In the pre-dawn hours on October 9th, a Berkeley Fire Department strike team rolled into Santa Rosa, called in on a mutual aid response to what they thought was a large wildland fire. As they arrived in their assigned staging area – a Kmart parking lot in northwest Santa Rosa – they knew it was much bigger. The Kmart was completely up in flames. “Are you serious?” wondered one incredulous Engine 6 firefighter.

Up the road, fellow Berkeley firefighter Josh Block had already seen the worst of it. He and his brother had been forced to flee the home they shared in Santa Rosa. “The whole cul-de-sac was up in flames in like 10 minutes,” he later marveled. “Fifty-foot flame lengths … I’ve never seen anything like it.”

The North Bay Firestorm that would unfold in the blistering week that followed was, by many accounts, one for the ages: 43 deaths (most ever in a single fire incident in California history), more than 8,000 structures lost, total losses estimated in the billions. More than three dozen firefighters lost their own homes in the event – many of them while they were themselves on the fire lines.

For the California fire service, cataclysmic events are starting to seem like just another day at the office. In just the second half of 2017, a string of incidents – far flung and close-to-home – have tested the capabilities, training, stamina and courage of the state’s first responders:

JULY: A series of windblown wildland fires charred an area the size of New York City, sending tens of thousands fleeing from their homes. At the height of the fires, upwards of 10,000 firefighters were mobilized, with nearly three-quarters coming from hundreds of local agency departments.

AUGUST: Hurricanes Harvey and Irma prompted mobilization of six of California’s eight Urban Search and Rescue Task Forces. More than two hundred California firefighters conducted the grim response effort – one Los Angeles City crew was on its way home from Harvey when it was redirected east to Florida.
Dear Lou,

During my many years of public service, I have visited a number of urban fires and natural wildfires. My visit this weekend to Santa Rosa, however, was unprecedented. I have never seen such devastation, nor have I ever seen such devastation wrought so rapidly and all encompassing.

While the damage was unprecedented, what was proven routine at these events, yet never taken for granted, is the tremendous amount of courage and dedication to public safety demonstrated by our (your) firefighters. Most especially, I was touched by those firefighters who raced to fight the fire, while knowing that their own homes had been lost, and their own families could still be in danger. The commitment to the safety and the protection of their community proved paramount – an unbelievable characteristic for which I am so tremendously grateful.

Enclosed, please find a $10,000 contribution to your “Go Fund a Hero” organization. I trust that these funds will go directly to the firefighters who have lost everything as a result of these fires in Northern California. Specifically, I request that these funds be directed toward firefighters with families and children. I want to make sure that the youngest amongst us are taken care of. Should you have any questions, please do not hesitate to call Sean Elsbernd, my State Director, at (415) 395-0760.

Sincerely,
Dianne Feinstein
United States Senator

President Paulson,

On behalf of the IAFF Charitable Foundation, thank you to all CPF members for your recent generous contribution of $10,000.00 to our Disaster Relief Fund.

These funds went directly to providing food and water, generators and fans, dry clothing, chain saws, tarps and re-building help, direct financial assistance, vaccinations, behavioral health support and anything else required to get our members what they needed in the wake of Hurricanes Harvey and Irma.

In addition to these critical efforts, we have been assisting our members touched by a string of devastating occurrences across the country. The mass shooting in Clark County, Nevada on the end of the Las Vegas Strip and the wildfires currently raging in northern California that have destroyed dozens of our members’ homes and have affected so many make your help even more important during these trying times.

Your generosity demonstrated once again that when we are faced with adversity, we truly have each other’s backs.

Fraternally,
Harold A. Schaitberger
Foundation Chairman

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Dear Lou,

On behalf of the people of California, I want to sincerely thank you for your leadership during the latest round of devastating wildfires that hit our state.

Your unwavering commitment and dedication to your team of relentless firefighters is inspiring. We are all so proud of the men and women who are putting their own lives on the line to save others. Their courage, bravery, and selflessness will forever be remembered.

Thank you, Lou, for your leadership and friendship.

Sincerely,
Kamala D. Harris
United States Senator

---

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**PERSONAL EXPOSURE REPORTING**

*It’s a dangerous job, protect yourself*

**MOBILE-FRIENDLY:** Report exposures anywhere on tablet or smartphone

**STREAMLINED:** Simple, intuitive data entry — no chemical names required

**ONE-TOUCH RECURRING EXPOSURES:** Easily track diesel and other ongoing exposures

**IMMEDIATE ACCESS:** Download exposure records anytime

**PRIVACY:** Secure database give peace of mind — your records belong to you.

**INEXPENSIVE:** Permanent records for the cost of a few cups of coffee

**BY FIREFIGHTERS, FOR FIREFIGHTERS:** Our mission is to protect you — we work for nobody else. Protect yourself and your family.

Sign up or report your exposures [www.peronline.org](http://www.peronline.org)
When looking back at the events of 2017, it’s hard to imagine that the coming year could bring challenges that will rival what we’ve seen to date. In only the final three months of this past year, our state experienced devastation at an entirely unprecedented rate. In the north, the Tubbs Fire, the Nun Fire and several other blazes burning in unison claimed the lives of 44 Californians and destroyed nearly 9,000 structures in a little over a week. It was the most devastating series of wildfires in California history, one that was capable of leveling entire neighborhoods in just a matter of hours. Only a few months later, disaster struck the Southland, with the Thomas Fire, the Skirball Fire and others prompting evacuations and disaster declarations in counties from Santa Barbara down to San Diego. At the time this message was written, many of these blazes are still burning out of control, and our members from across the state are working around the clock to defend the lives and property of those who live in the affected areas. Sadly, incidents such as these are quickly becoming the new normal in our state.

While fires like the one’s described above may have seemed unimaginable only a decade ago, a changing climate has made it so that we can now say with relative certainty that similar incidents will take place in 2018 and beyond. I can also say, again with relative certainty, that when they do, the men and women of the California fire service will stand ready to answer the call.

The fire ground, however, won’t be the only place we’ll face new challenges in the coming year. At some point in 2018, the United State’s Supreme Court will hand down a verdict in the matter of Janus v. AFSCME, a case that aims to undercut union rights for firefighters and millions of other public sector workers. For years, anti-labor advocates have sought to dismantle our ability to organize and advocate on behalf of our members, and this latest attempt represents one of the most brazen attacks in their ever-growing war against organized labor. Should the decision not be in labor’s favor, union solidarity will be tested across the nation, meaning that our organizing and union education efforts will more important than ever before.

No matter the outcome, you can be sure that California Professional Firefighters will remain strong, standing against the opponents of the working class and advocating for our members and their families, both on the job and off.
2017 FIRE SEASON

From the Southland to the North Bay, the 2017 California fire season was one of the most devastating on record. When disaster struck, the men and women of the state’s fire service stood ready to answer the call.
**September:** September began with the largest fire in the history of the city of Los Angeles – the 7,500 acre LaTuna Fire. More than 1,000 firefighters from nearly four-dozen local agencies answered the call to the blaze, which forced evacuation of sections of Burbank, Glendale and unincorporated Los Angeles County.

