this section may repeal it through the same procedure by which the program was adopted.

DLV ASSOCIATES

Maine Fire Protection Services Commission Facilitated Collaborative Conversation Orion Hall, Midcoast Campus, SMCC 9a – 1p, September 17, 2015

The Maine Fire Protection Services Commission hosted a facilitated round table discussion to

- o examine the state wide strategy for the delivery of education and training through the Community College system
- o to include EMS, Fire Science, and MFSI.
- o This discussion will be focused, facilitated and specifically directed.

Purpose:

To make sure that these programs are producing occupational ready students for all communities in Maine, this includes call company departments, per-diem responders as well as full time firefighter / paramedics.

Objectives:

The collaborative conversation will attain this purpose by meeting the following objectives:

1. Identify what is/is not effective with the current statewide strategy for delivering education and training to produce occupational ready students.
2. Recommend actions to take now and in the future to make sure these programs are producing occupational ready students.
3. Identify and make recommendations on the strengths/challenges in communication and coordination needed to make sure these programs are working collaboratively to produce occupational ready students

Agenda

1. Opening remarks/introductions/guidelines
2. What is/is not effective with the current statewide strategy?
Facilitated Brainstorming Process – Objectives 1 and 3
3. What does "occupational ready students" mean? What skills are needed now, and in the future?
Small group activity – Objectives 2 and 3
Large group facilitated discussion (charted)
What recommendations (within the established parameters) will we make to SMCC and EMCC?
5. Next Steps/Actions to take

DLV ASSOCIATES

Facilitation Chart Summary

The charts used during the process are transcribed below. When an item was said by more than one person "tallies" were indicated on the chart and then transcribed as (#of tallies).

Agenda Item 2: What is/is not effective with the current statewide strategy?

Facilitated Brainstorming Process – Objectives 1 and 3

The large group was asked to respond to the following prompts: What is/is not effective with the current statewide strategy? Objectives 1 and 3

- o Where are we now? What works? What doesn't?
- o What's holding us back? What can we do differently?

The group's responses are charted below:

- Communication (1)
 - o Marketing/Presence
- Fitness FF
- Municipal Representation
- Students – Generation
 - o Recruitment
- Tech training in the world
- Volunteer – increased mobility
- Learn (4)
- Care about FF
- Need for training
- Volunteers (2) working together
- Safety
- Recruitment/retention
- Occupational ready
- All hazards responders
- Evolution – change

Agenda Item 3: What does "occupational ready students" mean? What skills are needed now, and in the future?

Small group activity – Objectives 2 and 3, using the prompting questions above

The larger group was placed into smaller groups as follows:

Group A

EMS – Eric
FS – Mike T
MFSI – Frank
3 Commission members
Lori, Jon, Hardy

Group B

EMS – Don
FS – Steve
MFSI – Walter
3 Commission members
Vicky Mike L. Ron

Group C

FS – Chris
EMS (?) Shaun St
MFSI – Peter
3 Commission members
Larry, Dan Steve
Dr. Schmitz

Group D

EMS – Kevin
FS – Liz
Jim Graves
3 Commission members
Joe, Matt, Joe

Each small group brainstormed responses to the prompting questions. The groups then employed multi-voting to ascertain the top items on their brainstormed charts. (Individuals each given 5 "votes or dots" to indicate preferences/priorities.)

DLV ASSOCIATES

Chart Transcriptions are included below for each group:

Group A - Top items presented to large group

- Marketing
 - Community Paramedicine
 - Links to community
 - Strong mentoring
 - Community risk reduction
 - More Life - Fire training
 - Training facility
- #### Group A - Additional Items
- Effective marketing (8)
 - Community Paramedicine (7)
 - Students = link to community, professional/ Mentor!! (circled) (5)
 - More simulated/Live Fire Trainings - application of the skills/ Readings (4)
 - Training Facility NEEDED!! (4)
 - Code Enforcement/FF (4)
 - Off-site delivery of EMS through CC Programs (1)
 - ½ Fire Science = EMT (3)
 - Paramedic = FF/!! (2)
 - Line ready certifications F & O (2)
 - Officer/Supervisor development (1)
 - Basic Chief Officers (1)
 - Candidate pool of qualified Paramedics/AEMT Alternative (1)
 - Inspections (1)
 - Affective Link (circled)
 - Drones/Fire
 - Paying for mandatory training
 - Volunteer EMS with call department
 - Soft Skills/team players
 - High risk/low frequency
 - Skill continuing training
 - Comprehensive Driver/Op train
 - Community Risk Reduction

Group B - Top Items presented to large group

- Community centric - Risk reduction
- Seamless progress upper/lower
- All hazards approach - bridges
- Team players
- Tracks w/FS program - specialties
- Training facility

Note - Group B originally split their chart into Call v. Career. In the group discussion it was determined that the skills were needed for both Call & Career.

DLV ASSOCIATES

Group B - Additional Items

- Regional Training Opportunities (6)
- FF1 & II (MFS) or Basic Fire Fighter (5) *Call
- On-line training (3)
- Technology skills (2)
- Efficient Regional Training Schedule (2)
- FF1 & II (MFS) (2) * Career
- EMT-B/EMT-P (1)* Career
- Specialty Skills (1)
- Leadership Skills (1)
- Basic Fire Officer (1)
- Federal \$ for Training
- Logistical Training
- Technology Skills
- Online Training
- Hurdles (Room & Board)

Group C - Top Items presented to large group

- EMT/EMS
- Affective Domain Skills/Passion - how to teach (3)
- Voc. System - CC - Fire Dept. Feeder System
- Physical Fitness
- Live-in Program

Group C - Top Items presented to large group

- EMT/EMR (6)
- Passion (6)
- Live-in program (6)
- HS Voc. Programs (3)
- Affective Domain - Social skills (3)
- Technology - Software, Reporting FF & EMS (2)
- Different Degree Tracks - Officer/Instructor/EMS/FF
- Officer training (1)
- Interior FF (1)
- BLS mandates (1)
- Physical training/wellness (1)
- Officer Training (1)
- Driver/Operator/EVOC (1)
- "I" Generation
- Fire instructor Hazmat
- FS Hx
- Con Ed
- Internship

1. Street ready @ conclusion of program
2. See list
3. See list - Technology, Advances in Fire Science/EMS

DLV ASSOCIATES

Group D – Top Items presented to large group

- FF I & II or Basic – FC access to this training (Menu of Options)
- Regional Training Opportunities
- Logistical Training
- Efficient Regional Training Schedule
- One-line Training
- EMTB – EMTA
- Grants? Federal/State * (added in large group discussion)

Group D – Additional Items

- Connect w/Humanity – Compassion overload? Help PTSD (2)
- Team players – EMS Fire (3)
- Community Responsibility (1)
- Long Term/Life long learners
- Interpersonal vs. connections
- "Community Centric" (5)
- Community Risk reduction (CRR) (2)
- Entry Level Tech (2)
- Multi skilled – Fire/Fire Support/ EMS/ Police? / Dispatch? / Professional Integration (2)
- Entry Level Career vs Call/Volunteer
- Full FF I, FF II
- Basic Pro's & Cons
- Seamless Progression through Pro Developments (4)
- Basic Fire School (3)
- Bridge to FF I & FF II (5)
- All hazards
- EMT's w/Basic Fire Schools
- FF's and EMS Response (1)
- Cross Knowledge – to what levels? (1)
- Two Tracks – Assoc. Degree Programs / FF EMT Administration
- First Responder Programs (1)
- Don't pigeon hole students too early in their college career (1)

Community/Observers – Non Fire Commission Members - Comments

As Non-Fire Commission Members, interested community members and observers were asked to abstain from the large group and small groups' discussion. They were encouraged to observe and make notes to bring back to the large group at the end of the program. Their comments are below:

- Consider efficiency – ease to get training, user friendly – convenient as well
- Community Risk reduction – how can we keep out community safe?
- "How do we stop from killing ourselves?" We're not taking care of ourselves, physical fitness, stress reduction, nutrition
- Fire Reporting – lack of this mentioned
- Community Risk Reduction – Code issues
- Retention and Recruiting – explore this more
- Voc. Tech students tend to test higher, more involved with Fire Science and community, allows for more success – Fire house
- "Educate consumers, Educate elected officials, Educate Fire Service"

DLV ASSOCIATES

Agenda Item 4: What recommendations (within the established parameters) will we make to SMCC and EMCC?

The small groups' Top Items presented to the large group were the first step in the recommendations to be presented. Participants noted that the collaborative conversation was productive, but additional time/meeting might be the next step.

Volunteer Benefits by State

Information from the National Volunteer Fire Council

<http://www.nvfc.org/hot-topics/state-benefits-guide>

- **Education:** Pages 1-14
- **Workers' Compensation:** Pages 15-34
- **Retirement:** Pages 35-45
- **Tax:** Pages 46-50
- **Miscellaneous:** 51-59

Education

Alabama

The Alabama Fire College offers courses at a cost and a video library from which departments may borrow materials at postage cost. Free training and videos are also offered by the Rural Community Fire Protection Institute on a more limited basis.

Contacts: Alabama State Fire College. 2501 Phoenix Dr., Tuscaloosa, AL 35405. Phone: (205) 391-3755.

Alabama Rural Community Fire Protection Institute. 660 Adams Avenue, Suite 101, Montgomery, Alabama 36104. Phone: 1-800-897-7237.

Alaska

Training is available through Alaska Fire Service Training in several locations. Training is also available through Communities Fire Awareness classes.

Contact: Alaska State Fire Marshal, Training and Education Bureau. 5700 East Tudor Road, Anchorage, Alaska 99507. Phone: (907) 269-5789.

Arizona

State Fire Marshal's Office provides annual state fire school and area workshops for a fee. The office also provides access to a video lending library.

Contact: Office of the State Fire Marshal. 1110 West Washington Suite 100, Phoenix, AZ 85007. Phone: (602) 364-1003. Fax: (602) 364-1052.

Arkansas

Free training is provided by the Arkansas Fire Academy at multiple locations throughout the state. A lending library is also available.

Contact: Arkansas Fire Academy, Southern Arkansas University. PO Box 3499, East Camden, AR 71711. Phone: (870) 574-1521. Fax: (870) 574-0817.

California Training is available at cost through the State Fire Training Division of the Office of the State Fire Marshal.

Contact: California State Fire Training, Office of the State Fire Marshal. 1131 South Street, PO Box 944246, Sacramento, California 95814. Phone: (888) 445-8200.

Colorado Wildfire Training is available through the Colorado State Forest Service at a cost.

Contact: Colorado Wildfire Academy. 2465 South Townsend Avenue, Montrose, CO 81401. Phone: (970) 240-5336.

Connecticut

Delaware Training is conducted at three county training centers by the Delaware State Fire School for a fee. Courses include Basic, Structural, HazMat, Rescue, Staff & Command, Tactical Officer training, and many others.

The State Firemen's Association funds a college scholarship program. Scholarships are awarded to students pursuing a degree.

Contact: State Fire School. 1461 Chestnut Grove Rd., Dover, DE 19904. Phone: (302) 739-4773.

Florida Training courses are available from the Florida State Fire College. Additionally, the Fire College offers free training for volunteers annually.

Contact: Florida State Fire College. 11655 NW Gainesville Rd., Ocala, FL 34482-1486. Phone: (352) 369-2800.

Georgia

A full fire academy is operated by the State of Georgia through the Georgia Public Safety Training Center. Tuition is free for members of Georgia fire departments including volunteers. The Georgia State Firefighter's Association distributes training manuals, and offers a discount on the purchase of training supplies to members.

Contact: Georgia Public Safety Training Center. 1000 Indian Springs Drive, Forsyth, GA 31029. Phone: (478) 993-4000.

Fire department grants and scholarships are available from the Georgia State Firefighters Association, www.gsffa.org.

Contact: Georgia State Firefighter's Association. 50 Hurt Plaza SE, Suite 1000, Atlanta, GA 30303. Phone: (770) 914-7774. Web site: www.gsffa.org.

Hawaii

Limited training is provided for departments through mutual aid agreements with the Department of Forestry and Wildlife.

Contact: Division of Forestry and Wildlife. 1151 Punchbowl St., Rm. 325, Honolulu, HI 96813. Phone: (808) 587-0166. FAX: (808) 587-0160.

Idaho

Firefighters are eligible for Emergency Services Training and NFA courses through the Idaho Division of Professional-Technical Education free of charge. Other courses are available for a fee. Additionally, the Bureau of Hazardous Materials will provide HAZMAT training free of charge. The State Fire Marshal operates a video lending library.

Contact: Idaho Division of Professional-Technical Education. 650 West State Street, Len B. Jordan Building, Room 324, PO Box 83720, Boise, Idaho 83720-0095. Phone: (208) 334-3216. Fax: (208) 334-2365.

Illinois

The Illinois State Fire Marshal's Office provides all training. The Illinois Fire Service Institute of the University of Illinois offers an online library service for educational materials.

Contact: Illinois State Fire Marshal-Springfield. 1035 Stevenson Drive, Springfield, IL 62703. Phone: (217) 785-0969. Fax: (217) 782-1062.

Indiana

The Board of Firefighter Personnel, Standards, and Education provides certification opportunities. There is no central firefighter training facility, but the State Fire Marshal provides staff to conduct regional training. The State Fire Marshal also loans educational materials to instructors.

Contact: State Fire Marshal. Indiana Government Center South, 402 W. Washington St., Room E241, Indianapolis, IN 46204-2739. Phone: (317) 232-2222.

Iowa

A wide variety of courses are offered through the Iowa Fire Service Training Bureau. Courses are offered in the departments and at no cost. There is an ongoing annual appropriation from the state legislature. The Fire Service Training Bureau, Community Colleges, and some private vendors are contracted for approved training courses. Previous years' appropriations were set at \$699,587 and training is given on a first-come, first-served basis.

State Training Facility

The appropriations that passed has funding for 11 regional training centers throughout the state. Fund passed last year was set at:

-FY2007 \$4,600,000

-FY2008 \$2,000,000

-FY2009 \$1,600,000

Additionally, in 2007 funding was provided for a central facility and additional funding was provided for current training facility needs in the amount of \$3,400,000.

Contact: Iowa Fire Service Training Bureau, 3100 Fire Service Road, Ames, IA 50011-3100. Phone: (515) 294-6817.

Kansas

The Kansas State Firefighters Association is the leading training agency in the state, sponsoring free training every month at a location in Kansas. Courses on many topics are available. Their web site is www.ksffa.com.

The Kansas Forest Service offers two free courses: "Basic Wildland Fire" and "Tactics and Strategy." National Wildfire Coordinating Group (NWCG) "red card" classes are also offered around the state.

The Kansas Fire and Rescue Training Institute (KS FTRI) also provides training out of the University of Kansas. KS FTRI is the certification and training agency for all non-wildland certification programs, IFSTA training, and other general fire service and rescue training in the state. Basic certification courses are provided at no cost to members of Kansas Fire Departments (though certification testing fees apply in some or all cases). Their web site is www.kuce.org/fire.

Contacts:

Kansas State Firefighters Association. www.ksffa.com

Kansas Forest Service, 2610 Claflin Road, Manhattan, KS 66502-2798. Phone: (785) 532-3300. Fax: (785) 532-3305.

Kentucky

Kentucky Community and Technical College System offers 20 hours of training per fire department each year through the Kentucky Commission on Fire Protection, Personnel, Standards, and Education. Other courses are offered at a cost.

Contact: Kentucky Commission on Fire Protection, Personnel, Standards and Education. Phone: 1-800-782-6823.

Louisiana

Classes at the Louisiana State University (LSU) State Fire School are available for \$25 on campus and at no cost in the field. A \$500 scholarship is available through LSU-Eunice and another at Delgado College (New Orleans) for second year Fire Science students. Additionally, fire training is provided by the Louisiana State Firemen's Association at their annual conference.

Contacts:

Louisiana State University Fire and Emergency Training Institute. 6868 Nicholson Drive, Baton Rouge, LA 70820. Phone: (225) 766-0600.

Louisiana State Firemen's Association. PO Box 1671, Gretna, LA 70054. Phone: (504) 391-2789.

Maine

Training is available through Maine Fire Service Institute through partnerships with Southern Maine Community College and Eastern Maine Community College. Members of fire departments are eligible for a scholarship that reduces the cost of each course by fifty percent.

Contact: Maine Fire Service Institute, Phone: (207) 844-2070 or Fax: (207) 725-9079.
Web site: www.MaineFSI.org.

Maryland

Any member of a fire company who is enrolled in a fire or emergency health services program can get 100% reimbursement of tuition one year after successful completion of each course.

Massachusetts

The Massachusetts Firefighting Academy provides training courses to members of fire departments at no cost. Volunteers are eligible for all courses except the Firefighter Recruit Class. The Massachusetts Call/ Volunteer Firefighters Association (MCVFA) maintains a training video lending library through the public libraries (state wide). The MCVFA provides various training and scholarships and grants to its members.

Contact: Massachusetts Firefighting Academy, Department of Fire Services. PO Box 1025, Stow, Massachusetts 01775. Phone: (978) 567-3100.

Michigan

The Michigan Firefighters Training Council provides over 50 courses, ranging from basic fire fighter training to administrative level courses for fire officers. Student manuals are furnished by the National Fire Academy and distributed through the MFFTC. The

MFFTC maintains a video library for the use of any department. The MFFTC also administers firefighting exams following the completion of the Fire Fighter I & II program. Any driver who successfully completes the MFFTC Driver Training Course is exempted from obtaining a commercial driver's license.

Contact: Michigan Fire Fighter Training Council. 7150 Harris Drive, PO Box 30700, Lansing, Michigan 48909. Phone: (517) 322-5444. Fax: (517) 322-6540. www.mfftc.org.