**October:** At the beginning of the month, dozens of firefighters from throughout Southern California found themselves thrust into life-saving action under fire when the Las Vegas concert they were attending as fans was targeted by a deranged sniper. At least half a dozen were wounded during the shooting – some while rendering aid to others – and the aftermath produced countless stories of firefighters providing medical aid even as they dodged bullets themselves. Within a week, the cascade of disasters culminated with the week of devastation in the North Bay, a “perfect storm” of wind, weather, fuel and terrain.

These and other incidents are only the latest signposts pointing to a rapidly building sea change in the extent of the burden borne by the California fire service and the men and women at its heart.

“Our profession is being transformed before our eyes,” said CPF President Lou Paulson. “We’re entering a new era with new duties, new threats and a greater responsibility to those we serve.”

**THE FIRE PROBLEM: EVERYBODY’S PROBLEM**

When the Tubbs Fire began its deadly race to the suburbs of northeast Santa Rosa, few could have predicted the destructive path it would leave in its wake. In addition to 24 lives that single fire claimed, by some estimates as much as 11 percent of homes in Santa Rosa were lost in the firestorm.

“I never would have thought that our 140-person department would face something like this, but it did,” said Santa Rosa Firefighters Local 1401 President Tim Aboudara.

The North Bay Firestorm exposed the vast expansion of the fire risk facing all California residents – not just those in the wildlands. Three out of four incorporated cities in California have at least some territory listed by CAL FIRE as being at “High” or “Very High” fire risk. In Santa Rosa, 15 percent of land within the city limits faced high or very high risk. In San Diego alone, that number is 43 percent.

The fires were also yet another reminder of the broader fire problem facing California, linked to punishing drought, climate change and relentless development in wildland areas.

**MUTUAL AID: A SYSTEM IN CRISIS**

Even as the fire risk expands, fewer fire resources are available to meet the threat. According to Cal-OES, fewer than half of the local and state mutual aid engines requested in the early hours of the North Bay Fires were deployed. Ten years ago, Cal-OES had upwards of 1,150 local mutual aid engines available for response. This year, about half that many are available.

“It’s a challenge now every day to move the resources where they need to be and getting them to people in the time that people need them,” said Kim Zagaris, Cal-OES fire and rescue chief.

While local resources ebb, the reliance on local agencies to support the mutual aid system is increasing. With CAL FIRE resources similarly stretched to their limits by the ever-widening fire problem, local agencies wind up shoulderering a larger and larger percentage of response in the wildland-urban interface. At the height of the Detwiler Fire, which charred over 80,000 acres near Yosemite, nearly three-quarters of all firefighters on the lines were from local agencies, either staffing their own department’s rig or as part of an OES strike team.

“Whether it’s fire or flood or whatever natural disaster happens, you’ve got to have local agencies willing to give up resources,” said Paulson. “But with departments still downsized because of the recession, the resources aren’t there to deploy or backfill those deployments to protect local citizens.”

**FAMILIAR RISKS AND DEADLY NEW THREATS**

Firefighter/Paramedic J.C. Monticone of South Pasadena Firefighters Local 1401 President Tim Aboudara.

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**FAMILIAR RISKS AND DEADLY NEW THREATS**

Firefighter/Paramedic J.C. Monticone of South Pasadena Firefighters Local 3657 was one of dozens of off-duty California firefighters and police officers saving lives while dodging a deadly sniper at the...
Highway 91 concert shooting in Las Vegas this past October. For his fiancée, who was also attending the show, the circumstances were frighteningly familiar: Less than two years earlier, she had been working in San Bernardino’s Inland Regional Center when it was targeted in a terrorist mass shooting and attempted bombing.

In the past, firefighters were kept a safe distance from the line of fire in mass shooting incidents. Since 9/11, however, the number and severity of mass casualty events has changed how the fire service responds. No longer held at the perimeter, firefighters are now tasked to enter the scene to render aid even as law enforcement secures the scene.

Active shooter response is just one of the ever-expanding set of responsibilities required of California’s firefighters. Hurricanes Harvey, Irma and Maria tested the nation’s urban search and rescue capabilities, and California firefighters were in the thick of the response.

“We had almost all of the USAR task forces in California out of state,” said Zagaris. “When they came back, some of the personnel had to turn around and head up to the fires.”

**MEETING THE CHALLENGE OF THE NEW FIRE SERVICE**

The issues raised by this transformation of the California fire service go to the health and well-being of Californians and their first responders. Through CPF and its local affiliates, firefighters are working to force fire management and policy-makers to confront the threat head on:

- **Resources:** The re-authorization of California’s cap-and-trade law provided an opportunity to make critical investments in mutual aid and statewide fire response. With labor and management taking a united stand, CPF and CalChiefs helped secure funding for CAL FIRE and a boost to the mutual aid budget. “The funding for mutual aid is a good start, but more is needed,” noted Paulson. “To protect California, our state and local response network needs to have the resources in place where they’re needed, when they’re needed.”

- **Training:** The California Firefighter Joint Apprenticeship Committee – co-sponsored by CPF and the California State Fire Marshal – has had its eyes on the future demands of the profession for decades. Cal-JAC’s groundbreaking Unified Response to Violent Incidents training program was studied and largely implemented ahead of the 2015 San Bernardino shooting.

- **Health and Wellness:** If there is one sliver of good news to come out of the siege of disasters this past year, it is that none of the thousands of firefighters forced into action lost their lives. Still, the effects of these incidents may be seen for years, or even decades, to come: Exposures to cancer-causing chemicals and biological toxins in flood and fire response may well have lingering effects. CPF’s Personal Exposure Reporting system allows its members to document these hazards. Beyond the physical injuries are the emotional ones. Firefighter behavioral health expert Frank Lieto says agencies and local unions will be dealing with the effects of the North Bay fires “until the last person on that incident retires.” Once again, a united fire service led by CPF is helping to point the way toward awareness, treatment and a commitment to treating injuries of the heart as seriously as those of the body (see p. 10).

“The men and women of our profession carry more responsibility and more risk than at any time in our memory,” said President Paulson. “Now, more than ever, the safety of every Californian depends on a well-equipped, well-trained committed fire service.”

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**THE RISK KEEPS RISING**

| Percentage of cities with high or very high fire risk | 67% |
| Percentage of cities with 1/3 or more high-risk land | 40% |
| Total population served by high-risk cities | 25 Million |
| Percentage of Los Angeles City at high risk | 27% |
| Percentage of San Diego at high risk | 43% |

(Source: CAL FIRE)

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**BUT THE RESOURCES ARE SHRINKING**

<table>
<thead>
<tr>
<th>Unfilled Mutual Aid Engine Requests</th>
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(Source: CAL FIRE)
firefighter from Santa Rosa finds that lives were lost on the block he was called to in the early hours of a major disaster. Another learns that the young man he was struggling to save while dodging bullets in a Las Vegas arena didn’t make it. A captain watches as a firefighter under his command falls through a roof in a structure response.

Every day, California firefighters come face-to-face with stresses and tragedies few can imagine. In some cases, the toll of the job can push our brothers and sisters to the emotional brink. Sometimes ... tragically ... they go over the brink. “We train people to be battle hardened, but we don’t do as good a job saying ‘Hey, I’m struggling,’” said Jeff Donabedian, president of Oxnard Firefighters Local 1684.

“Whenever I first came up and somebody would say they were having a problem with a call, we’d razz them,” said Sacramento Metro Fire Captain Bob Bruce. “It’s one of those things that are passed down through the generations, and it’s not always a good thing.