Minnesota Training is available through the Minnesota State colleges & universities at a cost. Library is available for loaning.

Contact: Fire/EMS/Safety Center, Minnesota State Colleges & Universities. Wells Fargo Place, 30 7th Street East, Suite 350, St. Paul, MN 55101-7804. Phone: (651)-649-5454. Toll Free: (800) 311-3143. FAX: (651) 649-5409.

Mississippi Training is offered by the Mississippi State Fire Academy for a fee. Courses are held at the Academy, as well as some local departments. Additional courses are delivered at no cost locally.

Contact: Mississippi Fire Academy. 1 Fire Academy USA, Jackson, MS 39208-9600. Phone: (601) 932-2444. www.mid.ms.gov/fireacad.

Missouri Volunteer firefighter training program available at the University of Missouri.

Contact: University of Missouri Fire and Rescue Training Institute. 40 Heinkel Building, Columbia, MO 65211. Phone: 1-800- 869-3476 or (573) 882-4735. Fax: (573) 882-0678.

Montana Members of a Montana Fire Department may attend the Fire Services Training School Fire Academy for a reduced rate. Departments that pay an annual membership fee to the

Fire Services Training School may use the lending library for training resources.

Contact: Montana State University Extension Service, Fire Services Training School. 750 6th Street SW, Suite 205, Great Falls, Montana 59404. Phone: (406) 761-7885.

Nebraska

Fire skills training is provided by the Training Division of the Nebraska State Fire Marshal.

Contact: Nebraska State Fire Marshal, Training Division. 2410 North Wheeler Avenue, Suite 112, Grand Island, NE 68801. Phone: (402) 471-2027. Fax: (402) 471-3118.

Nevada

State Fire Marshal offers free training to Nevada firefighters. Programs offered at the central training center field offices, community colleges, and individual departments.

Contact: Nevada State Fire Marshal, Hazardous Materials and Fire Training Center. 107 Jacobsen Way - Stewart Facility, Carson City, NV 89711. Phone: (775) 684-7500.

New Hampshire

Training is available at the State Fire Academy at a cost. Training is not required for volunteer firefighters, but it is highly encouraged.

Contact: Division of Fire Standards and Training, State of New Hampshire Department of Safety. 10 Hazen Drive, Concord, NH 03305. Phone: (603) 271-2661. Fax: (603) 271-1091.

New Jersey

Free classes are offered during the fall and spring at county academies by Fire Safety Division of the Department of Community Affairs.

Contact: New Jersey Department of Community Affairs, Division of Fire Safety. 101 South Bend Street, PO Box 800, Trenton, NJ 08625-0800. Phone: (609) 292-6055.

New Mexico

Training is available with tuition by the Southwest Area Training Service through the New Mexico Department of Forestry.

Contact: New Mexico State Forestry Division. PO Box 1948, Santa Fe, NM 87504-1948. Phone: (505) 476-3325. Fax: (505) 476-3330.

New York

Local and regional training is available free of charge to firefighters in every county, except New York City, by trained emergency response personnel through the Office of Fire Prevention and Control.

Contact: New York State Office of Fire Prevention and Control. 99 Washington Avenue, Albany, NY 12210-2808. Phone: (518) 474-6746. Fax: (518) 474-3240.

As a membership recruitment incentive, New York State offers college scholarships to men and women who join volunteer fire departments and ambulance squads.

Contact: New York State Higher Education Services Corporation. 99 Washington Avenue, Albany, NY 12255. Phone: (888) 697-4372. www.hesc.com.

North Carolina

Members of a fire department can attend classes through the community college system for free. They may have to provide their own textbooks.

Contact: North Carolina State Fire Marshal. Physical Address: 322 Chapanoke Road, Raleigh, NC 27603. Mailing Address: 1202 Mail Service Center, Raleigh, NC 27699-1202. Phone: (919) 661-5880.

North Dakota

The North Dakota Firefighter's Association offers training classes funded by the state. Volunteer Incentive Program is a six-day course specifically tailored to the volunteer fire service. The Firefighter's Association also offers a video library for loaning to departments.

Contact: North Dakota Firefighter's Association. 1641 Capitol Way, PO Box 6127, Bismarck ND 58506-6127. Phone: (701) 222 2799.

Ohio

Training is available through the Department of Public Safety at the Southern Ohio Fire Training Academy for a fee. Financial assistance is available. Some courses may also be taught in local departments.

The OSFA sponsors several seminars throughout the state each year. The host department can either set up their own agenda or the Education Committee will make the arrangements. In either case, the OSFA provides the funding. Student fees for the educational classes include lunch. OSFA members receive a dsicounted enrollment fee.

The OSFA is a proud sponsor of the Ohio Youth Fire & EMS Training Academy held every year at Hocking College. Cadets are given first hand exposure to fire fighting and EMS skills. The academy is chartered by the state division of EMS so that, upon successful completion, and when the cadet turns 18, s/he can take the state 36 hour test and become a certified firefighter. OSFA members receive a substantial discount for their cadets.

Contact: Ohio Fire Academy. 8895 East Main Street, Reynoldsburg, Ohio 43068. Phone: (614) 752-7189.

Oklahoma

Training is available from the Oklahoma State University Fire Service Training. Oklahoma emergency responders pay lower registration fees than all other students. Some classes may be taught in the local department.

Contact: Oklahoma State University Fire Service Training. 723 W. Tyler, Stillwater, OK 74078. Phone: 405-744-5727.

Training is also available at reasonable rates through the Career Techs scattered throughout the state: www.okcareertech.org

Oregon Training is available through the Department of Public Safety Standards and Training at a cost.

Contact: Oregon Department of Public Safety Standards and Training, 550 Monmouth Avenue, Monmouth, OR 97361. Phone: (503) 378-2100.

Pennsylvania Free courses at the State Fire Academy are available to any member of a Pennsylvania fire department. The "Resident Curriculum Program" is conducted at the Academy, while the "Academy on the Road" and the "Local Level Training" programs are offered within the fire departments.

Contact: Pennsylvania State Fire Academy. Phone: (717) 248-1115.

Rhode Island The Fire Education and Training Coordinating Board coordinates state-wide training.

Also, the state of Rhode Island will pay the tuition of totally and permanently disabled firefighters attending the University of Rhode Island, Rhode Island College or any other state-operated college or university.

In addition, the Rhode Island State Firemen's League provides competitive training and educational grants to fire departments throughout the State of Rhode Island.

South Carolina The South Carolina Fire Academy offers the following courses at minimal cost: OSHA Firefighter, Firefighter I, Firefighter II, Emergency Vehicle Driver Training, Pump Operations, Fire Officer, and Instructional Methodology I. Other courses are available for a fee.

Contact: South Carolina Fire Academy, 141 Monticello Trail, Columbia, SC 29203. Phone: (803) 896-9850. Fax: (803) 896-9856.

South Dakota Training is available at the State Fire School and district schools. Certification programs exist for firefighters, drivers and rescue technicians. Free video lending library is also available from the State Fire Marshal.

Contact: State Fire Marshal's Office. 118 W Capitol Ave, Pierre, SD 57501. Phone: (605) 773-3562.

Tennessee Courses are offered by the Tennessee Fire Service and Codes Enforcement Academy both at the state academy and regionally. Fire departments pay only 20% to 50% of tuition.

Contact: Tennessee Department of Commerce and Insurance, Division of Fire Protection, Codes Enforcement. Third Floor, 500 James Robertson Parkway, Nashville, TN 37243. Phone: (615) 741-7190. Fax: (615) 741-1583.

Texas Library service is available through the Commission on Fire Protection. Departments are responsible for postage costs only. Training is provided at Texas A&M Emergency Service Training Institute and area schools. The Institute also offers extension courses in various locations throughout the state at no cost.

Contacts: Texas Commission on Fire Protection. PO Box 2286, Austin, TX 78768-2286. Phone: (512) 936-3808. FAX: (512) 936-3808.
Emergency Services Training Institute, Texas A&M University. College Station, TX 77843-8000. Phone: (979) 845-7641. Fax: (979) 847-9304.

Utah Training is provided by the Utah Fire and Rescue Academy at minimal cost. Courses are available at the academy and in the departments, and they are mostly funded by the Utah State Fire Prevention Board. Scholarships are available. The Fire and Rescue Academy also administrates a video library.

Contacts:
Utah Fire and Rescue Academy Support Services. 3131 Mike Jense Parkway, Provo, Utah 84601. Phone: (801) 863-7700.

Utah Valley State College Fire Science Library. Phone: (801) 863-7709. Fax: (801) 371-0334.

Vermont

Training is available at the Vermont Fire Academy through the Vermont Fire Service Training Council. Also, many courses are available online.

Contact: Vermont Fire Academy, Vermont Emergency Management Agency. 317 Academy Road, East Cottage, Pittsford, VT 05763. Phone: (802) 244-8721.

Virginia

Department of Fire Programs provides training courses in area offices and also maintains a video library.

Contact: Division of Training and Operations, Virginia Department of Fire Programs. 1500 Main Street, Richmond, Virginia 23219. Phone: (804) 786-8895. Fax: (804) 786-9945.

Washington

The State Fire Marshal's Office offers reimbursement to Fire Departments and Fire Districts for members completing Firefighter I training, to include wildland training. Reimbursement rate currently (2003) at \$3.00 per hour for a maximum of 200 hours.

The Department of Natural Resources administrates a Wildland Fire Assistance Grant Program. This funding is available to fire districts/fire departments serving communities of less than 10,000 residents and who currently provide a wildland fire response to private, state, or federal land. 2003's Phase One program offered acquisition grants for personal protective equipment.

The Washington State Firefighters' Association offers limited scholarships to attend annual fire school training.

Contacts:

Office of the State Fire Marshal. Phone: (360) 570-3121.

Fire Protection Bureau. General Administration Building, PO Box 42600, Olympia WA 98504-2600. Phone: (360) 753-0443.

Washington Department of Natural Resources. 1111 Washington ST SE, PO Box 47001, Olympia, WA 98504-7001. Phone: (360) 902-1004. Fax: (360) 902-1775.

Washington State Firefighters' Association. Postal Mail Box 117, 1910 East 4th Avenue, Olympia, WA 98506-4632. Phone: (425) 316-3424. www.wsffa.org

West Virginia

State University Fire Service Extension offers a State Fire School annually. Participants affiliated with fire departments pay a reduced rate.

Contact: Fire Service Extension, West Virginia University. State Fire Training Center, Monongahela Boulevard, Morgantown, WV 26506-6610. Phone: (304) 293-2106.

Wisconsin

Training offered by the State Vocational Technical System at forty-seven local campuses across the state. The state pays for Firefighter I and Firefighter II training. Subsequent classes include tuition.

Contact: Wisconsin Technical College System Office, Fire Service Education & Training, 310 Price Place, PO Box 7874, Madison, WI 53707-7874. Phone: (608) 266-7289. Fax: (608) 266-1690.

Wyoming

Training officers offer hands-on and on-site training. Departments may use the state fire library at no cost. The State Fire Marshal also hosts numerous classes throughout the year, including HAZMAT training up to the HAZMAT technician level.

Contact: Wyoming State Fire Marshal's Office, 122 W. 25th Street, Herschler Building, 1 West, Cheyenne, WY 82002. Phone: (307) 777-7288. Fax: (307) 777-7119.
wyofire.state.wy.us

Workers' Compensation

Alabama According to state statute, municipalities may choose to provide workers' compensation for their volunteers. Individual programs are administered by local governments.

Alaska A political subdivision may elect to provide benefits and compensation to its volunteer firefighters. It must obtain insurance that would provide benefits and compensation at least equivalent to those provided by the state. If a volunteer firefighter is injured in the line of duty, the computation shall be based on the minimum gross weekly earnings paid a fulltime firefighter employed in the political subdivision where the injury occurred or other similar formula. It must be equal to or greater than the minimum wage computed on the basis of a 40-hour week.

Contact: Alaska Division of Workers' Compensation. PO Box 115512, Juneau, AK 99811. Phone: (907) 465-2790. www.labor.state.ak.us/wc/wc.htm.

Arizona Disabled volunteers receive 67% of their normal salary. The benefit is non-taxable after the first seven days.

Contact: Arizona State Compensation Fund. 3030 North Third Street, Suite 110, Phoenix, AZ 85012-3009. Phone: (602) 631-2000. Toll Free: 1-800-231-1363. Fax: (602) 631-2213.

Arkansas N/A

California Fire departments can contract with the State Compensation Insurance Fund or private insurers.

Colorado Employee definition includes all members of volunteer fire departments while they are performing duties as a volunteer and while engaged in organized drills, training, and practice necessary to perform their duties. The rate of compensation of persons accidentally killed or injured while serving as a volunteer firefighter shall be at the maximum rate.

Contact: Colorado Division of Workers' Compensation. 633 17th Street, Suite 400, Denver, CO 80202. Phone: (303) 318-8700 or 1-888-390-7936. www.coworkforce.com.

Connecticut Volunteers are eligible for workers compensation for line-of-duty injuries that cause full disability. The benefit is based on the wages of the volunteer firefighter from their regular employment.

Delaware Volunteers receive payments for disabilities received in the line of duty, including traveling to and from rescue operations. Those with permanent disabilities receive \$500 per month plus an additional \$50 per month for each child under the age of 18. Amount may be reduced if the volunteer receives payment for the same disability from another governmental organization.

Florida With regards to workers' compensation, volunteer firefighters responding to or assisting with fire or medical emergencies are considered employees of the municipality. Volunteers injured in the line-of-duty receive two-thirds of their average weekly wages from regular employment up to 700 weeks or for the duration of the disability.

Georgia Volunteers are eligible for a monthly disability benefit for injuries sustained while on-duty. Firefighter must have been a member of the fund for at least ten consecutive years in order to qualify. The firefighter's average weekly wages are assumed to be the average weekly earnings of production workers in manufacturing industries for the preceding calendar year.

Contact: Georgia State Board of Worker's Compensation, 270 Peachtree Street, NW, Atlanta, GA 30303-1299. Phone: (404) 656-3875 or (800) 533-0682. Web site: www.sbwc.georgia.gov.

Hawaii If a volunteer firefighter is injured in the line of duty, he or she is entitled to compensation and for the purposes of compensation is considered to have earned wages for his or her services. The assumed wages of the volunteer are based on the volunteer's earnings from regular employment or earnings at the rate of \$18 per week, whichever is greater.

Idaho Local municipalities provide workers' compensation coverage through the State Insurance Fund at the same rate as career firefighters receive.

Contact: Idaho State Insurance Fund. 1215 W. State St., PO Box 83720, Boise, ID 83720-0044. Phone: (208) 332-2100. Toll Free: 1-800-334-2370.

Illinois N/A

Indiana Each municipality must provide coverage for volunteers. This covers medical expenses, but not lost wages. There is no weekly benefit if volunteer cannot return to his/her vocation. Worker's compensation only covers line of duty injuries.

Contact: Office of Workers' Compensation. Phone: (317) 232-3809.

Iowa There is no state program, although many municipalities contract with private companies to provide compensation.

Kansas Weekly benefits are \$587 per week as of July 1, 2013. Total compensation may not exceed \$300,000 unless there are dependent children. All medical and hospital costs related to the injury are covered.
Contact: Kansas Division of Workers' Compensation, Department of Labor. Phone: (785) 296-4000. www.dol.ks.gov.

Kentucky By state statute, volunteers who suffer a permanent disability in the line of duty are eligible for a monthly payment of \$400. This amount may be reduced if the volunteer already has life or health insurance provided at no cost.

Louisiana The State Fire Marshal may provide workers' compensation to volunteer firefighters. For the purpose of determining the amount of disability due to an injured volunteer, the volunteer's wages are considered to be the federal minimum wage or actual wages earned in the volunteer's regular employment. Total disability benefits may not exceed 520 weeks.
Contact: Louisiana Office of the State Fire Marshal. 8181 Independence Blvd, Baton Rouge, LA 70806. Phone: (800) 256-5452.

Maine Volunteers are eligible for workers' compensation. For this purpose, their average weekly wages are considered to be their wages from regular employment. The amount of the benefit depends on the severity and permanence of the disability.

Maryland Volunteer firefighters may be considered employees for the purposes of workers' compensation if they are injured as a direct result of actively participating in fighting a fire or traveling to or from a fire. The Board of Trustees of the Maryland State Firemen's Association will determine the amount and manner of payment for such injuries.

Massachusetts Firefighters are not part of the workers compensation system. State law requires municipality to pay all medical expenses of injured firefighters. State law requires disability payments to most volunteers for permanent disabilities equal to 2/3rds to 100% of local average career firefighter salaries.

Michigan Michigan firefighters must be covered by workers' compensation. The amount of the award is based on the state average wage and the severity and permanence of the injury.
Contact: Bureau of Workers' & Unemployment Compensation. PO Box 30016, Lansing,

Michigan 48909. Phone: 1-888-396-5041.

Michigan Unemployment Insurance Agency, PO Box 169, Grand Rapids, MI 49501-0169.

Minnesota

Workers' compensation covers all firefighters disabled in the line of duty. Benefits are based on the wages earned by paid employees performing similar services at the time of injury. The amount is based on extent and permanence of disability.

Contact: Workers' Compensation Division, State Department of Labor and Industry. 443 Lafayette Road North, St. Paul, MN 55155. Phone: (651) 284-5005 or (800) 342-5354.

Mississippi

Most counties and/or municipalities provide workers' compensation medical benefits for volunteers injured in the line of duty.

The Law Enforcement Officers and Fire Fighters Disability Benefits Trust Fund was created by the Mississippi Legislature to provide disability benefits to law enforcement and firefighters, including volunteers, injured in the line of duty. These benefits shall be payable for the period of time the covered individual is physically unable to perform the duties of his or her unemployment, not to exceed one year of payments for any one injury.