As the role of California firefighters transforms, the risk to the behavioral health and wellness of firefighters is also transforming. Alongside the cancer epidemic in the fire service, behavioral health has become a central health and safety issue for our profession. In response, California’s fire service leadership – labor and management – is coming together with a unified approach.

Leaders of four statewide fire service organizations – CPF, CalChefs, Cal-OES and Cal-JAC -- signed on to a labor-management behavioral health and wellness initiative, sponsored by the California Fire Service Behavioral Health Task Force (see pg. 9). The Behavioral Health Task Force – created in the aftermath of 2016’s groundbreaking Joint Behavioral Health Conference – is comprised of nearly two dozen management and labor representatives from local, state and federal fire agencies. Its goal: Make emotional wellness and post-traumatic stress injuries a health and safety priority in the California fire service.

BREAKING THE STIGMA

For many firefighters, addressing behavioral health injuries means moving beyond a prevalent culture in the profession – one that equates job-related emotional struggles with weakness. “When I first came up and somebody would say they were having a problem with a call, we’d razz them,” said Sacramento Metro Fire Captain Bob Bruce. “It’s one of those things that are passed down through the generations, and it’s not always a good thing.

As a first step, the Task Force is launching an outreach campaign aimed at breaking this potentially devastating stigma. The new “Healing Our Own” website -- www.healingourown.org -- features first-person accounts of firefighters detailing their experiences, and the impact it had on their emotional health, along with resources for those seeking help, and those who want to help others.

As the campaign unfolds, localized outreach material, toolkits and updates will be available, all focused on firefighters themselves. “Our goal is to get our members to come out of the shadows, raise their hand to look for help, and access the resources they need,” said Dave Gillotte, L.A. County Firefighters Local 1014 president and chair of the Task Force.
A COMMITMENT TO FIREFIGHTER BEHAVIORAL HEALTH

Firefighters are asked to face trials that few outside the profession can imagine – from horrific disasters such as catastrophic fires and mass shootings to everyday horrors such as fatal accidents and children sometimes dying in their arms.

No matter how tough, no one is immune to the anguish that can build from a career of difficult calls. We know that roughly one-fifth of our firefighters are victims of post-traumatic stress injury. Suicide is approaching epidemic proportions. Stress-related alcohol and substance abuse is well above average. Broken marriages, panic attacks, depression and family traumas are increasingly commonplace.

As we know, our firefighters often suffer in silence, burying the wrenching emotional impact of these traumatic experiences. The fear of losing their jobs, being labeled as unfit for duty, or being seen as weak are concerns that keep many from opening up. As a profession, we have a responsibility to take a stand for our employees, our members and our communities.

On behalf of a united fire service, the California Firefighter Behavioral Health Task Force is asking management and labor to come together and pledge their commitment to addressing this issue together.

We, the undersigned, mutually agree to:

- Work together to break the stigma – the cultural and professional concerns -- that creates barriers to behavioral health for our brothers and sisters;
- Use the best resources available to us to secure services and support for our firefighter brothers and sisters to address mental and emotional injuries and their effects;
- Receive, and provide, regular communication about behavioral health issues and services and peer support available to help build understanding and best practices.

The California Firefighter Behavioral Health Task Force has committed to provide outreach and support material to aid in the important process of normalizing the issue. The Task Force is also committed to a collaborative effort to develop practices and strategies aimed at making it possible for us to effectively address these issues together.

Lou Paulson  
President, California Professional Firefighters

Kim Zagaris  
Fire and Rescue Chief, Cal OES

Mark Hartwig  
President, California Fire Chiefs Association

Yvonne de la Peña  
Executive Director, Cal-JAC

A COMMITMENT TO A HEALTHIER FIRE SERVICE

Beyond outreach, the Task Force is looking for all California fire departments – through their labor presidents and fire chiefs – to commit themselves to work toward awareness, counseling and treatment of our firefighters at risk from post-traumatic stress injury.

Commitment letters like the one signed by all four of the state’s fire service leaders, are being circulated to all California fire departments.

Fire chiefs and labor presidents are being asked to sign the statements, allowing them to stand up for the behavioral health of all firefighters. “Bringing labor and management together on behavioral health matters is key … it has to happen,” said Donabedian.

“Post-traumatic stress (or behavioral injury) is real, and we have to make sure people understand that,” noted Morrison, “but it is not a life sentence, and it doesn’t mean you have to stop being a firefighter.”

For more information, visit www.healingourown.org
FIREFIGHTER APPRECIATION MONTH
A SUCCESS IN 2017

This past September more than a dozen California businesses, across roughly 30 locations, came together to “have the back” of the state’s first responders.

Thanks to all the businesses and individuals who helped make Firefighter Appreciation month a success in 2017!

SUPPORT the FOUNDATION

By supporting the California Fire Foundation, you can help further its mission to aid families of fallen firefighters, firefighters and the communities they protect.

FIREFIGHTER LICENSE PLATES
Sold only to active and retired firefighters, the iconic California firefighter’s license plate lets you show your pride on cars, trucks, trailers and motorcycles. Proceeds from the sales benefit the families of California’s fallen firefighters.

PLANNED GIVING
Including the California Fire Foundation in your estate plan will not only help you in achieve your own philanthropic and charitable giving goals, but it will also allow the Foundation to continue its mission.

FOUNDATION STORE
Purchase your very own firefighter challenge coin through the Foundation store and support programs that aid families of the fallen.

CHECK OFF CA
Getting ready to file? Expecting a refund? You can donate all or some of your tax refund back to the Foundation. When completing your State Tax Form 540, look for the California Firefighters’ Memorial fund on line 406 under Voluntary Contributions. Amounts, in $1 increments, can be added to the line item, helping ensure that the Memorial can continue to honor the memory of fallen firefighters for years to come.

If filers are not expecting a refund, the designated amount will be added to the amount owed when making a tax payment. All donations can be recorded as a donation to a charitable cause on future tax filings.

For more information on the Tax Checkoff Program, visit www.cafirefoundation.org.

AMAZON SMILE
When you shop through Amazon Smile, a portion of the sale is used to help support the California Fire Foundation. Switch over the next time you shop and help make a difference.

DONATE ONLINE
Donate to the Foundation directly and help support the families of fallen firefighters, firefighters and the communities they protect. To donate today, or to learn more about the Foundation’s programs, visit www.cafirefoundation.org.
CONGRATULATIONS TO THE 2017 DANIEL A. TERRY SCHOLARSHIP RECIPIENTS

The California Fire Foundation is dedicated to its mission of giving back to families who have lost a loved one in the line of duty.

Through the Foundation’s Daniel A. Terry scholarship program, children of fallen firefighters are provided financial assistance to help with the cost of pursuing a higher education.

These $2000 college scholarship awards enable students to achieve their dream of a higher education despite the financial adversity that often comes with the loss of a parent. Time and again, scholarship recipients go on to successful futures and pursue careers where they are giving back to our communities.

In 2017, nine deserving recipients were awarded the Daniel A. Terry Scholarship.