Contact: Mississippi Attorney General's Office, Walter Sillers Building, 550 High Street, Suite 1200, Jackson, MS 39201, http://www.ago.state.ms.us/index.php/pages/law_enforcement_officers_fire_fighters_disability_benefits_trust_fund/

Missouri

N/A

Montana

Volunteer firefighters are eligible for workers' compensation so long as the trustees of the fire district or the county choose to include them as employees. In this case, the volunteer's wages for the purposes of determining a disability benefit are considered to be the state average weekly wage multiplied by the number of volunteer hours divided by forty hours, subject to the state minimums and maximums.

Nebraska

All fire departments are required to provide workers' compensation for volunteers. For volunteer firefighters, the amount is based of the wages earned in their regular employment. For those without regular employment, the amount is based on an assumed wage of 150% of the maximum compensation rate for total disability. Firefighters must be injured in the line of duty or en route to or from a fire call in order to qualify.

Nevada

The maximum benefit to those injured in the line of duty is 2/3 of the deemed firefighter

wage. Individual districts, counties and towns have established disability wages for volunteers. Each department must provide workers' compensation for its members; each can choose a third party with which to contract in order to provide coverage.

New
Hampshire

Volunteers who are permanently disabled in the line-of-duty are eligible for compensation. The average weekly wage for a volunteer is considered to be the amount that entitles the volunteer to the state's average weekly wage as a maximum benefit.

Contact: Workers' Compensation Division, New Hampshire Department of Labor. 95 Pleasant Street, Concord, NH 03301. Phone: (603) 271-3177. www.labor.state.nh.us.

New Jersey

State law mandates that all workers are covered by workers' compensation. Each district or department must contract with its own insurance carrier.

New Mexico

There is no benefit offered through the state, although worker's compensation is available at the municipal level in some cases.

New York

According to the New York State Volunteer Firefighters' Benefit Law, local municipalities must provide workers' compensation for volunteer firefighters who are injured in the line-of-duty or traveling to or from an emergency. Firefighters receive \$400 monthly for permanent total disability, \$125 for temporary total disability, and \$95 monthly for permanent partial disability. There is no compensation for injuries received due to intoxication or willful intention of the firefighter to injure himself or another.

North
Carolina

N/A

North Dakota

For the purposes of workers' compensation, volunteer firefighters are considered employees of the municipalities that they serve. The amount of their disability benefits is based on their earnings from regular employment.

Ohio

Benefit is 2/3 of employee's average weekly wage in their regular employment. This is based on total earnings from all employers during the year prior to the injury. Minimum and maximum amounts apply and are adjusted annually.

Contact: Bureau of Workers' Compensation. 30 West Spring Street, Columbus, OH 43215-2256. Phone: (800) 644-6292. www.ohiobwc.com.

Oklahoma

Weekly benefit is 70% of the deceased's average weekly wage from regular employment or

the State's Average Weekly Wage of \$577 (whichever is lower) for spouse and additional 15% for each child, not to exceed the State's Average Weekly Wage of \$577 for the family. The maximum weekly benefit is the state's average weekly wage. Upon remarriage, the spouse receives a two-year lump sum and benefits terminate. Unmarried children are considered dependents until age 18, age 23 if a full-time student, or longer if incapable of self-support.

Oklahoma Department of Labor
Workers' Compensation Division
www.oklaosf.state.ok.us/~okdol/workcomp/index.htm

Oregon Individual departments contract with workers' compensation insurance carriers. By state statute, departments are required to carry insurance with a minimum assumed wage of \$1,500 and a maximum assumed wage of \$2,400 for volunteers.

Pennsylvania By state law, local governments are required to provide workers' compensation for their volunteer firefighters, either through the state or through private insurers.

The state also that provides both career and volunteer emergency service responders with workers' compensation benefits if they contract Hepatitis C.

Rhode Island Members of volunteer fire companies who are partially or wholly incapacitated by line-of-duty injuries can receive a regular monthly payment of \$100 or less from the Board of Firefighters' Relief.

South Carolina Municipalities may choose to join the State Accident Fund at a cost.

South Dakota Volunteers are eligible for workers' compensation line-of-duty injuries. For the purposes of compensation, the volunteer is considered to be earning a wage that would entitle him or her to the maximum compensation allowed by the state.

Contact: Division of Labor and Management, South Dakota Department of Labor. Kneip Building, Third Floor, 700 Governors Drive, Pierre, SD 57501-2291. Phone: (605) 773-3681.

Tennessee None

Texas Volunteer firefighters are eligible for state workers' compensation, if their municipality or fire district chooses to participate. There are some grants available from the Forest Service to fund workers' compensation.

Contacts: Texas Forest Service. 301 Tarrow, Suite 364, College Station, TX 77840-7896.

Phone: (979) 458-6600. Fax: (979) 458-6610.

Texas Workers' Compensation Commission. Southfield Building, 4000 S. IH-35, Austin, TX 78704-7491. Phone: (512) 804-4000.

Utah Volunteer firefighters are eligible for line-of-duty disability benefits. For these purposes, the lowest monthly compensation for a career firefighter of a city of the first class is considered the final average monthly salary of the volunteer firefighter. The monthly benefit is 50% of this amount.

Vermont Volunteers are eligible for workers' compensation in the event of a line-of-duty injury. The average weekly wage of a volunteer firefighter is the volunteer's average weekly wage from regular employment, although minimums and maximums apply.

Virginia Volunteer firefighters may be considered employees of the municipality with regards to workers' compensation if the municipality has adopted a resolution allowing this. In this case, they are eligible for disability pensions depending on the severity and permanence of the injury.

Washington Medical bills related to firefighter's work-related injuries are paid. Disability compensation is provided for any member who, as a result of an injury in the performance of duty, is unable to work at his or her regular job or occupation for a period not to exceed six months. If after six months the injured member is unable to work at any job as a result of his or her injury, disability compensation computed at a different rate may be authorized. Contact: Board for Volunteer Firefighters and Reserve Officers. Olympia Forum Building, 605 E 11th Avenue #112, PO Box 114, Olympia, WA 98507. Phone: (360) 753-7318. Toll Free: (877) 753-7318. Fax: (360) 586-1987. www.bvff.wa.gov.

West Virginia Departments or municipalities provide coverage through the Workers' Compensation Division. The amount of the benefit is dependent upon the volunteer's regular employment, taking minimums and maximums into account.

Contact: West Virginia Workers' Compensation Division. Phone: 1-800-628-4265.

Wisconsin Volunteer firefighters must have workers' compensation provided by either their department or their municipality. For the purposes of compensation, their pay is presumed to be 60% of the wages of full-time firefighters in the nearest municipality. The amount of the benefit depends on the severity and permanence of the disability.

Wyoming All fire departments are required to cover their firefighters for workers compensation

through the Wyoming Department of Workforce Services. The amount of the monthly payment depends on the severity and permanence of the injury. The firefighters wages are assumed to be the statewide average wage for the twelve months preceding the injury.

Contact: Wyoming Department of Workforce Services. 122 West 25th Street, Herschler Building, 2E, Cheyenne, WY 82002. Phone: (307) 777-8650. Fax: (307) 777-5857.

Funding

The Alabama Association of Volunteer Fire Departments offers the Wildfire Prevention Grants to volunteer fire departments.

Alabama

Contact: Alabama Assn. of Volunteer Fire Departments. 660 Adams Ave., Suite 345, Montgomery, Al 36104. Phone: (334) 262-2833.

Alaska

A Ken Akerley training grant is now available.

Arizona

N/A

Arkansas

The Department of Finance and Administration offers the Fire Protection Revolving Fund, which collects 1/2 of 1% of insurance premiums throughout the state and disperses the funds to qualifying fire departments. These funds can be used to defray training costs or to purchase or repair equipment.

Contact: Arkansas Department of Finance and Administration. Suite 700, 1515 Building, 1515 West Seventh Street, Little Rock, AR 72201. Phone: (501) 324-9057.

California

An "Emergency Equipment Rental Agreement" between the Department of Fire and Emergency Response and the federal wildland fire agencies in California allows fire departments to rent equipment at a reduced rate.

Contact: Department of Forestry and Fire Protection. 1416 9th Street, PO 944246, Sacramento, California 94244-2460. Phone: (916) 653-5123.

Grants are available for rural fire departments through the State Forest Service.

Colorado

Contact: Colorado State Forest Service, Colorado State University. 3843 Laporte Avenue, Fort Collins, CO 80523. Phone: (970) 491-6303.

Connecticut

The Connecticut Commission on Fire Prevention and Control offers the "Connecticut FAIR Plan Grant" fund. The fund subsidizes the purchase of equipment that will aid in fire investigations for departments.

Contact: Commission on Fire Prevention and Control, Connecticut Fire Academy. 34 Perimeter Road, Windsor Locks, CT 06096-1069. Phone: (860) 627-6363.

Delaware

The Delaware Volunteer Fire Service Revolving Loan Fund is managed by the Delaware Volunteer Firefighter's Association and the State Treasurer's Office. These funds are allocated to fire departments based on need and other considerations to upgrade equipment and improve facilities.

Florida

The State Fire Marshal Scholarship Grant Program provides scholarships for the State Fire College to firefighters with financial need.

Contact: Division of State Fire Marshal. 200 East Gaines Street, Tallahassee, FL 32399, (850) 413-3170.

Georgia

The Georgia Firefighters Burn Foundation offers a grant to fire departments that institute a fire alarm awareness program.

Contact: Georgia Firefighters Burn Foundation. 2575 Chantilly Drive, Atlanta, GA 30324. Phone: (404) 320-6223. Toll Free: 1-800-273-2876. Fax: (404) 320-6190.

Hawaii N/A



The Department of Commerce offers several block grant programs for rural and community fire departments.

Idaho

Contact: Idaho Department of Commerce. 700 West State Street, PO Box 83720, Boise, Idaho 83720-0093. Phone: (208) 334-2470. Fax: (208) 334-2631.



Occasional grants are offered through the Environmental Protection Agency and the Department of Natural Resources.

Illinois

Contact: Illinois Environmental Protection Agency. 1021 North Grand Avenue East, Springfield, Illinois 62702. Phone: (217) 782-3397.

Illinois Department of Natural Resources. One Natural Resources Way, Springfield, IL 62702-1271. Phone: (217) 782-6302.



The Department of Commerce administers several grants to aid the community. In the past, the "Build Indiana" fund has used lottery monies to fund community aid as well.

Indiana

Contact: Indiana Department of Commerce. One North Capitol, Suite 700, Indianapolis, Indiana 46204. Phone: (317) 232-8800. FAX: (317) 232-4146.



Funding is available through the Volunteer Firefighter Training and Equipment Fund. Additionally, there is a Revolving Loan Fund through the State Fire Marshal's Office for fire companies. To date there is \$1.5 million working in the fund and \$1.5 million has been dispersed through a no interest loan given to Fire Department's for equipment purchases or equipment repairs. A Department can request up to \$150,000 and has 5 to 10 years to pay it back depending on the amount borrowed:

Iowa

-Apparatus: \$25,000-150,000

-Minor Equipment: \$10,000-50,000

-Repairs: \$10,000-50,000

Contact: Iowa State Fire Marshal Division, Iowa Department of Public Safety, Wallace State Office Building, 3rd Floor, Des Moines, IA 50319, (515) 218-5821.

The State Insurance Department administrates the Firefighters' Relief Fund, which is supported by a two percent tax on fire and lightening insurance premiums throughout the state. The fund supports firefighters and their families who were injured or killed on the job.

Kansas

Contacts:

Kansas Insurance Department. 420 SW 9th Street, Topeka, Kansas 66612-1678. Phone: 1-800-432-2484.

Kansas Forest Service. 2610 Claflin Road, Manhattan, KS 66502-2798. Phone: (785) 532-3300. Fax: (785) 532-3305.

State grants in the amount of \$8,250 are available if the department has over 50% volunteers participating in the state NFIRS plan, and files a request for funds.

Kentucky

Contact: Kentucky Commission on Fire Protection, Personnel, Standards and Education. Phone: 1-800-782-6823.

Louisiana

The "Two Percent Fire Insurance Fund" allocates monies to support the fire service. A certain percentage of the fund is paid directly to the fire departments to be used for improvement of fire service.

Maine

The Forest Service administers the Cooperator Assistance Program provides fire suppression equipment at a lowered cost.

Contact: Main Forest Service, Department of Conservation. 22 State House Station, Augusta, ME 04333-0022. Phone: (207) 287-2791.

Maryland

The Maryland State Firemen's Association administers the Volunteer Company Assistance Fund which is managed by a Board that can award low-interest loans and/or grants to Companies.

Contact: Maryland State Firemen's Association. 6047 Melbourne Avenue, Deale, MD. 20751-9719. Phone: (410) 867-3658.

Massachusetts

Funding for the training facilities and curriculum for firefighters at the Massachusetts Fire Fighting Academy comes from insurance companies, not to exceed one-fourth of one percent of their estimated gross premiums on fire insurance.

Michigan

Funding is available through the Emergency Management Division of the Michigan State Police for hazardous materials and terrorism training. Also, there are grants through the Fire Fighters Training Council.

Contacts: Michigan State Police Headquarters. 714 S. Harrison Road, East Lansing, Michigan 48823. Phone: (517) 332-2521.

Michigan Fire Fighter Training Council. 7150 Harris Drive, PO Box 30700, Lansing, Michigan 48909. Phone: (517) 322-5444. Fax: (517) 322-6540. www.mfftc.org.

Minnesota

Grants for equipment and training are available through the Division of Emergency Management.

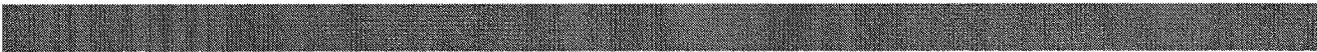
Contact: Minnesota Department of Homeland Security and Emergency Management, Emergency Response Commission. 444 Cedar Street, Suite 223, Saint Paul, MN 55101-6223. Phone: (651) 296-2233. Fax: (651) 296-0459.

The state provides support to cities and counties through a fire insurance rebate program. The funds are derived from a premium tax on the gross sales of all insurance products sold in a given year. These funds are distributed through the Division of Fire Services Development of the Mississippi department of Insurance. In addition, this Division also administers a Rural Fire Truck Acquisition Assistance Grant program, (RFTAAP). Each county can apply for up to 8 fire apparatus meeting the NFPA 1900 Standards For Fire Apparatus. The maximum allotted for each grant is \$70,000.

Mississippi

If a department receives a AFG grant for a Class A fire apparatus, they can apply for the department's match to the AFG grant for up to \$20,000.

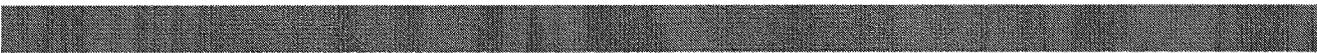
Contact: Division of Fire Services Development, State Fire Coordinator's Office. PO Box 79, Jackson, MS 39205-0079. Phone: (601) 359-1062. Email: fireservices@mid.ms.gov .



The Department of Conservation provides grants to rural and volunteer fire departments.

Missouri

Contact: Missouri Department of Conservation. PO Box 188, 2901 W. Truman Blvd., Jefferson City, MO 65102. Phone: (573) 751-4115. Fax: (573) 751-4467.



Montana N/A



Nebraska N/A



Nevada

Grants for wildland fire equipment are available through the Division of Forestry. There are also grants from the Office of Traffic Safety for rescue and extrication tools.

Contacts: Nevada Division of Forestry. 2525 South Carson Street, Carson City, Nevada 89701. Phone: (775) 684-2500. Fax: (775) 687-4244.

Office of Traffic Safety. 107 Jacobsen Way, Stewart Facility, Carson City, NV 89711.
Phone: (775) 687-5720. Fax: (775) 687-5328.

New
Hampshire

The Department of Safety administers an emergency management assistance grant program that provides funding to eligible applicants for training, planning, and drills.

Contact: New Hampshire Department of Safety, Division of Fire Standards and Training, Richard M. Flynn Fire Academy. 33 Hazen Drive, Concord, NH 03305.
Phone: (603) 271-2231. Fax: (603) 225-7341.

New Jersey

The state offers a volunteer emergency services organization low interest loan program. Any volunteer fire or EMS organization is eligible to apply for a loan of up to \$50,000.

Fire departments are provided with a thermal imaging camera in return for participation in the NFIRS program.

Contact: New Jersey Department of Community Affairs, Division of Fire Safety. 101 South Bend Street, PO Box 800, Trenton, NJ 08625-0800. Phone: (609) 292-6055.

New Mexico

The Department of Insurance administers the State Fire Protection Fund. This fund receives 2% of all fire insurance premiums paid in the state and then distributes them to fire departments depending on their Insurance Service Organization rating. These funds can be used on fire stations and maintenance, apparatus, suppression equipment, training, and protective clothing.

Contact: New Mexico Fire Marshal's Office, Public Regulation Commission. 142 West Palace Ave, 2nd Floor, PO Box 1269,
Santa Fe, New Mexico 87504-1269. Phone: (800) 244-6702.

New York

The Office of Fire Prevention and Control offers an Emergency Services Revolving Loan Program with an annual fixed interest rate of 2.5 percent. They also administer the New York State Emergency Services Grant Fund, providing reimbursement for

personal protective equipment, communications equipment, and accessory equipment.

Contact: New York State Office of Fire Prevention and Control. 99 Washington, Avenue, Albany, NY 12210-2808. Phone: (518) 474-6746. Fax: (518) 474-3240.