Congratulations to the following:

<table>
<thead>
<tr>
<th>SCHOLARSHIP RECIPIENT</th>
<th>FALLEN FIREFIGHTER</th>
<th>DEPARTMENT</th>
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<tbody>
<tr>
<td>Nicholas Bera</td>
<td>Matthew B. Bera</td>
<td>Sacramento City</td>
</tr>
<tr>
<td>Alexander Dunn</td>
<td>William A. Dunn</td>
<td>Los Angeles City</td>
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<td>Adam Harris</td>
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<td>Matthew McKnight</td>
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<tr>
<td>Dalton VanWormer</td>
<td>Robert VanWormer</td>
<td>CAL FIRE</td>
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For more information about the Daniel A. Terry scholarship, visit www.cafirefoundation.org

SAVE ASSISTS THOUSANDS AFTER NORTH BAY FIRESTORM
A total of 4,000 victim assistance card sent to disaster zone

After the series of massive wildfires that burned for weeks throughout California’s Wine Country claimed more than dozen lives and left thousands of residents homeless, North Bay firefighters and the California Fire Foundation are helping to pick up the pieces.

In the days following the initial devastation, the Foundation activated a large scale incident response through its Supplying Aid to Victims of Emergency (SAVE) program, which is intended to provide immediate, on-scene relief to those affected by fire or natural disaster by way of $100 gift cards to cover food, lodging or other immediate needs.

“When major disasters like the North Bay Fire Storm occur, firefighters are often looking for a way to help once the flames are out,” said Foundation Chair Lou Paulson. “Through the SAVE program, we’re able to provide some small level of comfort to those who have lost everything.”

In all, more than 4,000 SAVE cards were sent to the scene of the fires, with more than 2,500 cards activated in the first days after arrival. Cards continued to be activated well into December, as residents impacted by the wildfires slowly return to the area, only to find their homes and belongings destroyed. The cards, which were distributed in coordination with leadership from Santa Rosa Firefighters, Local 1401, were made available to impacted residents through disaster response facilities throughout the region.

“Our affiliates in the North Bay did a phenomenal job responding to this event, both in terms of protecting lives and property, and in providing assistance in the days after the disaster,” Paulson said.

While the SAVE program provides an important way to serve communities following major disasters, the program has also provided immediate assistance to thousands of Californians in small scale events occurring in communities all across the state.

To learn more about how locals can become involved in the SAVE program, visit www.cafirefoundation.org/save.

FIREFIGHTER LICENSE PLATE AVAILABLE TO SURVIVING FAMILY MEMBERS BEGINNING JAN. 1
License plates available to survivors free of charge for first year

Thanks to legislative action by California Professional Firefighters, the surviving spouses and family members of fallen firefighters will soon be able to remember their loved ones by way of a firefighter license plate.

The action, which was brought about by Assembly Bill 1338 (Evan Low), means that, for the first time since the inception of the firefighter license plate program, a survivor of an active or retired firefighter will be able to independently apply for and received their own firefighter license plate. Previously, firefighter license plates were available for use only by firefighters, and surviving family were limited to keeping the plates as a memorial keepsake, rather than for use on a vehicle.

“The firefighter license plate program was brought about as a way to provide funding for the construction of the California Firefighters Memorial. They have always been tied to the mission of remembering our fallen heroes,” said Foundation Chair Lou Paulson. “It seems fitting that the plates will now provide another way for survivors to remember and honor their loved ones.”

In addition to the legislative change, survivors will also be eligible for assistance in purchasing their newly available firefighter license plates, thanks to the California Fire Foundation.

Beginning in 2018, the Foundation will be paying the first-year fees associated with the purchase of a California Firefighter License plate, allowing surviving family members to obtain the plates free of charge. Plate owners will be responsible for paying annual fees after the first year.

For more information about the firefighter license plate program, including the new benefits available to surviving family members, visit www.cafirefoundation.org.
Uniformed firefighters, family members, and dignitaries from throughout California gathered on the grounds of the State Capitol on Saturday, September 30, to pay tribute to those who gave their lives to protect the state and its citizens.

This year’s ceremony, which saw the names of 29 fallen firefighters added to the memorial wall, also commemorated the memorial’s 15th anniversary, and was accompanied by an evening tribute that honored the memory of the more than 1,300 firefighters whose names are etched upon the memorial wall.

“Today and hereafter, the people of California will come to this hallowed place. They will gaze upon these walls, they will run their fingers across your loved ones’ names and admire their courage and they will never forget what the last true measure of devotion is,” said Lou Paulson, chair of the California Fire Foundation and president of California Professional Firefighters. “Yes, we will miss them more than words can say, but we are so proud of them for their duty, courage and sacrifice.”

California Attorney General Xavier Becerra was among those paying their respects at the ceremony, which featured a solemn procession of uniformed firefighters and the presentation of flags to representatives and family members of the 29 honorees.

“We can never say thank you enough to the brave men and women who give service – and their life – to keep us safe,” Becerra said. “Today we memorialize 29 firefighters who answered the call to keep our promise that their courage and sacrifice will never be forgotten.”

During this year’s ceremony, Dave Clark, a firefighter-paramedic with the Ventura County Fire Department paid tribute to his fallen friend and fellow firefighter Ryan Osler, who was killed while battling the Canyon Fire in 2014, while also honoring the hundreds of heroes who fell before him.

“We will never forget them or the sacrifices they have made,” Clark said. “This monument, etched with the names of the fallen is a reminder of those who paid the ultimate price. It’s stand strong and steadfast.”

The evening before the ceremony, more than 500 firefighters, family members and dignitaries gathered on the steps of the California Capitol for a solemn candle-lit tribute to commemorate the 15th anniversary of the memorial.

“Tonight, we look back on the history of this memorial and the lives of all of those whose names are etched in our state’s history.”

Unveiled in April of 2002, the California Firefighters Memorial features two stunning statues and a dramatic Memorial Wall on which the names of 1,325 fallen firefighters are engraved. The Memorial was created without any state funding through private contributions to the California Fire Foundation, most of them directly from firefighters.

Save the date for the 2018 Memorial which will be held on Saturday, September 29th. For additional information, visit www.cafirefoundation.org/memorial.
The dust has finally settled after an intense 2017 legislative session, and pro-firefighter legislation has once again gained favor in our state’s capitol.

In the closing hours before his deadline, Governor Jerry Brown signed into law several pieces of CPF-sponsored legislation that serve to protect an injured firefighter’s disability retirement, develop a statewide firefighter pre-apprenticeship program and establish timely notification protocols for firefighters and EMS workers who are exposed to communicable diseases.

These successes augment a major accomplishment from earlier in the year, with the securing of a significant portion of revenues from the state’s cap-and-trade extension for mutual aid, fire suppression and forest management.

Here is a rundown of the measures recently signed into law. Unless otherwise noted, these bills take effect January 1, 2018:

**AB 512**
(Freddie Rodriguez, D-Pomona)
Extends (to January 1, 2023) the ability for a disabled CalPERS safety member to receive an industrial disability retirement (IDR) benefit equal to the greatest of one of the three different retirement options.

**AB 579**
(Heath Flora, R-Modesto)
Requires the Division of Apprenticeship Standards (DAS) to develop a statewide firefighter pre-apprenticeship program in conjunction with the California Firefighter Joint Apprenticeship Committee (Cal-JAC), aiding local fire agencies in the recruitment of candidates from underrepresented groups. This bill takes effect immediately.

**AB 1338**
(Evan Low, D-Campbell)
Allows the survivor of an active or retired fallen firefighter to independently apply for and receive their own firefighter specialty license plate. Proceeds from the purchase of a plate benefit the California Fire Foundation.

**AB 1487**
(Freddie Rodriguez, D-Pomona)
Limits the amount of time that a local public agency or school member of CalPERS can serve in an out-of-class or temporarily upgraded position to 960 hours per fiscal year. The bill would incentivize employers to permanently fill vacancies and provide certainty and stability for the employee who will no longer be required to perform additional duties in perpetuity and not be fairly compensated for that work.

**SB 226**
(Robert Hertzberg, D-Van Nuys)
Strengthens disclosure requirements governing the political use of public safety logos by slate mail organizations.

**SB 432**
(Richard Pan, D-Sacramento)
Requires health facilities to immediately notify an EMS provider upon determination that they have been exposed to a person diagnosed with a communicable disease.

As in year’s past, this session’s legislative success is attributed to the efforts and active engagement of CPF members statewide. It is your involvement that ensures that the firefighter voice is heard.

To keep track of CPF’s efforts in the capitol and in your community, visit [www.cpf.org](http://www.cpf.org).
CAP AND TRADE PUSH YIELDS MILLIONS FOR DISASTER RESPONSE FUNDING

Grassroots advocacy from CPF membership yields $300 million investment in state’s fire service

Thanks to aggressive advocacy from California Professional Firefighters, California’s mutual aid system received a major injection of funding by way of the state’s recently extended greenhouse gas reduction program.

In the early summer of 2017, the California Legislature voted to extend the state’s greenhouse gas reduction fund, commonly referred to as the “cap-and-trade” program, through the year 2030. Following the extension, the governor’s office released a funding allocation that saw millions of dollars put toward the state’s mutual aid program, which has been stretched thin by disasters directly resulting from a changing climate.

The proposal, which accounts for a more than $300 million investment in the state’s fire service, was ultimately approved by the legislature, and will see $25 million for local mutual aid response, in preparation of fire prevention to make them whole for the revenue lost with the repeal of the SRA fire fee.

• Another $220 million to CAL FIRE for forest protection and wildland fire prevention to help reduce the risk of massive fires.

“The disaster response funding secured through the extension of the cap and trade program will help address California’s growing wildland fire problem, which is both a cause of climate change and one if its most devastating effects,” said CPF President Lou Paulson. “These dollars will help safeguard our climate future while protecting Californians today … here and now.”

In the weeks leading up the final vote, CPF, as well as representatives from the California Fire Chiefs Association, worked to make the case to the Legislature that California’s mutual aid system was in dire need of a dedicated, ongoing source of revenue. The effort saw a joint, labor-management media event, testimony before multiple legislative committees, regular email updates to legislators and their staffs and the activation of CPF’s grassroots network of local affiliates.

“The successful passage of the state’s cap and trade funding was a whole team effort, and one that illustrates the full potential of our union’s ability to implement change in Sacramento,” Paulson said. “While there’s still work to be done on California’s mutual aid system, these new funds will help ensure that California is ready to respond when disaster strikes.”

FIREFIGHTERS PREPARE FOR 2018 ELECTION YEAR

CPF adds Deputy Political Director Shawn Stark to its ranks

The 2018 election year will be an all-hands-on-deck affair for firefighters up and down the state, and California Professional Firefighters has added an extra set of hands to the fight.

In August, CPF expanded its political department with the hiring of Shawn Stark, retired 18-year Oakland firefighter (retired captain) and former political director for Oakland-Alameda County Firefighters, Local 55. As CPF’s deputy political director for affiliate campaigns, Shawn has gotten off to a fast start, traveling the state with Political Director Chris Patterson to brief the membership on CPF’s new political services, as well as its new “Blueprint for Building Affiliate Strength” program.

Their message has been a simple one - the time to prepare for next year’s busy political season is now. Shawn and Chris have been very active in engaging affiliated local for 2018, providing a series of PAC trainings up and down the state. Training topics have included Political Action Committee (PAC) set up and operation, internal organization, engaging local elected officials, controlling your image, media relations and building coalitions. Additional presentations included social media training and detailed legal PAC training. Preparing for elections today will pave the way for success at the bargaining table tomorrow.

CPF Media Services, Firefighters Print and Design and Firestar Studios were also on hand to exhibit the numerous tools the CPF has available for our members. With these resources on hand, CPF can provide everything needed to make a locals’ campaign a success, including voter contact lists, mail, signs, social media videos and commercials. CPF can also assist with messaging, as well as access to polling and legal professionals with years of experience helping firefighters throughout the state. Virtually all campaign materials can be prepared in a union shop owned by the CPF, allowing locals to get their message to voters in a targeted and cost effective manner while saving a significant amount of money in the process.

For more information about political programs heading into the 2018 election year, contact CPF at (916) 921-9111.
LONGTIME CORONA PRESIDENT CALLS IT A CAREER

When Jim Steiner went to work for Corona Fire Department in 1986, word got back that he might have some political skills. Almost before he was out of orientation, he was involved with Corona Firefighters Local 3757, first as a political action director and then as Local 3757’s president.

Over three decades of service to his city and his members ended this past June when Steiner retired from the department and from the local. But he looks back with pride on a legacy built on giving back, getting involved and working hard for his members.

“The culture of giving is part of our makeup … part of our members’ core. More than anything, that’s what I’m most proud of.”

When he was first elected president in 2002, Steiner approached his chief seeking to build bridges from the get-go.

“Instead of peddling the war chest, my philosophy was to try to prevent the war from starting,” Steiner said. “That meant establishing strong labor-management cooperation agreements. That style also comes over to working with the city council and city manager … finding ‘win-wins’ wherever we could.”

That collaboration, backed by skilled and strategic political engagement, helped Local 3747 win contracts, elections and an engaged and supportive membership.

“First, the members saw how hard I was physically working … as a firefighter and as president,” Steiner said. “They also saw the victories. When the public was praising us, they said ‘this feels good.’”

Of course, the emphasis on cooperation did not mean Local 3757 backed away from a fight if need be. Backed by his membership, Steiner would direct resources whenever the local was threatened, wherever it came from.

“We had one chief who wasn’t quite on board with our labor-management cooperation,” he recalled. “We got rid of him.”

Steiner was also a fierce and visible advocate for retirement security and union solidarity. He worked as a CPF regional coordinator during statewide initiative campaigns to protect pensions and political rights. In 2016, CPF recognized his success and influence with the Dallas Jones Award for Political Action.

Steiner’s watch also saw expansion of Local 3757’s unique union-sponsored Auto Extrication Training. Begun in the 1970s, the annual training/union fund raiser became a visible and valuable resource not only for Corona firefighters but those from surrounding departments.

“It turned into a significant cooperative effort,” he said. “The fire chiefs agreed to pay our instructors, backfill them and cover them if they take a high-lift jack to the forehead. And it’s still an association fund-raiser, with the proceeds going back to our community work with kids.”

The experience of leading the union developed an appreciation for the solidarity at the heart of the union at every level. “Having the power of numbers and knowledge is a great advantage, and working with other locals through CPF and IAFF makes a huge difference,” Steiner said.

Asked to reflect on his 30 years in the fire service and the union, Steiner emphasized never forgetting who you work for. “We work for the people, so we should put our energy into protecting the people both on and off duty,” he concluded. “We’re always going to be in a battle – nobody’s going to give us anything. We win when we work together, stick together and put people first.”