All volunteer departments are eligible for support from the Volunteer Fire Department Fund, which is funded by one-half of one percent of fire and lightning insurance coverage. This funding may be used to buy equipment and make capital expenditures. Also, the Firemen's Relief Fund is available for firefighters who are injured or killed in the line-of-duty. Funding from this source may be provided to firefighters who are injured off-duty, but they must have served for five years or more.

North
Carolina

Contacts:
Office of State Fire Marshal Grants of the Department of Insurance. Post Office Box 26387, Raleigh, NC 27611. Phone: (919) 733-2142.

North Carolina State Treasurer. Phone: (919) 508-5176

North Dakota N/A

Ohio

The Ohio Fire Chief's Association offers a charitable trust to all members. Funding from the Trust may be used to promote and provide education and training for the fire service.

Contact: Ohio Fire Chiefs' Association. 131 Dillmont Dr. #201, Columbus, OH 43235. Phone: (614) 410-6322. Toll Free: (800) 347-3704. Fax: (614) 410-6324.

Oklahoma

The "Volunteer Firefighter Employer Contribution Payment Revolving Fund" provides funding for pension plans through the State Treasury Department.

Grants are available through the Department of Forestry for equipment.

Oregon

Contacts: The Oregon Department of Forestry. Human Resources, Building 1, 2600 State Street, Salem, Oregon 97310. Phone: (503) 945-7200. Fax: (503) 945-7212.

The Volunteer Loan Assistance Program (VLAP) through the Office of the State Fire Commissioner provides loans at a fixed 2% interest rate to volunteer fire companies for the acquisition and upkeep of apparatus, facilities and equipment. In addition, the Office of the Auditor General administrates a Firefighters' Relief Fund. This state aid is generated from a 2% tax on fire insurance purchased by Pennsylvanians and is distributed to each municipality in which a relief association exists. The associations must use the funds to provide relief funding to volunteer firefighters.

Pennsylvania

Also, in 2003, Pennsylvania passed legislation that establishes a \$25 million one-time grant program for volunteer firefighters and volunteer ambulance services. The program designates \$22 million to the Volunteer Fire Grant Program and \$3 million to the Volunteer Ambulance Service Grant Program. The minimum grant is \$2,500; the maximum is \$15,000. The company must sign an agreement to actively participate in the Pennsylvania Fire Information Reporting System administered by the Pennsylvania Emergency Management Agency.

Contacts: Office of the State Fire Commissioner. 2605 Interstate Drive, Harrisburg, PA 17110-9364. Phone: (717) 651-2205. Fax: (717) 651-2210.

Rhode Island

By state statute, municipalities are permitted to provide funding to any volunteer fire company for equipment, property, salaries, or other expenses relating to the work of extinguishing fires.

South
Carolina

N/A

South Dakota N/A

Tennessee

The Tennessee Firemen's' Association provides some scholarships to the Tennessee weekend at the National Fire Academy.

Texas

The Commission on Fire Protection administers the Fire Department Emergency Program, which provides grants and loans to fire departments in need of equipment. The Texas Forest Service also offers several grant programs.

Contact: Texas Commission on Fire Protection. PO Box 2286, Austin, TX 78768-2286. Phone: (512) 936-3808. FAX: (512) 936-3808.
Texas Forest Service. 301 Tarrow, Suite 364, College Station, TX 77840-7896. Phone: (979) 458-6600. Fax: (979) 458-6610.

Utah

The Division of Forestry, Fire, and State Lands offers the Volunteer Fire Assistance (VFA) grant. The VFA grants are limited to rural communities with a population of 10,000 or less for organizing, training and equipping fire departments for fire suppression; structural or wildland. These funds are available to assist eligible communities with a grant of up to \$5,000 and they require a 50% match.

Contact: Division of Forestry, Fire and State Lands. 585 North Main Street, Cedar City, UT 84720. Phone: (435) 586-4408.

Vermont

Grants are available through Vermont Emergency Management.

Contact: Vermont Emergency Management, Department of Public Safety. 103 S. Main Street, Waterbury, VT 05671. Phone: (802) 241-5258.

Virginia The Volunteer Firefighters' and Rescue Squad Workers' Service Award Fund. 1% of fire-related insurance coverage is placed in the Virginia Fire Programs Fund, which administrates a variety of grants. 75% of this fund goes directly to cities, towns and counties for training, equipment, protective clothing and training centers.

Contact: Virginia Department of Fire Programs. 1005 Technology Park Drive, Glen Allen, VA 23059-4500. Phone: (804) 371-0220. Fax: (804) 371-3444.

Washington The Department of Natural Resources administrates a Wildland Fire Assistance Grant Program. This funding is available to fire districts/fire departments serving communities of less than 10,000 residents and who currently provide a wildland fire response to private, state, or federal land.

Contact: Washington Department of Natural Resources. 1111 Washington ST SE, PO Box 47001, Olympia, WA 98504-7001. Phone: (360) 902-1004. Fax: (360) 902-1775.

West Virginia Volunteer fire departments are eligible to receive funding from the Municipal Pensions and Protection Fund and the Fire Protection Fund. The Fire Protection Fund receives one-half of one percent of insurance premium state-wide annually and distributes a prescribed amount to each qualifying fire department.

Contact: West Virginia State Fire Marshal's Office. 1207 Quarrier St., (2nd Flr.), Charleston, WV 25301. Phone: (304) 558-2191.

Wisconsin 2% of fire insurance premiums are distributed to municipalities for training, supplies and inspections.

Wyoming State Loan and Investment Board provides matching grants for Capital Facilities improvements in regards to trucks, stations, and communications equipment for fire departments. Wyoming Division of Forestry provides low cost military equipment outfitted for wildland firefighting.

Contact: Rural Fire Trainer, Wyoming Division of Forestry. 2500 Academy Court,
Riverton, WY 82501. Phone: (307) 856-0027.



Retirement

Alabama None

Alaska None

Arizona

Local municipalities may choose to offer a pension plan under state statute. The benefit is \$200 per month at 20 years of service and age 60 or at 25 years of service. Two percent insurance premium tax proceeds are added to volunteer retirement pension fund.

Contact: Public Safety Personnel Retirement System of the State of Arizona. 3010 East Camelback Road, Suite 200, Phoenix, AZ 85016. Phone: (602) 255-5575. www.psprs.com

Members contribute \$5 monthly and receive payments beginning at 55 with 20 years of credited service; age 60 and with at least five years of credited service; at any age with 28 years credited service. The maximum benefit for volunteer service is approximately \$120 per month. This program is part of the local police and fire retirement system.

Arkansas

Deferred Retirement Option Plan (DROP): Who can participate: paid service members only, maximum 5-year DROP. Any age with 28 years of service credit: 75% of benefit credited to DROP. With 20 years of service credit at Age 55, but less than 28 years: 72% of benefit credited to DROP. 6% Annual Interest is awarded on the Average DROP Account Balance. Member's DROP Benefit is Adjusted for any increases in retirement multiplier.

Contact: Local Police and Fire Retirement System. PO Box 34164, Little Rock, AR 72203. Phone: (501) 682-1745.

California

No caps are placed on the amount a volunteer pension fund can pay its members. Monthly awards, which are a minimum of \$600 annually, are payable to participating members who have reached age 60 with at least 10 years of volunteer service in the

programs. There is no cost to participating volunteer firefighters. Benefit is reduced proportionally for less than 20 years of service. In addition, there may be as much as 50% more in supplemental payments based upon available funds.

Contact: California Public Employee Retirement System. Lincoln Plaza North, 400 O Street, Sacramento, CA 95814. Phone: (888) 225-7377.

Colorado

Full retirement requires 20 years active service and age 50 years, the retirement pension shall be determined by the Board of Directors of the Municipality or Special District and approved by the governing body, if the pension exceeds \$300.00 per month they must provide an actuarial study to show they may exceed \$300.00. The Board may pay pensions to a volunteer firefighter who has less than 20 years of service if the fund is actuarially sound, the amount shall be prorated by the number of years of active service but cannot be less than 10 years.

Contact: Colorado Public Employee Retirement Agency. PO Box 5800, Denver, CO 80217-5800. Phone: (303) 863-3727.

Fire Police Pension Association. 5290 DTC Parkway, Englewood, CO 80111. Phone: (303) 770 3772.

Connecticut

The Connecticut LOSAP laws allow local municipalities to fund LOSAPs, but there is no state-wide program. Municipalities can choose between DB or BC plans.

Delaware

Volunteers receive \$5 per month for each year of service. Vesting is 100% with 10 years of service. Maximum number of years of service credit is 25. Volunteer must reach 60 with 10 years credit. Each fire company pays into the pension plan an actuarial defined amount yearly for each member they place on the pension roles and a company assessment.

Contact: Delaware Office of Pensions. McArdle Building, 860 Silver Lake Blvd., Suite #1, Dover, DE 19904-2402. Phone: (302) 739-4208. Toll Free: (800) 722-7300. Fax: (302) 739-6129.

Florida

Volunteer firefighters are eligible to participate in the Firefighters' Pension Trust Fund. At age 55 and 10 years of creditable service as a firefighter or age 52 and 25 years creditable service, the volunteer is eligible for pension benefits. The monthly retirement income payable to a volunteer is an amount equal to the number of years of credited service multiplied by 2 percent of the volunteer's average final compensation. Average final compensation for a volunteer is the average salary of the five best years of the last ten years of credited service.

Georgia

All firefighters are eligible to join the Georgia Firefighters' Pension Fund, which is funded by voluntary dues and insurance premium tax. All participating firefighters contribute \$25 monthly. A participant may begin to be paid at age 55, with 25 years of pension service credit, and receive a full service pension of \$882 per month. Firefighters with 15 years of creditable service and 50 years of age may receive a reduced pension.

Contact: Georgia Firefighters' Pension Fund. 2171 East View Parkway, Conyers, Georgia 30013-5756. Phone: (770) 388-5757. Web site: www.gfpf.org.

Hawaii

None

Idaho

None

Illinois

None

Indiana

Although there is no state-wide program, some fire departments offer a retirement plan on the local level.

Iowa None

State statute allows municipalities to develop their own programs. Two percent insurance premium tax proceeds are allocated to the fire departments who fund their own programs. Guidelines of the plan vary.

Kansas

Contacts:

Kansas State Firefighters Association, www.kssfa.com.

Kansas Insurance Department, 420 SW 9th, Topeka, KS 66612

Kentucky

There is no state-wide program, but several municipalities have defined benefit plans for their volunteers.

Louisiana

Volunteers are not eligible for the Firefighters' Retirement System.

Maine

None

Maryland

There is no state program, but approximately half of Maryland counties have Length of Service Awards Programs.

Massachusetts Paid on-call firefighters may make voluntary contributions from their stipends to a 527 Deferred Compensation Plan if their municipality approves. There is no pension program for other volunteer firefighters.

Michigan None

Minnesota Each department has the right to establish a Firefighter Relief Association. The program is funded by 2% fire insurance premium tax. Programs differ for each fire department.

Mississippi There is no state program, but some of the counties and municipalities provide length of service benefits for volunteers at the local level.

Missouri The board of trustees of any municipality or fire department may fix a monthly retirement pension for volunteer firefighters.

Montana Volunteer Firefighters Compensation Act offers pension after 20 years credited service at age 55 or partial benefit at 10 year service and age 60. Monthly lifetime benefit of \$7.50 per year of service. Five percent insurance premium tax is used as a source of funding.

Contact: Montana Public Employees Retirement Association. 100 N Park Avenue Suite 200, PO Box 200131, Helena, MT 59620-0131. Phone: (406) 444-3154.

Nebraska State statute authorizes local funding for a length of service award program, but does not mandate it. Fire departments must provide their own funding. Entitlement age is 65 with

at least 10 years of service credit.

Contacts:

Nebraska Legislature. State Capitol, PO Box 94604, Lincoln, NE 68509-4604. Phone: (402) 471-2221.

Nebraska Public Employees' Retirement System. 1221 N Street, Suite 325, PO Box 94816, Lincoln, NE 68509. Phone: (402) 471-2053. Fax (402) 471-9493.

Nevada

Volunteers who are members of Public Employee Retirement System receive lifetime payments of \$375 per month after 20 years with proportionally greater payments for those with 20 or more years of service.

Contact: Nevada Public Employee Retirement System. 693 W. Nye Lane, Carson City, NV 89703. Phone: (775) 687-4200. Toll free: 1-866-473-7768. Fax: (775) 687-5131.

New
Hampshire

Although state law was enacted and became effective in 1998, the program is dormant due to conflicts with the tax code. If federal LOSAP bills get passed, NH will amend RSA 100-b to mirror the language in federal law. The current state legislation says that the sponsor must contribute a minimum of \$300 per member annually and the member must contribute \$60 per year. Entitlement age is 60 years old and completion of 20+ years service credit. No additional benefits accrued after 20 years credited service. Vesting: 20% after five years to 100% after 10 years.

Contact: New Hampshire Retirement System. 54 Regional Drive, Concord, NH 03301. Phone: (603) 410-3500.

New Jersey

Some local governments provide LOSAP programs, but there is not a state-wide program. The New Jersey State Fireman's Relief Association provides funding for the New Jersey Firemen's Home.

Contact: The New Jersey State Firemen's Home 565 Lathrop Ave., Boonton, NJ 07005, 973-334-0024, Fax 973-334-1383 for admittance information.

New Mexico

Payment is \$200 per month with 25 years vesting service credit; \$100 per month for those with 10 years service credit. Entitlement age is 55 years. The program is funded by the state's annual \$750,000 contribution to the Fire Protection Fund.

Article 11-A of the General Municipal Law authorizes certain local governments in New York State to establish and sponsor length of service award programs (LOSAP's) for volunteer firefighters. These programs provide municipally funded pension like benefits based on an individual's length of volunteer firefighting service. The programs are established at local option and are administered at the local level. There appears to be more than 500 programs in operation with what we estimate to be over a quarter of a billion dollars invested in these programs by local governments on behalf of volunteer firefighters.

New York

Service award programs for volunteer firefighters were authorized by legislation that became effective on September 1, 1989. The purpose of the legislation was to facilitate the recruitment and retention of volunteer firefighters.

Contact: New York State and Local Retirement System. 110 State Street, Albany, NY 12244-0001. Phone: (866) 805-0990. Fax: (518) 402-4433.

The Volunteer Firemen's Home is owned and operated by the Firemen's Association of the State of New York and is not owned or operated by New York State. Any person who has served the volunteer fire service for at least one year is eligible. The Home is there for indigent and disabled volunteer firefighters.

Contact: Firemen's Home of the State of New York. 125 Harry Howard Ave, Hudson, NY 12534. Phone: (800) 479-7695.

North
Carolina

Firemen's Pension Fund of \$170.00 per month at age 55 and 20 years of service paid to the fund for members of the fund. Members of the fund pay \$10 per month during service.

Contact: Firemen's and Rescue Squad Workers' Pension Fund, Department of State Treasurer. Albemarle Building, 325 North Salisbury Street, Raleigh, NC 27603-1385. Phone: (919) 508-5360.

North Dakota A firefighters' relief association and pension fund may be organized for any department. Funding for the pension comes from the state. For each fire department, half the amount of the fund must be used for the upkeep of the department, and the other half may be paid in pension to qualifying firefighters or in relief to sick or injured firefighters. Firefighters who are qualified to receive a pension must be at least 50 years old, have completed 20 years or more active duty as a member of a fire departments, and have belonged to the firefighters relief association for at least 10 years. The amount of the pension is decided by individual associations.

Ohio Departments may choose to have a LOSAP program. Benefit is based on pay-per-call compensation and the number of years of service in the department.

Oklahoma All volunteer fire departments and combination paid/volunteer fire departments must be members of the LOSAP system with the exception of those volunteer departments who service unincorporated areas of the state. Vesting is 100% after 10 years. Maximum service credit is 30 years.

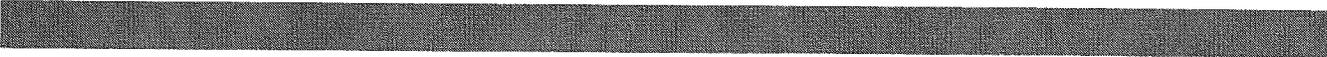
Contact: Oklahoma Public Employees Retirement System. PO Box 53007, Oklahoma City, OK 73152-3007. Phone: (405) 858-6737.

Oregon Municipalities can sponsor retirement programs. Entitlement age is 50-62 years. There are four different options for vesting.

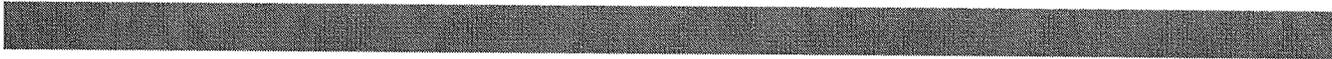
Contact: Oregon Public Employee Retirement System. Mailing Address: PO Box 23700, Physical Address: 11410 SW 68th Parkway, Tigard, OR 97223. Phone: (503) 598-7377 Fax: (503) 598-0561, Toll Free: (888) 320-7377.

Pennsylvania About ten percent of volunteer and combination fire departments have retirement plans for their volunteers.

Rhode Island None



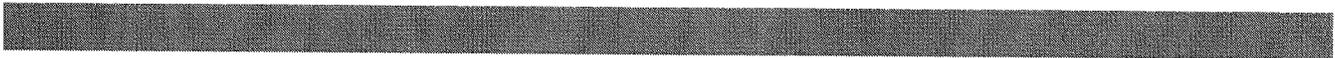
South Carolina The state uses 100% of 2% monies from fire insurance premiums. Municipalities can provide their own retirement plans with this funding.