Tim Strack  
CPF 1st District Vice President

CPF District 1 represents the counties of San Bernardino, Riverside, San Diego, Imperial and Orange.
COMPTON FIREFIGHTERS, CPF POLITICAL TEAM ORGANIZE FOR 2018 AND BEYOND

Establishment of political action committee could make Local 2216 key player in local politics

The 2018 election figures to be a big one for cities across California, and firefighters in Compton are laying the foundation needed to make a difference in local races.

Earlier this year, Compton Firefighters, Local 2216 took the vital step of approving the formation of a political action committee, a move that, while critical for success in today’s political arena, proved to be something of a sticking point in past years.

“If we were given a choice, I think a lot of people would not want to be politically active,” said Local 2216 President Danny Gomez, explaining the local’s past hesitation around establishing a PAC. “The reality is that, to have the resources needed to do your job correctly, you have to be politically active.”

To help make the case to Local 2216’s membership, Gomez called upon the services of CPF’s political department, specifically newly appointed Deputy Political Director Shawn Stark, who was brought on board after a career with the Oakland Fire Department as well as political director for Local 55, to help locals establish political programs throughout the state.

“Having Shawn come in and explain it to our membership body just put a completely new face on it,” Gomez said. “We had been talking about it for a long time, and had met a lot of resistance. Shawn and the rest of CPF were able to explain, from experience, why we needed this. As soon as they came down, we had a vote and it was a done deal.”

While CPF’s voice helped push the issue over the goal line, the assistance from Sacramento hasn’t stopped there, Gomez said. Throughout the process, CPF has helped Local 2216 work through a variety of minor speed bumps, as well as provided an avenue for the local to receive political and legal guidance with relative ease.

“Not every local is going to need CPF to come down to a general membership meeting for them, but they’re doing so much more than that,” Gomez said. “Calling to see what they can do for you and your local is something I’d definitely recommend.”

IT BURNS AND KEEPS ON BURNING …

Massive wildfires whipped by vicious Santa Ana winds swept through most of Southern California in early December. Within a week of its launch, the Thomas Fire became the 5th largest in California history.

COURT RULING COULD SPELL TROUBLE FOR ‘CAFETERIA PLANS’

In a recent ruling, Flores v. City of San Gabriel, the Supreme Court let stand a 9th District Court of Appeals ruling in favor of Flores, a case brought by the San Gabriel Police Officers Association, asserting that cash received in lieu of medical plan contributions should be treated as income and included in overtime calculations.

On a basic level, this means that if employees receive cash back from their so-called “cafeteria plan” because the employer’s contribution is greater than your insurance premiums, or because you “opt out”, the value of the cash-out should be added to their overtime pay rate. Moreover, the court said that if the value an employee can potentially receive in cash is high enough, than the full value of the benefit should be included on overtime whether the employee opts to take it as cash or not. In the City of San Gabriel, where the case originated, the benefit is over $1,500 per month and virtually all of it can be taken in cash. That means the overtime rate is boosted more than $10.00 per hour.

As a federal appeals case, the Flores ruling is effectively law and will apply throughout the district, including all of California.

While this decision has a potential to be of great financial benefit for those affected, it’s not all good news.

San Gabriel Firefighters Local 2197 President Dave Milligan reports that the ruling has affected current contract negotiations, with the city asking for broad reductions to offset the cost of the new benefit. Of equal concern is the future of cafeteria plans, as employers may begin to target plans with a cash back option and move toward plans that do not.

There are some employers that do already include cafeteria pay in overtime, at least for the amount actually received in cash. At a minimum, union leaders may want to evaluate their situation to make sure they are receiving the benefit provided under the Flores decision.
Thanks to the diligent work of a union brother from decades later, five men who made the ultimate sacrifice for the community have earned a permanent place of honor at the state Capitol.

Earlier this year, the names of five fallen firefighters from the Eureka fire Department, today known as the Humboldt Bay Fire Department, has their names added to the California Firefighters Memorial in Sacramento. In all five cases, the honor came several decades after their deaths, and likely would never had happened without the diligent work of Humboldt Bay firefighters, Local 652 member David Terry.

“I’ve always heard rumors that we had guys that worked here that had died in the line of duty and nobody knew names or dates or what happened, it was all kind of rumors or myth,” Terry said in the days leading up to this year’s ceremony.

“I thought it was pretty important that we figure out exactly what happened, who these guys were and what in fact actually did occur.”

Terry’s search for answers, which spanned the better part of six months, saw him poring over department log books and news clips dating back to the 1930s, while speaking with retired firefighters and family members to help discern whether the rumors were indeed true. In the end, he submitted a list of five firefighters, whose deaths spanned back to 1934, the California Fire Foundation for inclusion on the memorial wall.

The men, Leonard Nathan Winslow, George Davis, Raymond Bernard Somma, Adolph Oss and Robert Brown McGil- livray, now have a permanent place of honor among the more than 1,300 fallen heroes who made the ultimate sacrifice to keep California safe.

“I think it’s important,” Terry said. “(Eureka) should know that there are a lot of people that who made the ultimate sacrifice for this community.

LOCAL 652 MEMBER WORKS TO HONOR FALLEN BROTHERS

Locals from across California Professional Firefighters’ 3rd District came to the aid of communities across California, as wildfires raged from San Diego up to the Oregon border.

In all, dozens of locals from across District 3 responded to major incidents, with fires in the North Bay and Ventura county demanding the largest response.

The final months of 2017 serve as a excellent reminder that, when the alarm sounds, California’s firefighters respond as one team, fighting one fight.
NORTHERN CALIFORNIA UNIONS STEP UP IN RESPONSE TO HISTORIC NORTH BAY FIRES

On the evening of October 8, 2017, communities in the North Bay were ravaged by what became the deadliest firestorm in California history, claiming 43 lives and destroying over 8,000 homes, most within a matter of hours. In the center of the storm was the city of Santa Rosa, which lost 11 percent of its homes in the Tubbs Fire. Santa Rosa Firefighters Local 1401 President Tim Aboudara, whose local was the command post for an unprecedented relief effort, reflected on the experience.

Why was the Tubbs Fire so destructive?
You had 40 to 70 mile-an-hour winds and canyons feeding east to west. The fire sometimes was travelling a couple hundred feet per minute through areas you can’t get to, and the fire happened at night — all the homes that were in the path of this fire had people sleeping in them. By sunrise on Monday, six or seven hours of burning, 6,000 or 7,000 homes had been burned and close to 40,000 people had been evacuated.

How did the union mobilize its efforts?
As soon as I came off the fire lines, I called CPF and IAFF and started to set up a local command center. Since the department did a mandatory recall, everyone was firefighting, everyone was at work. John Bagala with Marin Firefighters Local 1775’s executive board came up and opened the union office, and once we got together we started putting a plan in place.

What were you focused on in helping the membership?
Our number one priority was locating our members and their families who had lost their homes. We had as many as 700 firefighter homes in the threatened areas, and 41 lost their homes. Our next priority was supporting the incident itself. For the first 24 to 36 hours, there really wasn’t an Incident Action Plan or logistical support, so we as the union were getting water, food and supplies up to the companies on the lines.

How did the other unions in the area come together to help the membership?
We had over 15 different locals that sent members to our union hall to volunteer. On any given day, we had as many as 25 people at our union hall or being dispatched to do work supporting members, the community and the incident. Local 1775, which was right down the road, set up a fund-raising page for our affected members that has raised more than a quarter million dollars. There wasn’t a local in the Bay Area or the Sacramento area that didn’t participate or contribute.