South Dakota Rural fire protection districts may establish deferred compensation programs for their volunteer firefighters. These programs are financed by the district and are voluntary for the firefighters.



Tennessee N/A



Texas At age 55 with 15 years qualified service, a member is eligible for a monthly lifetime payment ranging from \$25-\$72. For each qualifying year a member stays in a pension system after the 15 years required for full payment, the member's payment increases 7 percent compounded annually. A member will be vested and be paid a reduced amount at age 55 with as little as five qualifying years in the system.

Contact: Texas Employee Retirement System. PO Box 12577 Austin, TX 78711. Phone: (512) 867-7711. Toll Free: (877) 275-4377. Fax: (512) 867-7438.



Utah Volunteers are not eligible for the state retirement system.



Vermont None

Virginia

Volunteer firefighters may receive a pension from the Volunteer Firefighters' and Rescue Squad Workers' Service Award Fund. The amount of the monthly pension is dependent upon the amount the volunteer paid into the fund, the amount paid into the fund on his behalf and his number of years of creditable service. Retirement age is 60.

Washington

The State of Washington offers an agency-managed retirement system for volunteer firefighters. Minimal vesting period is 10 years of service and one payment. Maximum pension after 25 years of service and 25 payments is \$300 per month if volunteer waits until age 65 to draw. There is a joint survivor benefit available. Pensions follow volunteers throughout the state to any participating department in the state.

Contact: Board for Volunteer Firefighters and Reserve Officers. Olympia Forum Building, 605 E 11th Avenue #112, PO Box 114, Olympia, WA 98507. Phone: (360) 753-7318. Toll Free: (877) 753-7318. Fax: (360) 586-1987. www.bvff.wa.gov.

West Virginia None

Wisconsin

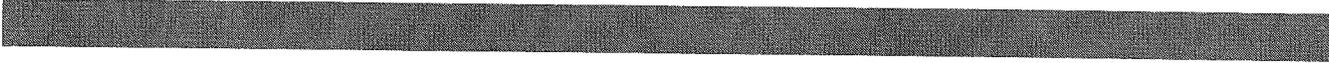
Eligible participants are fully vested after 20 years of service and reach age 60 and partially vested after 10 years of service but less than 20 years. The state does match up to \$250 contributed on behalf of a volunteer, and the \$250 amount is adjusted annually to reflect changes in the Consumer Price Index.

Contact: Wisconsin Department of Employee Trust Funds. PO Box 7931, Madison, WI 53707-7931. Phone: (608) 266-3285. Fax: (608) 267-4549.

Wyoming

Payments begin as early as age 60. The payment beginning date and the payment amount depend upon age, years of service, etc. Funding sources include the state and a percentage of insurance premium taxes, as well as a monthly volunteer contribution that in most cases comes from the department.

Contact: Volunteer Firemen's Pension Fund. Phone: (307) 777-6865.



Tax

Alabama N/A

The state of Alaska authorizes local municipalities to exempt volunteer firefighters up to \$10,000 off their local property tax assessment.

Alaska

Contact: Alaska Tax Division. 333 West Willoughby Avenue, 11th Floor, Side B, P.O. Box 110420, Juneau, AK 99811. Phone: (907) 465-2320.

Arizona N/A

Arkansas N/A

California Land belonging to a volunteer fire department is tax-exempt.

Colorado None

Connecticut State statutes allow local jurisdictions to give volunteer firefighters a maximum of \$1,000 in tax breaks on property taxes.

Active members of a fire department or ladies' auxiliary are eligible for a \$400 state income tax credit.

Delaware

Contact: Delaware Division of Revenue, Personal Income Tax Assistance, Thomas Collins Building, 540 South Dupont Highway, Dover, DE 19901. Phone: (302) 577-8200.

Florida None

Georgia N/A

Hawaii N/A

Idaho N/A

Illinois N/A

Indiana N/A

Iowa Firefighter check off on Iowa income tax forms. A tax payer can donate \$1 or more. Can be used as a charitable contribution on following year's filing. The Firefighter check off raised \$130,000 since inception. Money generated will offset training costs for volunteers.

Kansas N/A

Kentucky N/A

Louisiana LA RS 47:293(9)(a)(xii) provides an exclusion of \$500 per tax year for individuals who volunteer for departments.

Maine N/A

Maryland Volunteer firefighters are eligible for a state income tax subtraction modification of \$3,500. Eligibility for the state income tax subtraction modification is conditioned on certain prerequisites dealing with number of years of service and level of service activity. The state also provides an additional mileage allowance above that allowed on the federal tax return for use of privately-owned vehicles for volunteer services. Volunteers can also include any out-of-pocket expenses incurred by firefighting on their federal and state income tax returns.

Contact: Office of the Comptroller. 301 West Preston Street, Room 206, Baltimore, MD 21201. Phone: (410) 767-1995.

Massachusetts N/A

Michigan N/A

Minnesota The state reimburses volunteer firefighter relief associations up to \$1,000 in exchange for paying state taxes on their lump sum pensions. The amount of the benefit is 10% of the lump sum distribution up to a maximum of \$1,000.

Contact: Minnesota Department of Revenue. 600 North Robert St., St. Paul, MN 55101.

Mississippi Volunteer firefighters may receive a reduction in the ad valorem portion of their automobile tag up to \$100. This must be approved by each county board of supervisors.

Missouri N/A

Montana N/A

Nebraska N/A

Nevada N/A

New Hampshire N/A

New Jersey N/A

New Mexico N/A

New York Municipalities may vote to provide a 10% deduction on local taxes. There is also a \$200 income tax credit for volunteer firefighters.

North Carolina A volunteer fire department that purchases and uses motor fuel may receive a quarterly refund from the state.

North Dakota None

Ohio N/A

Oklahoma Volunteer firefighters are eligible based on the level of training they have received in the past year for a \$200 to \$400 tax credit off of state income tax.
Contact: Council on Firefighter Training, 2716 NE 50th St., Oklahoma City, OK 73111, 405-424-1452 or 1-800-308-5336, www.coft-oklahoma.org

Oregon None

Pennsylvania N/A

Rhode Island N/A

South Carolina A tax deduction program awards points based on training received, meetings and calls attended. The maximum deduction is \$3000.

South Dakota N/A

Tennessee N/A

Texas N/A

Utah N/A

Vermont N/A

Virginia N/A

Washington N/A

West Virginia N/A

Wisconsin N/A

Wyoming N/A

Miscellaneous

Alabama Volunteer firefighters are eligible for special license plates.



The Alaska State Firefighters Association provides a NFA meal ticket stipend and rental car discounts with Avis within the state of Alaska.

Alaska

\$10,000 accidental death and disability insurance plan is in place for members.



Arizona N/A



Arkansas Military Service Credit Purchase: May purchase up to 2 years of prior military service credit. Must be a vested member in order to purchase the maximum 2 years credited service.



Volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.

California

State law also allows an employee who is a volunteer firefighter and who works for an employer employing 50 or more employees to take a leave of absence for fire or law enforcement training. The leave of absence is not to exceed an aggregate of 14 days each calendar year.



Colorado None

Volunteer firefighters are eligible for special license plates for a fee.

Connecticut

Volunteer firefighters can respond to fire calls during regular hours of employment without loss of pay, vacation time, sick leave, or earned income accumulation.

Delaware

Members of a volunteer fire department are eligible to use the Delaware Blood Bank and the Delaware Federal Credit Union. Volunteer firefighters are eligible for special license plates.

Florida

Volunteer firefighters are eligible for special license plates. The annual fee of \$20 for these plates goes to Florida Firefighters Charities.

Georgia

Volunteer firefighters are eligible for prestige license plates. The annual fee is \$25.

Hawaii

N/A

Idaho

N/A

Illinois

N/A

Indiana N/A

Iowa

Firefighter license plates: Must be a current or retired firefighter (having served 10 or more years) to receive. Current firefighters re-apply each year. Cost is \$25 extra for the plate - 1 time expense. Money generated is placed in a fund to be used for Firefighter 1 training.

Kansas N/A

Kentucky

Volunteer firefighters are eligible for special license plates.

Volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.

Louisiana

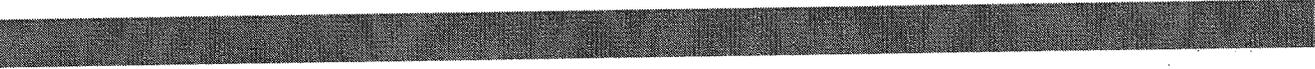
Free passage on toll roads and ferries.

Maine

Volunteer firefighters are eligible for special license plates. One-time fee is \$5. The first Saturday in October is Firefighters' Recognition Day.

Maryland

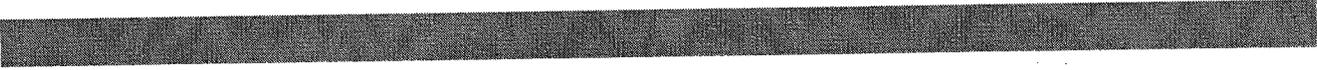
Volunteer firefighters are eligible for special license plates.



Volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.

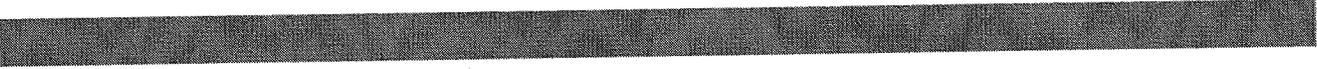
Massachusetts

Volunteers may purchase group health insurance through their municipality's group health insurance plan, upon a vote of the municipality. The volunteers must pay 100% of the premium.



Michigan

N/A



Minnesota

Volunteer firefighters are eligible for special license plates. The fee is \$10.



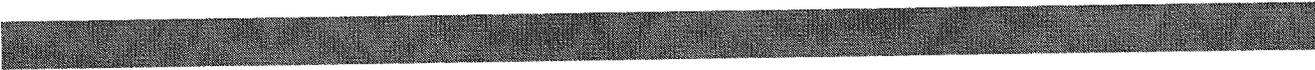
Mississippi

N/A



Missouri

N/A



Montana

N/A



Nebraska

Exemption from military duty in time of peace provided that certificate of exemption is approved and authorized by municipal government. Volunteer is exempt for life after serving ten years in the fire service.

Contact: Nebraska Legislature. State Capitol, PO Box 94604, Lincoln, NE 68509-4604. Phone: (402) 471-2221.

Nevada

N/A

New
Hampshire

N/A

Any person who has served as a firefighter for a period of one year is eligible for entry into the New Jersey Firemen's Home in Boonton. The cost is currently \$800 per month or less if the individual's financial situation warrants it.

Contact: New Jersey State Firemen's Home. 565 Lathrop Avenue, Boonton, NJ 07005. Phone: (973) 334-0024, Fax: (973) 334-1383.

New Jersey

Community college tuition credit program allows volunteer firefighters and EMS responders to obtain \$600 per year for up to four years. This money may be applied to the tuition of the volunteer, the volunteer's spouse, or the volunteer's dependent child.

Volunteers up to the age of 46 may join the New Jersey State Firemen's Association, which provides financial relief benefits for those in need. Once the volunteer has been a member for 84 months, the benefits are available for life for the member or surviving spouse or impaired child.

Contact: New Jersey State Firemen's Association. 1700 Galloping Hill Road, Kenilworth, NJ 07033-1303. Phone: (908) 620-1871. Toll Free: (800) 852-0137. Fax: (908) 620-1874.

New Mexico Volunteer firefighters are eligible for special license plates. The fee is \$25.

The Firemen's Association of the State of New York gives volunteers the opportunity to join a federally insured, member-owned credit union. FASNY Federal Credit Union brings a full range of money-saving deposit and lending products and services.

New York New York's volunteers are eligible for enrollment in group savings health insurance plans through their local municipality.

Contact: Firemen's Association of the State of New York. 107 Washington Avenue, Albany, New York 12210. Phone: (518) 434-3728.

North Carolina Volunteer firefighters are eligible for special license plates. The Doctors Vision Center will also provide 25% off the list price on eye glasses and eye exams.

North Dakota N/A

Volunteer firefighters receive 40 hours of leave with pay each calendar year to use when the volunteer must be absent from regular employment in order to provide emergency service.

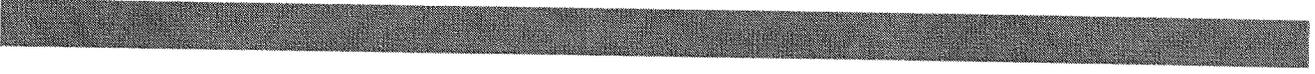
Ohio Additionally, volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.

Volunteer firefighters are eligible for special license plates.

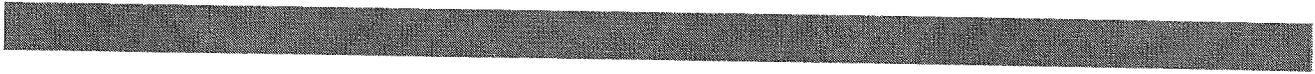
Oklahoma Volunteer firefighters are eligible for special license plates. The fee is \$35.



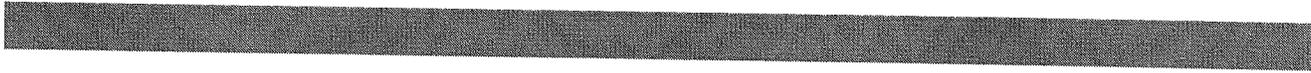
Oregon N/A



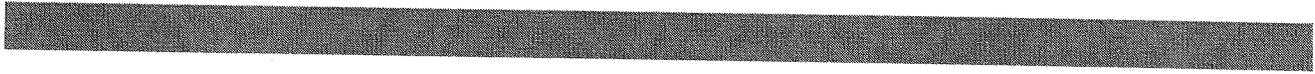
Pennsylvania Volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.



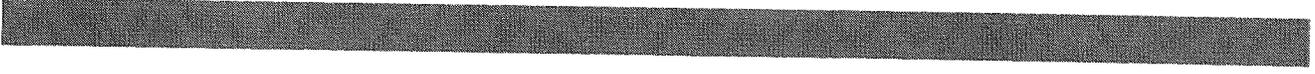
Rhode Island The state provides a medal and certificate to any firefighter who saves a human life in Rhode Island.



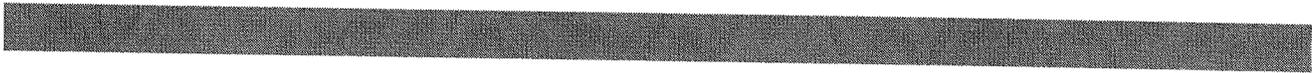
South Carolina N/A



South Dakota Volunteer firefighters are eligible for special license plates.



Tennessee Volunteer firefighters are eligible for special license plates.



Texas Volunteer firefighters are eligible for special license plates. The fee is \$4.

Utah Volunteer firefighters are eligible for special license plates.

Vermont N/A

Virginia Firefighters who are also emergency medical technicians or paramedics are eligible for special license plates. The fee is \$1.

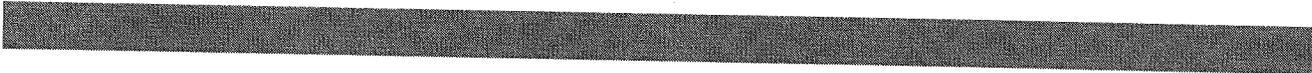
Volunteers cannot be terminated from their regular employment because of an inability to work from injuries sustained while serving as a firefighter. Employers with 25 or fewer full time employees are excluded.

Washington Volunteers can apply for special auto and homeowners insurance plans through California Casualty.

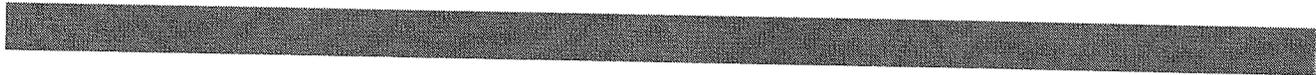
Contact: Washington State Fire Fighters Association, PMB 117, 1910 E. 4th Ave., Olympia, WA 98506-4632. Phone: (800) 340-8023 or (360) 754-3312. www.wsffa.org.

Volunteer firefighters are eligible for special license plates. The fee is \$10.

West Virginia Volunteers cannot be terminated from their regular employment because of tardiness or absences caused by the volunteer responding to a fire prior to the time he or she was supposed to report to work.



Wisconsin N/A



Wyoming Volunteer firefighters are eligible for special license plates.



Federal Legislation

- **H.R.5811 - Volunteer Emergency Responders Tax Deduction Act:** Amends the Internal Revenue Code to treat firefighting and prevention services, emergency medical services, ambulance services, civil air patrol, and emergency rescue services rendered by a bona fide volunteer as a charitable contribution to the organization for which such services are rendered for purposes of the tax deduction for charitable contributions. Limits to 300 the amount of hours of services which a volunteer may render to an organization in a taxable year. (Last action: Referred to the House Committee on Ways and Means, December 9, 2014)

- **H.R. 1171/S. 616 - Volunteer Emergency Services Recruitment and Retention Act:** Amends the Internal Revenue Code to allow sponsors of certain deferred compensation plans to elect to include length of service award plans for bona fide volunteers providing firefighting and fire prevention services, emergency medical services, ambulance services, and emergency rescue services.

Directs the Secretary of Labor to issue guidance clarifying that a length of service award program is not an employee pension benefit plan under the Employee Retirement Income Security Act of 1974 (ERISA). (Last action: Referred to the Subcommittee on Health, Employment, Labor, and Pensions, April 29, 2015)

- **H.R. 2752/S. 609 - Volunteer Responder Incentive Protection Reauthorization Act:** Amends Internal Revenue Code, with respect to the tax exclusion for benefits paid to volunteer firefighters and emergency medical providers by states and local governments, to: (1) increase the amount of benefits excludible; and (2) make such tax exclusion available for taxable years beginning in 2015, 2016, or 2017. (Last Action: Referred to the House Committee on Ways and Means, June 12, 2015)
- **H.R. 2535 - Supporting Emergency Responders Volunteer Efforts Act:** Amends the Internal Revenue Code to allow an individual taxpayer who is a bona fide volunteer of a qualified volunteer emergency response organization a \$1,000 refundable tax credit.

Requires such individual to:

1. have served as a bona fide volunteer performing fire fighting and prevention services, emergency medical services, and ambulance services for more than six months in a taxable year;
2. have provided more than 40 hours of such services actively engaged in the prevention, control, or extinguishment of fires or response to emergency situations where life, property, or the environment is at risk; or
3. have been stationed on the premises of an emergency response organization in anticipation of being actively engaged in providing such services.

(Last Action: Referred to the House Committee on Ways and Means, May 21, 2015)

Priorities Suggested for Working Group Consideration, Nov 3, 2015

RECRUITMENT

Suggestion	Support	Decision?
Provide incentives and benefits to volunteers, perhaps based on increasing certifications, annual participation in trainings and/or response to calls. Tax credits, on property tax, excise tax, motor vehicle registration fees Health coverage, perhaps through State Employee Health program Provide bell to bell accident/injury coverage Provide stipends and travel reimbursement Cafeteria menu of benefits for volunteers to choose from Student loan forgiveness Transferrable retirement/supplemental retirement benefits Fund length of service program Fund retirement benefits, supplemental retirement benefits Funding from State, municipalities, volunteers and dues from federation of firefighters and local and county associations	***** *****	
Statewide and local public awareness campaign, focus on need for volunteers, volunteer opportunities, understanding, support, and interest in volunteering Also focus on need for funding Use public service announcements, social media, visits to high schools, use news outlets Incentives for potential volunteers to attend tech school	***** ****	
Opportunities for high schoolers and young adults to participate in junior firefighter programs, including academic credits	*** **	
Courses in emergency services skills and management in tech schools and community colleges	**	
Uniform training, testing and hiring criteria for all fire departments with a clear career path	**	
Work toward a well-run fire department That participates in community events In which members feel appreciated In which morale is high	**	
Determine whether EMS services have the capacity to pay EMT's based on current billings and reimbursement	*	
Increase individual recruitment by firefighters and chiefs	*	
Work with local fire unions to allow career firefighters to volunteer with local fire departments	*	
Promote a favorable image of the department	USFA	
Encourage diverse populations, qualifications and interests	USFA	

Priorities Suggested for Working Group Consideration, Nov 3, 2015

TRAINING

Suggestion	Support	Decision?
State Fire Academy with central location and regional training facilities, equipped to meet all training needs, minimizing travel, offering on different days of week and increasing access	*****	
Standards for county training locations, working with current locations to meet the standards	**	
Increase access to FF1 and FF2 courses, providing training in modules, at home stations, with comprehensive end test.	*	
Encourage cities to provide certified personnel to train smaller departments, on a regional basis	*	
Educational benefits	*	
Website to show available training courses and trainers	*	
State level financial aid for training and equipment costs	*	
Statewide database/software on personnel training records	*	
Start and end training on time	*	
Minimum training standards for each position, including chief	*	
Uniform chain of command and operational procedures to make mutual aid calls safer and more efficient	*	
State funding for 2 or 3 volunteer coordinators to build online and in-person training programs	*	
Address interpersonal issues between personnel	*	
Increase local level recognition of the importance and contributions of volunteer service	*	
Revise training	USFA and *****	
Reduce initial training to basic level		
Provide opportunities for intermediate and advanced training		
Require officer training only for officers		
Minimize required cross-training		
Streamline for efficiency and relevancy to the community		
Eliminate DOL, BLS training in BBP, Haz Comms, blood borne pathogens and fire extinguishers		
In smaller communities eliminate training on ladders, other situations not relevant to community		
Develop a recruitment program to identify needed services and needed types of volunteers and develop strategies for finding, encouraging and enrolling residents and people who work in the community	USFA	
Use a variety of media, reach out to and be involved in the community, hold informational sessions	USFA	

Priorities Suggested for Working Group Consideration, Nov 3, 2015

RETENTION

Suggestion	Support	Decision?
(See first entry under recruitment)		
Work with employers to allow volunteers to take time for training and response to call, perhaps providing reimbursement or tax credits to employers and reimbursement for volunteers	****	
Focus on trainees; and volunteers' needs	**	
Meet and train regularly and often	*	
Fund full-time daytime coverage	*	
Uniform service and activity requirements for volunteers	*	
Convey expectations of roles and responsibilities clearly	*	
Class rating system for fire and rescue dispatch so that volunteers can judge the urgency of responding	*	
Standardize insurance reimbursement for emergency responders to add predictability and responsibility	*	
Provide liability insurance, or limit liability by law, for volunteers, commanders and chiefs	*	
Fund municipal chiefs and volunteer coordinators	*	
Move Maine's EMS services to MEMA, with control in county EMA's	*	
Take seriously a possible climate change fire and evaluate the capacity of the Maine Forest Service	*	
Banks and credit unions provide reduced rates on mortgages to volunteers	*	
Provide effective leadership	USFA	
Reduce risks through effective leadership, good training and equipment	USFA	
Treat relocation of volunteers as an opportunity, networking with other municipalities, providing reciprocal training credentials	USFA	
Determine and meet attitudes and motivations of volunteers	USFA	
Build cohesiveness, encourage teamwork, handle interpersonal issues	USFA	
Support new and experienced volunteers	USFA	
Reduce unnecessary time demands, use personnel wisely, screen calls and educate the public about proper use of the department	USFA	
Recognition of the dedication, service and value of volunteers	USFA	
Direct and indirect monetary incentives, nonmonetary incentives, benefits and recognition	USFA	
Recognize and foster the importance of good social relationships within the department	USFA	

Priorities Suggested for Working Group Consideration, Nov 3, 2015

FUNDING SUGGESTIONS

Assess mutual aid districts
Prioritize needs of fire and rescue departments as opposed to wants
Tax to pay for training and retirement and LOS - tax tobacco, alcoholand/or fireworks sales or fire insurance premium tax
Develop a better system for access to grant funding for volunteer departments
Restore revenue sharing to its historical level

Orbeton, Jane

From: Michel A. Lajoie <lajoie1@midmaine.com>
Sent: Tuesday, October 27, 2015 10:48 AM
To: Orbeton, Jane
Subject: Emailing: LD 500.doc
Attachments: LD 500.doc

Good morning Jane,

Please see attached information.

Rep. Mike Lajoie

Cell; 713-7119

LD 500

*Working Group to Develop Solutions to Meet the Needs for Municipal
Volunteer Personnel*

(Established by Resolve 2015, chapter 49)

Challenges facing Vol. Firefighters and EMS Personnel;

- 1. Time Commitment*
- 2. Training Requirements*
- 3. Increasing Call Volume*
- 4. Changers in the Type of Calls*
- 5. Federal and State Legislation*

Other factors

- 6. Changers in Sociological Conditions*
- 7. Leadership Conditions*
- 8. Internal Conflict*
- 9. Ageing Communities.*

Recruitment and Retentions Incentives;

- 1. Tax Credits*
- 2. Business Tax Credits for Supporting Vol. Firefighters and EMS Personnel*
- 3. Service Longevity Program*
- 4. Educational Benefits*
- 5. Provide Health Care Benefits*
- 6. Have Mortgages at Lower Rates at Local Banks and Credit Unions*

Orbeton, Jane

From: Russo, Meghan
Sent: Monday, October 26, 2015 1:28 PM
To: Orbeton, Jane
Subject: Municipal Volunteer Working Group
Attachments: Municipal Volunteer Working Group.docx

Hi Jane,

Attached is the information from my husband, Anthony, that Senator Baker asked of working Group members at the last meeting.

He will not be at the next meeting, which I let Senator Baker know, as we will be away during that time.

Thank you,
Meghan

October 25, 2015

Working Group to Meet the Needs of Municipal Volunteer Personnel

Anthony Russo
Firefighter/Paramedic, Portland Fire Department
Maine State Federation of Firefighters Representative

Recruitment:

1. Biggest concern in this area is motivating residents of towns across Maine to become involved in their local fire department. To do this there needs to be an incentive for people to join their area department. These incentives could range from the obvious, monetary compensation, to the more unique incentives such as a small property tax break, should the department not be able to pay their volunteers. My first department, Farmington Fire, we were paid per call. I understand that not all towns can operate this way, but there are benefits at the local level that can be given.
2. Tech schools and junior firefighter programs: these get young adults interested in firefighting at an early age. Their involvement with the department could translate into high school credit, or college credits which would serve as an incentive for young adults to join their department.
3. Public education/PR: Showing the public what their local department has been up to. Not only does this improve relations between the public and their fire department, but it shows residents where their tax dollars are going, and will ultimately get them interested in what first responders do.

Training:

1. Training is always a concern in every department because it costs money and requires a large time commitment. Equally, training is crucial because of the nature of the job firefighters/EMT's perform.
2. Both departments I have been a member of have handled training differently. I believe there should be a more standardized system of training statewide. If you look at other states that have successful local and professional fire departments, they typically offer training at either a state fire academy or a regional training facility. For instance, our neighbors directly to the south offer two fire academies to train potential firefighters. These facilities and the training programs are not paid for by the general fund or taxpayers dollars, but rather through a fee charged to insurance companies for motor vehicle records as well as through grants. This right here would serve as a huge incentive for potential fire fighters. Not only would they receive state of the art training, but completion of this training would be a resume booster should the individual hope to join a full time department someday. Stow, Massachusetts has a similar training facility to New Hampshire's.
3. Regionalizing training. If a fire academy is out of the possibility at this time, smaller departments could rely on their area full time departments to assist with training their volunteers. Most of the larger city departments in Maine have a training division within their department. Since these firefighters are certified already in training, why not rely on them to train others in smaller departments in the surrounding areas. Portland, Augusta, and Bangor departments likely all have the personnel and certifications to perform training for volunteers in the surrounding towns.

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Anthony Russo.docx(10/26/2015 1:34:00 PM)

Retention:

1. To keep volunteers you need to give them something, plain and simple! This relates back to recruitment and the solutions are similar. For departments that are unable to pay their volunteers a property tax break could be the perfect solution.

A possible idea would be to set up a time-line for volunteers. If someone joins the department and picks up one of their certifications within the first two years: such as, SCBA Certification, Driver/Operator certification, or EMT basic, and responds to a certain percentage of calls and/or trainings a year (a member in good standing) then after that first two years the member receives a small discount on their property tax bill. That discount can increase in increments through the years if the member continues with their training and remains in good standing.

Ideas for committee review

Retention/Recruiting

- Work with all media outlets within the State & Counties to truly paint a picture of the current resource needs in the state. Highlight fire and EMS calls and true volunteer hours and the lack of resources.
- Determine the cost for paid / paid per call /Per diem for EMS. Most ambulance services charge so are they able to afford to pay EMTs for service?
- A retirement program will assist as long as there is a long term funding plan in place. Funding can not fall back on towns that are not paying anything currently for their department.

Training

- We need one if not two strategically placed training faculties throughout the state. Both sites need to have all the resources to preform all training scenarios.
- Develop proper standards for county training locations. Work with the current training facilities and their current ownership to get them up to this standard.
- Develop minimum training requirements for each position on fire departments. We have requirements for interior firefighters, however we have no requirements for Chief Officers in command of incidents.
- Work on a way to offer a basic EMT class through MFTI at no cost to the volunteer agency (See funding for way to fund)

Funding

- Look at Fire Districts to pool resources, both financial and manpower within our current mutual aid district. Develop a better review of needs vs. wants for equipment needs and purchases.
- Look at a tax on cigarettes and alcohol to fund for training for Fire and EMS services and a tax on fireworks to fund our training and retirement programs.
- Develop a better system for volunteer departments to access grants

From: Bill Gillespie LVFD

Orbeton, Jane

From: Dick Morse <danddmorse@fairpoint.net>
Sent: Friday, October 30, 2015 11:55 AM
To: Orbeton, Jane
Subject: Legislative Working Group.

Dear Senator Baker and Representative Lajoie:

I am responding to your request for input as your working group considers the recruitment, training and retention in volunteer fire departments.

The biggest problem negatively impacting recruitment, training and retention in volunteer fire departments (VFD'S) are the Department of Labor (DOL) regulations that treat small volunteer fire departments virtually the same as those with paid staff. Small VFD's operate very differently than paid departments, and it is not appropriate to treat them as if they are the same. It is one thing to expect that paid departments be required to meet all the training, testing, inspection, safety, and recordkeeping requirements of the DOL. These departments have people on duty who can use duty time to participate in all these activities, and take care of all the paperwork and record keeping required. This is not the case with small VFD's. Our people volunteer their own time to do these things, time that very often is not available because it must be used for family or work, or just having a life. With respect to the regulations, it is the available time to meet the requirements that makes the two types of departments so different.

These differences must be fully recognized and the requirements significantly changed or VFD's will become a thing of the past.

Sincerely,

Chief Dick Morse
South China VFD
PO Box 118
South China, Maine 04358
207-242-9674
danddmorse@fairpoint.net

Orbeton, Jane

From: jeffrey cammack <cammackjeffrey12@gmail.com>
Sent: Friday, October 30, 2015 5:00 AM
To: Orbeton, Jane
Subject: Fwd: Fw: information

----- Forwarded message -----

From: Neal Kimball <kimball@tidewater.net>
Date: Wednesday, October 28, 2015
Subject: Fw: information
To: cammackjeffrey12@gmail.com

Mr. Cammack

Chief Spofford asked that I send you this information from The Lincoln County Fire Chiefs Assoc regarding resolve 2015 chapter 49

Recruitment: More communication to our local high school students through scheduled visits along with other the other town Fire Chiefs whose towns the high school students are from.. A great chance to explain to interested students what the fire service is all about in his or her town as a type of community service awareness fair. The use of local newspapers could be used more for departments seeking new members.

Retention: Offer some type of retirement benefit for active members who have served their town for no less than 20 years beginning at the age of 62.

Training: I believe trainings could be bettered if there was a website available listing courses and trainers available for hire by either a single department or a group of departments.

Recruitment and Retention:

I think one tool that would help in both areas would be some kind of Benefit Accrual Program. This would apply to Volunteer and Pay by Call Fire Departments only. The benefit would be something in the way of a Deferred Compensation Plan. The benefit would be based on an established level of active participation, not just being a member. The benefit would be transferrable from one Fire Department to another as long as the other department is of the qualifying type of department (Volunteer or Pay by Call). Like the Maine State Retirement Program, there would be a minimum "employment/participation" length of service before someone to become vested in the program. The money to accrue in the fund would be a 50/50 split between the town being served and the state, since those two entities are both benefiting by the person's participation in the program. The function of this plan would not be to provide a foundation of a retirement program, but a supplement to a person's income after they retire.

Training:

I think it would benefit quite a number of firefighters as well as their departments if the FFI/FFII curriculum could be modularized like it was quite a number of years ago. Many of our firefighters cannot commit the consecutive number of weekdays/weekends to attend and complete FFI or FFII requirements. The Fire Attack Schools held throughout the year were very beneficial to getting the necessary training. There would be a time limit to accrue the requisite modules to ensure the training is cohesive and meaningful. There would still be a comprehensive End-Test to ensure skill competency. Making the training modularized would also spread out the financial obligation, make it easier for departments paying for the training.

It would also be beneficial if some of the training, particularly the administrative skill sets and selected other skills, could be administered by qualified instructors at a students home station, or at the county level where they live.



This email has been checked for viruses by Avast antivirus software.

www.avast.com



Orbeton, Jane

From: jeffrey cammack <cammackjeffrey12@gmail.com>
Sent: Tuesday, October 27, 2015 10:41 AM
To: Orbeton, Jane
Subject: Fwd: Resolve 2015, Chapter 49
Attachments: Recruit retain train letter.docx

----- Forwarded message -----

From: Mike Bender <firechief@mtdesert.org>
Date: Tue, Oct 27, 2015 at 7:34 AM
Subject: RE: Resolve 2015, Chapter 49
To: jeffrey cammack <cammackjeffrey12@gmail.com>

Hi Jeff,

I know I'm a day late with this reply. Only had two respond to me on this request, for what it's worth. Below is one from Chief Shane and the other is attached.

Recruitment

1. This is a tough one with the lack of involvement these days, and so many being bedroom communities
2. Assist in programs to raise awareness and need
- 3.

Retention

1. money for pad on call
2. money to assist with full time, daytime coverage.

3. long term rewards for length of service or retirement funds

Training

1. more localized training, Brunswick doesn't work for most of the state
2. better access to FFI- FFII courses, (block style)
- 3.

Craig Shane

Fire Chief

Dedham/Lucerne F.D.