What kind of help did you get from CPF and IAFF?
We had the entire leadership CPF and IAFF leadership all together in our office by Tuesday, providing support. CPF and IAFF helped us build the map that allowed us to find our members who’d lost homes and help them and their families get back on their feet. The California Fire Foundation had thousands of SAVE cards to us by Tuesday to distribute not just to our members, but to all the people in the community who lost their homes. The CPF connections also helped bring both U.S. senators and Governor Brown all together in our union office, hearing the stories of our firefighters who’d lost homes.

What kind of help did the union offer?
Firefighters and families that lost homes were able to come in and get an IAFF Disaster Relief card, a California Fire Foundation SAVE card, information on how to access Red Cross, FEMA and so forth. Probably the most important thing we were able to offer was peer support. Locals that had helped out during the Ghost Ship Fire, came in. We started doing station meetings and reaching out to families. This incident was historic in its magnitude, destruction and death toll. We know we are going to have behavioral health struggles in our agencies, so it’s important to engage right away.

As you look back on the event, were there any insights gained?
I think mostly this just reinforced to us what the union is all about. It didn’t matter if it was Local 689 in Alameda, or 798 in San Francisco or 1775 in Marin or 1186 in Vallejo. We were all union, we were all firefighters and we were all there for one mission: to help our members and our communities.

ALAMEDA, BAY AREA FIREFIGHTERS COME TO AID OF NORTH BAY COLLEAGUES

When more than 50 firefighters lost their homes in the North Bay wildfires, their union brothers and sisters across the region stood ready to assist in a time of need.

Chief among those offering aid were the members of Alameda Firefighters, Local 689, who, in the days immediately following the worst of the devastation, organized a lobster feed fundraiser on the decks of the USS Hornet to raise money for firefighters who had lost their homes in the wildfires that burned throughout Napa and Sonoma counties.

In all, nearly 200 tickets were sold, with attendees coming from various locals across CPF’s 4th District to stand together with those who had lost everything.

“The outpouring of support was incredible, particularly from within the firefighter community,” said Alameda Firefighters President and CPF 4th District Vice President Jeff DelBono. “The men and women who lost their homes during this disaster worked tirelessly to protect their communities, and this event was just one small way that we can support them and their families on their road to recovery.”

In addition to support from within the fire family, the event enjoy considerable backing from the community, including a variety of businesses and local vendors who came together to make the evening possible. All lobster served throughout the evening was donated by the New England Lobster Company in Burlingame, while Tucker’s Ice Cream, Lingueine’s Pizza, Faction Brewing and Wine Trees USA came together to donate the remaining food and beverages for the event.

“This event couldn’t have happened without the support of residents and businesses throughout the Bay Area,” DelBono said. “Watching them come together for such a good cause was truly inspiring, and something that firefighters throughout the Bay Area won’t soon forget.”
When disaster strikes, firefighters are ready to answer the call. No matter the patch on your sleeve, the badge on your chest or the department writing your paycheck, as firefighters, we’re sworn to protect the public. In California, there’s no better evidence of this pledge than the master mutual aid agreement, and if you’re searching for proof of this statement, recent events make it so that you don’t have to look very hard.

This past year, when historic levels of devastation struck our state, local, state and federal firefighters all answered the call. Federal firefighters from CPF’s 5th District stood alongside our brothers and sisters from CAL FIRE and local departments to combat these disasters, as resources from these agencies were deployed across the state. We were there on the front lines, defending communities outside of our own jurisdictions, the same way that state and local firefighters have been there for us in seasons past. This system of mutual aid is one of the most innovative and inclusive found anywhere in the world, and it’s one that, time and time again, has proved its worth when the unthinkable strikes.

While the system is a strong one, it’s not without its quirks, and that’s especially true when it comes to federal firefighters. As federal civilian firefighters, employees of a massive institution centered more than 3,000 miles away, our role in the mutual aid system isn’t always as clear cut as our brothers and sisters across California. Often times, our day-to-day responsibilities involve provide fire protection to military bases, or some other federal installation, that can sometimes feel isolated from the nearby communities, and in some ways, that sense of separation has found its way into the way we respond to major disasters. While a good number of California’s federal fire departments do participate in the master mutual aid agreement, across the board, it can be something of a hit-and-miss affair.

There’s also sometimes a question of reimbursement, particularly when major incidents occur on federal lands, such as national parks or national forests. In the past, federal fire departments have had a difficult time received reimbursement for mutual aid work, due to a set of federal rules having to do with one federal agency billing another. Problems such as these only serve to limit the potential of our state’s mutual aid system, and stand in the way of its goal of providing the best level of fire protection possible.

While problems such as these have hindered our role in the past, I’m hopeful that they won’t continue to do so in the future. Toward the end of the year, I’ll be sitting down with leadership from the state’s Office of Emergency Services to get a better picture of how federal firefighter factor in to the state’s mutual aid system, gain a better understanding of their role and hopefully begin work to improve the system for the future.

On the reimbursement front, discussions about placing a resolution before the IAFF convention are already in the works, evidence that our union voice can go a long way toward bettering the state’s fire service for all of us. Removing barriers such as these promises improving how we, as federal firefighters, integrate with our local and state counterparts in the face of disaster, helping ensure that when the call goes out, we’re all ready to answer.

After all, state and local firefighters are our neighbors, and isn’t that what neighbors are for?
The bargaining process was typically protracted in 2017, but it never degenerated into name-calling or either side taking public umbrage with comments made by the other.

While we were disappointed with the initial offering, we stayed at the table and through a painstakingly careful review of the critical role Cal FIRE Local 2881 plays in the emergency response system in California we ended up with a contract four-times beyond the starting point.

The end result of course is more than just a move toward parity. It also increases the capacity of Cal FIRE to be more competitive in their wages, benefits and conditions.

We appreciated very much the participation of the IAFF and the CPF in a rally that we led on the west steps of the Capitol to educate legislators on the duties and responsibilities of our brothers and sisters. The mid-morning event would not have been as successful without the incredible willingness of firefighters from other departments willing to stand shoulder-to-shoulder with us in solidarity.

The great strength of the CPF is when all of us work together on behalf of the advancement of all professional firefighters.

When I am asked what I chose to do as my lifetime profession, I am very proud to say that I am a firefighter. I am aware when I make this admission, the public perceives all of us who are in this line of work as the same - we truly are a family by the very nature of our livelihood.

The conflagration in Napa that closed the fire season was especially disastrous and prompted our Congressional delegation to ask for an additional 4.4 billion dollars in relief. The supplemental spending bill is designed to provide the funding necessary to mount not only an efficacious recovery program, but to put in place the structural ability to re-build.

Certainly, we are learning through harsh examples, and the long days and weeks without respite for our men and women in the field, that a more proactive funding policy needs to be implemented at both the state and federal level. The grim reality exists that the wild lands, or perhaps more accurately the urban/wildlife interface is going to burn with real ferocity and the impact are going to be profound.

We were pleased in 2017 that seven of our firefighters who were promoted to new positions for which they tested, were qualified and deserved, were restored to their jobs after a bureaucratic decision regarding the integrity of the testing was posed.