Mike Bender, Fire Chief

Mount Desert Fire Department

PO Box 248

Northeast Harbor, ME 04662

Tel. 207-276-5111 Cell 207-460-3096

firechief@mtdesert.org

From: jeffrey cammack [mailto:cammackjeffrey12@gmail.com]

Sent: Wednesday, October 21, 2015 9:52 AM

To: Ken Brilliant; Guimond, Kevin; Chief Bickford; cf800@hotmail.com; Darrel Fournier; Darrell White; william st. michel; Daniel Moore; Terry Bell; Mike Thurlow; Robert Posick; Roger Audette; Kenneth Dixon; Brian Stockdale;

rspofford@roadrunner.com; Higgins, Thomas; chief300@myfairpoint.net; Thomas Doe; Marc Veilleux; Mike Bender; jduross@sacomaine.org

Cc: Joan Kiszely

Subject: Resolve 2015, Chapter 49

As some of you know yesterday was the first meeting of the working group on Resolve 2015, Chapter 49 which has been tasked with providing a report in the next session of the Legislature. This report will outline the needs of municipal volunteer personnel to help find solutions to the recruitment, training and retention problems facing volunteer fire departments and volunteer emergency medical services providers in Maine. This report is due on December 2, 2015. We are scheduled to meet two more times. So as you can see we have a very short time to gather the needed information to put this report together. Having said that what I need from each of you is for you to poll your members of your county association asking for their input on the following three concerns. This will help with currently proposed legislation and help with any new proposed legislation. Please ask them to provide to you what they believe is the three best solutions to helping with:

Recruitment

- 1.
- 2.
- 3.

Retention

- 1.
- 2.
- 3.

Retention

- 1.
- 2.
- 3.

I need to have this feedback from you by next Monday October 26 so that I can forward on to the staff that is putting the information together for the rest of the working group.

Thanks,

Jeff

To: Mike Bender

From: Edward Pontbriand

Date Oct 21, 2015

Subject; Volunteer Emergency Services, Recruitment Retention and Training.

Question from Jeff: As some of you know yesterday was the first meeting of the working group on Resolve 2015, Chapter 49 which has been tasked with providing a report in the next session of the Legislature. This report will outline the needs of municipal volunteer personnel to help find solutions to the recruitment, training and retention problems facing volunteer fire departments and volunteer emergency medical services providers in Maine. This report is due on December 2, 2015. We are scheduled to meet two more times. So as you can see we have a very short time to gather the needed information to put this report together. Having said that what I need from each of you is for you to poll your members of your county association asking for their input on the following three concerns. This will help with currently proposed legislation and help with any new proposed legislation. Please ask them to provide to you what they believe is the three best solutions to helping with:

ANSWER: Having worked in the emergency services field for 38 years on the federal side and 2 more on state side plus 12 years as a volunteer firefighter and EMT in a small Maine community, I feel I should have a say on this issue.

The generation that gives unselfishly of its time is now retiring. This group can and does volunteer in our respective organizations, which is good, but emergency services requires personal that have strong backs and sharp minds to confront today's increasingly complex incidents and to navigate today's litigation and political arena. This requires a younger group which is where the rub comes from. This younger group is trying to make a living, pay bills and feed their families.

With that said, volunteer emergency responders, weather we like it or not, represent the government. So everyone wants more services, yet there is a reluctance to fund those services. Hence we lean on the volunteer organizations. And in rural Maine, there is an expectation that services provided by the urban centers (with paid staff) will also be available in the rural setting. It's an unrealistic expectation. So how do we recruit, retain and train in this demanding environment? How do we blend the now aging (those who are retired and have the discretionary time and funds) with the core group (younger backs and minds) we wish recruit from?

I feel that community leaders have to give our target group a secondary career path and some financial incentive to volunteer. And the state has to ratchet up its commitment to the rural emergency management community. This takes money and a time commitment.

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Edward Pontbriand.docx(10/27/2015 10:50:00 AM)

Recruitment

1. Social Media is the new wave of communication. We need to get our message out and work with the media
2. A clear volunteer career path with incentives (Property Tax Incentives, stipends to off set the cost of responding, free vehicle registration and excise tax are a few examples,)
3. Laws that enable employers to release critical staff during emergencies.

Retention

1. Limited liability for volunteers or have the towns purchase liability insurance for incident commanders and fire chiefs. Some folks don't want the leadership role for fear of making the wrong decision and losing everything they own. The Good Samaritan law should cover this, but most folks are in the dark on how it works.
2. Funding the career path training options and opportunities.
3. Communities could/should fund paid fire chiefs who can navigate the increasing work load and manage the day to day activities of a volunteer program. Volunteers need strong and committed leadership. Acadia National Park had a fledgling volunteer program back in the 1980's. In the early 1990's they hired a full time volunteer coordinator and the program took off. On some projects they have to turn away volunteers because they just don't have enough supervisors. The work accomplished was amazing. It helped to have a defined mission and lots of free advertizing. Many younger folks used this to supplement their resumes.

Training

1. The state needs to hire two or three full time volunteer coordinators who can build training programs and deliver these face to face as well as having them available on line, especially refresher training. If this is happening now, the departments I work with are not getting the message. This is especially true if the state wants to add an on line reporting system. A program designed to track training can be added. Actually Maine EMS does a good job in this field.
2. The Vo tech schools and community colleges need to add degree programs in emergency services skills and management. A few colleges already have this, so we need to find a way to

give candidates scholarships. Kids getting out of high schools can be recruited into these degree programs. We need to be a job fairs in the high schools and colleges!

3. A strong train the trainer program so local departments can have in house trainings and provide community outreach. This can be accomplished through the county EMA's

Maine's emergency programs need strong leadership. Maine's EMS services and the training programs for wildland, and structural fire may fit better under the Maine Emergency Management Agency. There is a local office in each county and they can be the point of contact for many of the issues that the volunteers deal with.

I'm also very concerned with the current plight of the Maine Forest Service. They have 48 rangers to cover the state of Maine. It's not hard to figure out that gutting this agency is a disaster in the making. It's only a matter of time before we have the " climate change fire event " which is happening in the west, Alaska and south west. It happened in 1947 and we are due for it again. Having been on incidents and worked in those effected states, I know first hand this is the real deal and it's only a matter of time with the fuel loading Maine has..

How does this effect the above three issues? Handing the wildland fire initial attack duties to the rural volunteer fire departments is tombstone management. Many of the departments do not have the management skills, equipment or staffing to handle an event like 1947. Do we really want to replicated what happened that year? What lessons did we learn??

Thanks

Ed Pontbriand

Retired National Park Service Ranger



Orbeton, Jane

From: Kelly Roopchand <somervillemetownclerk@gmail.com>
Sent: Monday, October 26, 2015 5:37 PM
To: Orbeton, Jane
Subject: Response to Working Group on Needs of Municipal Volunteer Personnel
Attachments: VFD James Grenier.docx

Hi Jane,

I am attaching a document from James Grenier, member of the Somerville Volunteer Fire Department's Board of Directors.

He is responding to the inquiry of the working group on needs of municipal volunteer personnel.

Thank you,

Kelly Payson-Roopchand
Somerville Town Clerk

Suggestions from James Grenier, member of Board of Directors, Somerville Volunteer Fire Department

October 22, 2015

Addressing Issues for Recruitment and Retainment of Volunteer Fire and Rescue Personnel

1. Could there be a "class rating" for fire and rescue scene dispatch, i.e. what and who is required or needed on scene allowing volunteer responders and their employees awareness of the urgency of their leaving
2. Clarify and disseminate to responders and employers current volunteer responders during critical emergencies (class rating) and establish a reimbursement policy for lost wages and out of pocket expenses of both parties.
3. Establish a uniform reimbursement policy for required trainings, mutual aid, and essential emergency scene response.

Funding from non-contemporary sources

Investigate the feasibility of standardized reimbursement from Insurance companies for services provided by volunteer responders and their providers. (Insurance companies currently pay for services such as towing, storage, claims adjusting, repair / replacement, ambulance, life flight, legal fees, etc. all of them costly with minimal exposure to health or injury). Volunteer and compensated responders are normally most at risk while minimizing greater cost to carriers while burdening volunteers and municipalities for funding.

Promoting benefits

Benefits provided from or through MMA is substantial actively promoting this information to volunteers could be a helpful perk. The cost to properly outfit a volunteer firefighter responder and maintain their safety with necessary and mandatory equipment may allow volunteers to appreciate the commitment of all aspects of fire and emergency service, from volunteer to budget committees.

Addressing current fire service protocol (a sensitive issue)

Fire, rescue, and EMT training institutions throughout the US and abroad advocate a chain of command and unified procedures. By adopting a unified chain of command and operational procedures, risk to and from responders can be minimized and essential resources conserved. Mutual aid becomes more efficient and safer. Most important to the directive of the committee, it instills confidence in volunteers that knowledgeable, capable people are in command, not politics or egos.

Recognition and support of volunteers for their services

Volunteers deserve and appreciate being acknowledged. Supporting fundamentals requirements is not the same as giving toys to children (maybe occasionally). Our State of Maine cannot afford to be without them.

To: Jeffery Cammack

From Darrell White

Re: Volunteer recruitment, retention, and training

October 21, 2015

Jeff,

Following are some thoughts that I see as necessary steps to help reverse the downward trend of folks with ones community to join their volunteer fire departments.

Recruitment:

1. There should be some type of funding whether it be through the State or from a grant program that would allow say the MFCA to build and market the fire service, specifically the dire need of almost every community fire departments need for volunteer firefighters.
2. If it's not possible to build one program that would meet the needs of all fire departments some form of funding as mentioned above that fire departments could utilize to build their own recruitment program.
3. Stream line the training requirements not lesson them but make them more readily available so that new volunteers can achieve them without over burden them time commitments for training, see training info below.

Retention:

1. The length of service award program to me is a great tool in getting volunteers interested in joining their local fire departments, with most communities providing either little or no pay. The LOSAP program in a good incentive for community members to get something back in return for their service to the community and a very important service it is that they provide.
2. Again streamline the time of training by making it more readily available, note I do not mean reduce the training requirements.

Training:

1. Centralized State Fire Academy with the regional satellite training facilities, this gives the new recruits the ability to attend weekend trainings or a two week training to meet most of the training requirements. This also assures that new firefighters are receiving the most up to date training and the it is uniformed training so departments utilizing mutual aid or automatic aid are being trained the same.
2. Financial assistance is needed as most small volunteer departments do not have the funding to send members out to training or for that matter bring instructors in house to train.
3. Chief Officer training, it appears to me as though we have many Fire Chiefs running departments today who have little training for the position they hold, to me it puts the department and its

members in harm's way. For those departments who have 1 or 2 fire calls a year training is even more critical not less as they have no means of keeping the skill set up other than a good strong training program.

Jeff hope this helps if you have any questions or concerns with the above comments let me know.

Darrell White, Fire Chief

City of Presque Isle

----- Forwarded message -----

From: **jeffrey cammack** <cammackjeffrey12@gmail.com>
Date: Wednesday, October 21, 2015
Subject: Thoughts on recruitment, retention and training
To: "town@lamoine-me.gov" <town@lamoine-me.gov>

Thanks for your prompt response and I will share your points with the group.

On Wednesday, October 21, 2015, Town of Lamoine <town@lamoine-me.gov> wrote:

Chief Cammack,

Below are my personal thoughts, they do not necessarily reflect the opinion of the Town of Lamoine or the Lamoine Volunteer Fire Department. Stu Marckoon, Town Administrator and Deputy Fire Chief, Lamoine

Recruitment

1. The absolute best recruiting tool in a small town volunteer department is a "one on one" approach. All young men and women in a community need to come into the town office at some point to register a car, register to vote and things like that. When a new resident comes in, why not hand them a brochure about your fire department. If you (like me) happen to serve on the VFD, talk with them about it, plant the seed.
2. Financial incentives rarely are a factor in recruiting (since we pay a \$300/year stipend to active members).
- 3.

Retention

1. Keep offering training opportunities, meet often (we meet weekly).
2. Address conflict issues between members directly. I have seen first hand that personality clashes have driven people away from our department.
3. Stay relevant to your community. Involve the fire department in community events that don't necessarily have to be fund raisers.

Training

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Lamoine deputy fire chief.docx(10/22/2015 8:38:00 AM)

1. – Eliminate the ridiculous annual BLS training requirements on BBP, Haz Comms, etc. Once is enough. We're not stupid!
2. – Develop a statewide training database/software system that is easy to use so that our training officers can enter it into the system and it can be available and transferable between departments. A lot of folks around our area serve more than one department, and as such it would be great to have access for all departments to their training records.
3. – Eliminate useless training. The chief in Phippsburg was right on the button when he said we don't need ladder truck training if we don't have a ladder truck.

----- Forwarded message -----

From: **jeffrey cammack** <cammackjeffrey12@gmail.com>
Date: Wednesday, October 21, 2015
Subject: Survey for Fd's
To: "p~~th~~rtyeght@aol.com" <p~~th~~rtyeght@aol.com>

Thanks for your prompt response and I will share your points with the group.

On Wednesday, October 21, 2015, <p~~th~~rtyeght@aol.com> wrote:
From Hancock VFD, all volunteer. 24 members, 2 stations, 7 trucks, 1 boat

Recruitment

1. getting word out

2. Needed time to volunteer(people already busy w hectic lives, not much extra time to give)
3. Some the print/online articles need to leave the negative side out(recent one I saw, 1 chief was complaining about another chief in a neighboring town, who has no training, no skills, and " likes to run his red lights and siren everywhere) this is not helpful, also, when these articles talk about the required training,. there are more jobs on the fireground than just Interior, that do not require the FFR1/2 level of training. Support roles, engineers, drivers etc, do not need that level of training, only the level of what they are doing. These people are just as important, as the interior crew can't go in until the support is set up. That info needs to get out there to.

Retention

1. Recognition for time given, not just by the Chief, by towns people/elected officials

2. some form of compensation(talk in past about tax breaks for Volunteers),(Travel reimbursement) the FF'r's are not necessarily looking to be paid, but some form of Thanks from someone besides their chief.

3. Some form of incentive/ program/understanding w employers how valuable the Volunteer is to the community/ his customers/ his family(if he lives in a town that is staffed by Volunteers) to let them leave work for emergencies, trainings(with enough advanced warning) Etc.. (my dept recently had an incident where a FF'r was taking an evening EMT course, his final testing date was a Saturday, he had informed his boss and boss originally agreed to let him have time off, boss at last minute changed the schedule, my student was not allowed to be at the test.)

Training

1. Needs to local and on weekends/night when offered by other entities. (I see many interesting and helpful trainings being offered by outside the dept entities, but they are not local to our area depts, AND on weekdays when the volunteer has to work) Ex: Portland, Augusta, Etc.. these are hours away from our area. Its to long to travel.

2. More Interesting/ more Practical, less geared towards Urban Firefighting, more rural (drafting from unusual sources, ponds, rivers, ocean) Items more found in rural areas/remote areas. Many depts are small and have limited resources((manpower)) ((trucks)) learning to multi task, or make use of the limits, think outside the box (not sure if I'm making sense on this or not)

3. I don't have a 3rd,,but only to add that, today's Ff'r's seem to have a less set work schedule, (less 9-5, M-F) more random, 2 days on, 3 days off 4 days on 2 off, etc, or work evenings and weekends, making it hard to schedule trainings to fit the majority of the staff's free time, thus

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Hancock chief.docx(10/22/2015 8:40:00 AM)

making it difficult to get required trainings done/complete, or meet the needs of the staff. We do offer make up dates, but again, not everyone is free to attend..

*Respectfully,
Chief Chris Holmes
Hancock VFD
Hancock ME
Po box 101, 04640*

----- Forwarded message -----

From: **Rich Wark** <firemedic8@hotmail.com>

Date: Thursday, October 22, 2015

Subject: Feedback

To: Jeffrey Cammack <cammack.jeffrey12@gmail.com>

Recruitment

1. Statewide ads by Maine Chief's Assoc. , smaller departments can't afford to produce them
2. Incentives for High School seniors and college students to join
3. Target more diverse populations(females, minorities, military),Have a booth at career fairs.

Retention

1. Income and property tax breaks
2. LOSAP
3. Employer incentives for those that allow employees to leave work for fires

Training

1. Regional training centers running yearly FF 1+2 Academies
2. State sponsored training to reduce costs
3. Leave from employers similar to National Guard to allow time off for training.

Richard Wark, Fire Chief

Mapleton Castle Hill Chapman Fire Department, PO Box 500, Mapleton, Me 04757 (207)227-3310

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Mapleton Castle Hill Chapman Chief.docx(10/22/2015 11:40:00 AM)

----- Forwarded message -----

From: John Duross <JDuross@sacomaine.org>
Date: Thursday, October 22, 2015
Subject: FW: Recruiting and Retention
To: jeffrey cammack <cammackjeffrey12@gmail.com>

From: Roger Hooper [<mailto:rhooper@gmfd.org>]
Sent: Thursday, October 22, 2015 9:43 AM
To: John Duross
Subject: Recruiting and Retention

Here's my input....

Recruitment

1. Uniform hiring and testing criteria for all FDs.
2. Advertise. Like the National Guard. Open "recruiting offices"
- 3.

Retention

1. Fund LOSAP.
2. Quality training at a quality facility.
3. Uniform training requirement/criteria for all FDs.

Retention

1. Compensate for training time away from primary employer.

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\Goodwins Mills Fire Chief.docx(10/22/2015 11:41:00 AM)

2. Financial incentives. Health insurance? Tax breaks?
3. Uniform service/activity requirements for all FDs.

R/

Rod

--

Roger S. Hooper, Fire Chief

Goodwins Mills Fire-Rescue

481 Goodwins Mills Road

Lyman, ME 04002

Office: 207-499-7878

Station: 207-499-2362

Fax: 207-499-2893

www.gmfd.org

----- Forwarded message -----

From: **jeffrey cammack** <cammackjeffrey12@gmail.com>
Date: Thursday, October 22, 2015
Subject: FW: Resolve 2015, Chapter 49
To: Darren Woods <darren@aroostookema.com>

This was difficult for me to answer, simply because if I knew the answers to them I would be doing them. =)

I answered them the best that I could, thinking about our county and rural fire departments. I hope it helps some. You may know this, but the County EMA's have also been discussing this issue and want to do what they can to help. If there are suggestions that come in that they can assist with I'm sure you would be met positively.

Good luck!

Darren R. Woods, Fire Chief

North Lakes Fire & Rescue

158 Sweden Street

Caribou, Maine 04736

Phone: 207-493-4328

FAX: 207-493-4357

E-Mail: darren@aroostookema.com

Website: www.northlakesfireandrescue.org

Recruitment

1. Greater emphasis on volunteerism. Departments should think regionally, help one another recruit and be positive, ending competition between departments.
- 2.
- 3.

Retention

G:\STUDIES 2015\Volunteer Personnel\Priority submissions\From Aroostook chief.docx(10/22/2015 11:45:00 AM)

1. Property tax incentives

- 2.

- 3.

Training

1. Centralized academy. Not doing away with local delivery, but a central place to go for all things training. Central does NOT mean Brunswick,

Brunswick doesn't work for Northern Maine any more than Loring would have worked for Southern Maine.

2. National Fire Academy Courses that are spread across the state the way they used to be. Not always in one part of the state.

- 3.

Orbeton, Jane

From: jeffrey cammack <cammackjeffrey12@gmail.com>
Sent: Thursday, October 22, 2015 4:11 PM
To: Orbeton, Jane
Subject: Fwd: Maine Chief's Questionnaire

----- Forwarded message -----

From: Mike Robitaille <MRobitaille@yarmouth.me.us>
Date: Thu, Oct 22, 2015 at 3:58 PM
Subject: RE: Maine Chief's Questionnaire
To: "Brent J. Libby" <bjlibby@windhammaine.us>
Cc: "Jeff Cammack (cammack.jeffrey12@gmail.com)" <cammack.jeffrey12@gmail.com>

Chiefs,

This the reply from Yarmouth Fire Rescue.

Please understand that we are fortunate and average 28 members weekly to training. Every Wednesday Night is a training night that starts promptly at 1830 and ends before 2100 hours. We average about 12 new members annually and respond to 1700 calls in an area of 14 square miles. We are very aware that we must cater to our volunteer staff and this is recognized by our Manager.

Regards,

Michael Robitaille

Yarmouth Fire Rescue

From: Brent J. Libby [<mailto:bjlibby@windhammaine.us>]
Sent: Thursday, October 22, 2015 3:34 PM
To: Don Koslosky; Andrew Turcotte (aturcotte@westbrook.me.us); Benjamin Wallace; Bill St. Michel (durhamchief@gmail.com); Bob Carson; Bob Lefebvre; 'Bobby Ryan'; Bruce Tupper; Byron Rogers (chiefwfd36@aol.com); Charles Whitcomb (bbwhitcomb@gmail.com); Chris Copp (cjcopp@cumberlandmaine.com); Chris Pond; Chris Stanford; Clark Baston; Dan Small (dsmall@cumberlandmaine.com); Dan Young; DARREL FOURNIER (DFOURNIER@FREEPORTMAINE.COM); Daryl Rawnsley (drawns@yahoo.com); David Jackson; David S Mercier; Dick Brobst; Evariste Bernier (ebnier@cumberlandmaine.com); Galon Morrison; Gary Lane; Gary Sacco (ngfrcl@maine.rr.com); Gary Sandler; George Small; Glen Deering (gdeeri@ci.scarborough.me.us); Glen Garland; Greg

Payson; Harold Stoddard (HStodd67@aol.com); Howard Rice Jr.; Jay Hallett (jhallett@falmouthme.org); Jeff Emerson; Jerry LaMoria (JFL@portlandmaine.gov); Jessie Peters; Jim Budway; Jim Graves; Jim Wilson; Joe Brown; Joe Purington; Joel Davis; John Leavitt (jrleavitt@maine.rr.com); John Small; John True; John K. Wescott; Ken Brilliant; Ken Fickett (kfickett@gorham.me.us); Ken Littlefield (firechief@townofsebago.org); Kguimond (kguimond@southportland.org); Marc Geaumont; Mary Rich; Mike Robitaille; Mike Thurlow; Miles Haskell; Paul J. Conley (pconley@freeportmaine.com); Peter Gleeson; Phil Mcgouldrick; Richard Kindelan; Roger Lavasseur; Steve Sloan; Terry Walsh; Tony Attardo (TAttar@ci.scarborough.me.us); Walter Morris (wmorris@smccme.edu); Wes Merritt

Subject: Maine Chief's Questionnaire

All,

Below is an E-mail from Jeff Cammack, please take a few minutes to fill it out and return to him at cammackjeffrey12@gmail.com

As some of you know yesterday was the first meeting of the working group on Resolve 2015, Chapter 49 which has been tasked with providing a report in the next session of the Legislature. This report will outline the needs of municipal volunteer personnel to help find solutions to the recruitment, training and retention problems facing volunteer fire departments and volunteer emergency medical services providers in Maine. This report is due on December 2, 2015. We are scheduled to meet two more times. So as you can see we have a very short time to gather the needed information to put this report together. Having said that what I need from each of you is for you to poll your members of your county association asking for their input on the following three concerns. This will help with currently proposed legislation and help with any new proposed legislation. Please ask them to provide to you what they believe is the three best solutions to helping with:

Recruitment

1. School Programs
2. Members will Naturally recruit if things inside are well and members feel appreciated
3. Tax relief from local community. Reduce the homeowners tax burden.

Retention

1. Provide Good Quality Training
2. Clear Expectations of Roles

3.

Training

1. Start and End on Time
2. Reduce many of the Annual BLS Mandated Trainings; ie. Fire Extinguishers, Bloodborne Pathogens, Haz Comm. (these don't change annually)
3. Invest in local training facilities so travel is less by members. Regional Facilities will benefit better than one State Facility

I need to have this feedback from you by next Monday October 26 so that I can forward on to the staff that is putting the information together for the rest of the working group.

Thanks,

Jeff

Brent J. Libby, Chief

Windham Fire-Rescue

375 Gray Road

Windham, Maine 04062

207-892-1911

From: Don Koslosky [<mailto:dkoslosky@brunswickme.org>]

Sent: Monday, October 19, 2015 8:52 AM

To: Andrew Turcotte (aturcotte@westbrook.me.us); Benjamin Wallace; Bill St. Michel (durhamchief@gmail.com); Bob Carson; Bob Lefebvre; 'Bobby Ryan'; Brent J. Libby; Bruce Tupper; Byron Rogers (chiefwfd36@aol.com); Charles Hammond (chhammond@town.windham.me.us); Charles Whitcomb (bbwhitcomb@gmail.com); Chris Copp (cjcopp@cumberlandmaine.com); Chris Pond; Chris Stanford; Clark Baston; Dan Small (dsmall@cumberlandmaine.com); Dan Young; DARREL FOURNIER (DFOURNIER@FREEPORTMAINE.COM); Daryl Rawnsley (drawns@yahoo.com); David Jackson; David S Mercier; Dick Brobst; Evariste Bernier (ebernier@cumberlandmaine.com); Galon Morrison; Gary Lane; Gary Sacco (ngfrc1@maine.rr.com); Gary Sandler; George Small; Glen Deering (gdeeri@ci.scarborough.me.us); Glen Garland; Greg Payson; Harold Stoddard (HStodd67@aol.com); Howard Rice Jr.; Jay Hallett (jhallett@falmouthme.org); Jeff Emerson; Jerry LaMoria (JFL@portlandmaine.gov); Jessie Peters; Jim Budway; Jim Graves; Jim Wilson; Joe Brown;

Joe Purington; Joel Davis; John Leavitt (jleavitt@maine.rr.com); John Small; John True; John K. Wescott; Ken Brilliant; Ken Fickett (kfickett@gorham.me.us); Ken Littlefield (firechief@townofsebago.org); Kguimond (kguimond@southportland.org); Marc Geaumont; Mary Rich; Michael Robitaille (mrobitaille@yarmouth.me.us); Mike Thurlow; Miles Haskell; Paul J. Conley (pconley@freeportmaine.com); Peter Gleeson; Phil Mcgouldrick; Rich Kindelan (RKindelan@yarmouth.me.us); Roger Lavoisier; Steve Sloan; Terry Walsh; Tony Attardo (TAttar@ci.scarborough.me.us); Walter Morris (wmorris@smccme.edu); Wes Merritt

Subject: CCFCA meeting reminder

To all,

A reminder of CCFCA meeting on October 22, at the Westbrook Central station starting at noon. Fire Marshal Joe Thomas will be in attendance to talk about the Sprinkle Coalition.

Any questions let me know.

Thanks,

Don

Donald R. Koslosky, Jr.

Deputy Chief, Operations

Brunswick Fire Department

21 Townhall Pl.

Brunswick, Maine 04011-2003

(207)725-5541 x13

www.brunswickme.org/fire

Confidentiality Notice: This email message, including any attachments, is for the sole use of the intended recipient/s and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy or delete all copies of the original message.

Orbeton, Jane

From: jeffrey cammack <cammackjeffrey12@gmail.com>
Sent: Friday, October 23, 2015 2:55 PM
To: Orbeton, Jane
Subject: Fwd: questionnaire

----- Forwarded message -----

From: Marc Veilleux <mveilleux@sabattus.org>
Date: Fri, Oct 23, 2015 at 9:33 AM
Subject: questionnaire
To: jeffrey cammack <cammackjeffrey12@gmail.com>

Jeff,

Although I have not had any feedback from any one as of yet, here are some of my thoughts on the questions asked.

Regards,

Marc

Recruitment

1. A statewide initiative utilizing PSA's promoting volunteerism. The "lee" PSA's and news articles have brought some new members to our department. It has worked!
2. A statewide initiative utilizing a single source website and social media site allowing citizens to locate information on how to join and what is involved with volunteering for a local fire/ems department.
3. Promoting good moral of departments, bad moral and bad images do not enhance the desire to belong to an organization. Somehow, departments need to be spotlighted and highlighted for the good that they do, not only for protecting life and property, but for the contributions they make locally. This would enhance the desire to help others.
4. Promoting local Fire Corps programs statewide. There is a place in every fire department for everyone. Fire corps program members are not interior firefighters, they can assist with fundraising

efforts, fire prevention, rehab stations at active incidents. This would allow more family interactions, interactions with those who would typically not join due to the inherent dangers of the job, thus, bringing more individuals into organizations creating a snowball effect.

5. This may be slightly controversial... Work with local fire unions to allow career firefighters to also participate with local volunteer fire departments without repercussions, with an understanding that we all work together to achieve one common goal, protecting life and property. Currently, many unions frown upon their union members being active members with local volunteer departments. There are multiple career/union firefighters in my community that do not volunteer with our department due to a conflict of union rules. These walls need to come down, understandably with concessions. But I believe we could all gain more participation this way.

Retention

1. Initiate legislation allowing tax incentives for volunteer firefighters
2. LOSAP program funded via state and local tax, as well as funding from annual dues from the federation of firefighters, and local county associations payable to active members with ten years of greater. Members of the LOSAP program would contribute to enhance the funding. Any incentive would be better than the present \$0.00.
3. Promote financial incentives for responding to incidents. Modern day, people simply cannot afford to volunteer their time. Communities need to find funding to provide some financial reimbursement for responders.
4. Provide further protection to firefighters from their workplace. Currently, many firefighters will not respond to calls due to fear of being "late for work" due to an incident. This happens all too often. Because Maine is an "at-will-state", it is understandable that it is very difficult to protect firefighters who call in to work, due to an active incident, however, some measures could be taken to further protect them and allow them, as on call firefighters, to still respond to calls that may infringe on their regular work schedule.

Training

1. Offer statewide "basic" Bureau of Labor Standards firefighter classes with bridge courses to obtain firefighter I&II certifications. Currently, It costs, on the average, approximately \$600.00 per firefighter to obtain a level I&II certification. Many local departments cannot afford to educate their members. More affordable training is imperative. Maybe we can apply for federal grants for statewide

training funding to reduce the cost of training firefighters to the level I&II certifications. Rather than enhancing equipment, lets work to offset the costs of the training.

2. Regionalization of training. Working together with mutual aid communities and pooling training can save funding and allow communities to work more closely together

I need to have this feedback from you by next Monday October 26 so that I can forward on to the staff that is putting the information together for the rest of the working group.

Marc Veilleux, CFO-1, CFI-1

Fire/EMS Chief

Sabattus Fire and EMS

190 Middle Road

Sabattus, ME 04280

Station # 207-375-4201

Cell # 207-844-4136

Fax # 207-375-2505

mveilleux@Sabattus.org

www.sabattus.org

Maine Fire Chiefs Board of Directors

-Androscoggin County Representative

-resource directory, chairperson

-website, chairperson

-MUBEC Maine building and energy code board, advisory member

~~~~~

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the system manager. Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the Town of Sabattus or the Sabattus Fire Department. Finally, the recipient should check this email and any attachments for the presence of viruses. The Town of Sabattus or the Sabattus Fire Department accepts no liability for any damage caused by any virus transmitted by this email.  
Town of Sabattus Fire Department Sabattus, ME

**Marc Veilleux**  
Sabattus Fire Department  
Fire & EMS Chief  
Fire & EMS  
(207) 375-4201 Work  
(207) 514-6578 Work  
207-844-4136 Mobile  
(207) 375-8405 Home  
(207) 514-6578 Other  
mveilleux@sabattus.org

Orbeton, Jane

---

**From:** Garrett Corbin <GCorbin@memun.org>  
**Sent:** Monday, October 26, 2015 3:36 PM  
**To:** bakersenate14@yahoo.com; Michael.Lajoie@legislature.maine.gov  
**Cc:** Orbeton, Jane; Schneider, Deirdre  
**Subject:** Municipal Volunteer Working Group Input  
**Attachments:** MMA Municipal Volunteer Working Group Comments 10-26-2015.pdf

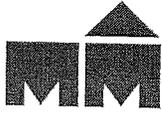
Good Afternoon Senator Baker and Representative Lajoie,

Please find attached some initial comments in advance of the next meeting of the Working Group to Develop Solutions to Meet the Needs of Municipal Volunteer Personnel. Certainly feel free to be in touch with any questions or comments.

Best,  
Garrett

Garrett Corbin  
Legislative Advocate  
Maine Municipal Association  
(207) 623-8428 ext. 2208  
[gcorbin@memun.org](mailto:gcorbin@memun.org)





Maine Municipal  
Association

60 COMMUNITY DRIVE  
AUGUSTA, MAINE 04330-9486  
(207) 623-8428  
www.memun.org

To: Working Group to Develop Solutions to Meet the Needs for Municipal Volunteer Personnel

Fr: Garrett Corbin

Re: Top Priority Input

Date: October 26, 2015

At the first meeting of the Working Group to Develop Solutions to Meet the Needs for Municipal Volunteer Personnel, the Group's chairs asked members, and the public if they like, to suggest the top 3 priorities for the issues recognized by Resolve 2015, chapter 49: volunteer firefighter and volunteer emergency medical service provider recruitment, training and retention.

The following points may seem more along the lines of observations and suggestions than priorities, but I hope they will be helpful nonetheless.

Municipal Challenge, Municipal Response. First, the boards of selectpersons and town and city councils that collectively are the municipal policy developers that MMA represents have consistently held the position that the question of how best to allocate scarce resources for local services, including compensation for firefighters and all other municipal employees, is best answered at the municipal level. In other words, this is squarely a municipal employment policy matter.

For financial reasons discussed below, and as a result of demographic shifts, Maine's aging population, advances in technology, as well as accommodating the ongoing impacts of state and federal mandates, municipal employers are constantly addressing employee recruitment and retention challenges not only for firefighters but for all categories of municipal employment. The particular challenge regarding firefighters and EMS personnel will be addressed in a variety of ways depending on the region, from increased pay and additional benefits to a reorganization of the service delivery system, potentially with the development of core professional units which will integrate with per-diem firefighters and paid volunteers. With the exception of deep pockets and authority to redesign some training requirements, the municipalities have all the tools needed to implement necessary changes at the municipal and regional level.

Restore Cuts. The issue of budget cuts was raised at the first meeting. To some extent, the question of volunteer emergency responder recruitment and retention may be viewed as a microcosm of more widespread municipal staffing shortfalls throughout the state. Local governments have been forced to make significant reductions in their operations across the board after over a half-decade of unprecedented state cuts to the municipal revenue sharing program. In the most recent state budget, the program has been permanently cut back by 60 percent, causing an annual shortfall in available municipal revenue exceeding \$100 million per year.

If the Working Group would like, MMA would be willing to conduct a survey of its members to gauge the extent to which volunteer emergency responder recruitment and retention is an issue in line with, or exceeding, staffing issues and similar service delivery challenges faced in other municipal departments. From the perspective of MMA's Legislative Policy Committee, a restoration of the state-municipal revenue sharing program to the level established in law 40 years ago would directly address municipal budgetary needs, including funding for firefighter and emergency service departments.

Training Access. Several stakeholders at the first meeting expressed their view that training requirements place a greater, or at least equivalent, burden on recruitment than funding challenges. Recognizing the difficulty in completing required trainings, members of MMA's Legislative Policy Committee voted to support LD 655 (as printed) this past session in an effort to bring training facilities closer to volunteer departments and cut down on the extensive travel time that is sometimes added to the required training time commitments. In the view of municipal leaders throughout the state, one element of this challenge where state government could provide valuable assistance would be the establishment of easily accessible training facilities and programs to help mitigate local departments' training costs.

Training Standards. Finally, it was also noted at the first meeting that national training standards do not always square with practical realities and needs here in Maine. Because training time has been recognized by all stakeholders to be burdensome, the Working Group should encourage a collaborative effort among all interested parties to advocate in an organized way to Maine's congressional delegation for a thoughtful redesign of the training mandates implemented at the federal level. In MMA's experience, the Delegation is very open to advancing well-developed proposals that help federal requirements better fit a rural state like Maine.