The fundamental purpose of the union is making the case that the rights of the individual firefighter must be both respected and protected. We put our entire team, including our public outreach, political advocacy and legal experts, on the alert that individual jobs are sacrosanct and the security of our members is our number one priority. None of the work we do matters if we don’t take care of firefighters first and foremost.

We are approaching our 38th anniversary as a member of the CPF. The lesson we have learned in those almost four decades is that internal communication, a setting of priorities, a commitment to responding to the grassroots, a partnership that extends to the federal level with the IAFF and a precise and disciplined approach to protecting the public is the formula to success.
A BUSY END TO A BUSY YEAR

The last quarter of 2017 has been a busy time for the 7th District - Los Angeles County Fire Fighters, Local 1014. Collectively, Local 1014 represent more than 3,200 firefighters, paramedics and fire personnel, and provide fire and EMS protection to more than 2,000 square miles, including all unincorporated areas of Los Angeles County and nearly 60 contract cities.

Over four million residents rely on Los Angeles County Firefighters to protect their lives, their homes and their businesses. We are proud professionals who work hard at keeping our trade and our craft a “tradition of excellence” as we serve the public.

NOVEMBER 2017 ELECTION UPDATE

This November, Local 1014 had two big election wins in El Monte and Hawthorne. Staying engaged in the political landscape both in the County of Los Angeles and in the contract cities we represent is essential to maintaining the first-class service for our residents. Local 1014 members walked precincts, phone banked and reached thousands of voters, ultimately leading to victories in both cities. There is no question that the turnout numbers were higher than expected in both cities because of the tremendous show of support from our Local 1014 members. We called for help and you showed up in force. We walked for eight days and had over 140 members on the street in the cities of Hawthorne and El Monte.

In Hawthorne, Measure HH proposed to raise the sales tax from 9.5 percent to 10.25 percent in order to provide vital services to residents. This sales tax increase will generate an estimated $8.5 million yearly. Local 1014 members visited or called over 4,190 Hawthorne voters, which was well over our projection of 3,500 we anticipated before Get Out The Vote (GOTV) weekend.

In El Monte, Measure EM renewed the sales tax 0.5 percent increase which was set to expire in March of 2019 for another 10 years. These two cities, Hawthorne and El Monte are fee for service cities, and we have helped to secure the funding for our services for years to come, allowing us to provide the highest level of services to these cities and the residents of Los Angeles County. A big thank you to our Local 1014 members, our voters and our election partners on two wins that will solidify funds for fire, police and other vital services for the next decade.

LOCAL 1014 HONORED WITH “PARTNERSHIP FOR SUCCESS” AWARD AT CAL-JAC CONFERENCE

This November, I was proud to attend the 14th Biennial California Firefighter Joint Apprenticeship Committee (Cal-JAC) Conference in Rancho Mirage, California. At the conference, Los Angeles County Firefighters Local 1014, together with the Los Angeles County Fire Department, was awarded the “Partnership for Success” Award. This award is presented at every Cal-JAC conference to honor departments that demonstrate a special commitment to the labor-management partnership. While we still have more work to do, this award is a testament to the tremendous growth of the department/union relationship in Los Angeles County. As we move into 2018, we will continue to focus on working with the Department to create better working conditions for our members and better service for our residents.

FINAL THOUGHTS

Finally, I would like to thank all our CPF members and especially our Local 1014 members who were deployed as part of the massive Urban Search & Rescue efforts in Texas, Florida, Mexico City and Puerto Rico.

This fall our members across California have been tested by an unprecedented wave of large scale disasters throughout North America. Hurricane Harvey made landfall August 25, along the Texas Gulf Coast bringing “biblical” amounts of rain, damaging winds and widespread flooding. Less than two weeks later, on September 8 through September 10, Hurricane Irma tore through Florida and Puerto Rico, making landfall as a Category 4 hurricane. On September 20, a 7.1 magnitude earthquake hit Mexico City killing hundreds and destroying thousands of structures.

Our LA County Fire Department Urban Search & Rescue (US&R) personnel were deployed by the Federal Emergency Management Agency (FEMA) and the USAID’s Office of U.S. Foreign Disaster Assistance for all of these incidents within a few days of each disaster. We were proud to support our members and their families as they assisted our brother and sisters across the country and around the world. As Local 1014 had done in the past with the earthquake in Nepal in 2015, we also sent PEERS and Behavioral Health Teams and Chaplains to the affected areas to assist with the behavioral health needs of Firefighters and their families.

Mutual aid is one of the most important resources we have and we are proud to answer the call when our brothers and sisters are in need.

Thank you to all CPF members who were deployed and thank you to their families for their commitment to a life of service.
Every occupation comes with its own unique features and characteristics. The job of a professional firefighter is a highly sought after and well-respected position that has many demands. It is a challenging and exciting profession with the opportunity for growth and development, but it also comes with distinct risks and stress factors that simply do not exist in most other careers. The threat of serious injury, up to and including death, is a very real possibility; and the stress of any given call is simply different than the pressure of other jobs.

The professional fire service recognizes that there is a cumulative effect of the stressors that Firefighters face over the course of a career. This cumulative trauma is in addition to all of the normal stress that comes with daily living, such as relationships and finances, that can and do impact mental health and overall wellbeing.

The Journal of Occupational Health estimates that approximately 20 percent of Firefighters and Paramedics suffer from Posttraumatic Stress Disorder (PTSD); and a Florida State University study demonstrated that nearly half of Firefighters have contemplated suicide, while approximately 15.5 percent have actually attempted suicide.

It has been found that Peer Support Programs are an especially effective approach to mitigating the impact of cumulative stress, as well as creating an opportunity for members to talk with other members who have "been there themselves" and have received specialized training in Peer Support.

At United Firefighters of Los Angeles City, Local 112, we have actively taken steps to address behavioral health and wellness challenges by creating a Behavioral Health Program. UFLAC’S Behavioral Health Program, and programs like it across the country, are beginning to give firefighters tools, training, and support that will assist them to be in a better position to effectively deal with the very real and unique stressors that are part of the job.

UFLAC is making this mission a high priority, even renovating the old Fire Station 7 in Arleta to build a new, dedicated home for our Behavioral Health and Wellness Center. The center will be opening in the spring of 2018 and will assist members with behavioral health issues, addiction issues, and physical recovery from job-related injuries and illnesses. In addition, the center will assist members with workers’ compensation issues, financial issues, cancer support, and will sponsor a Peer Support Team. These confidential services are free to our members and their families.

As part of our overall wellness program, UFLAC was excited to be able to offer the IAFF two-day Peer Support Training on November 30 and December 1, 2017. This training gave individuals the tools to be able to actively listen, provide important information and support, and become that bridge for a member in need to help them receive the professional assistance that they may require but may be hesitant to reach out for on their own.

The training provided at the UFLAC Offices was an interactive course that was presented by experienced peers and clinicians who currently work/or have worked in the fire service. The training focused on active listening skills, suicide awareness and prevention, crisis intervention, referrals to local resources, and relationships with local behavioral health providers.

In addition to the UFLAC Executive Board and our mental health professionals who run UFLAC’s Behavioral Health Program, the participants included LAFD Chief Ralph Terrazas, LA County Fire Department Chief Daryl Osby, LA County Fire Local 1014 President Dave Gillotte, IAFF 10th District Vice President Frank Lima, and IAFF Instructors Joe Lennon (FDNY) and Hugh Doherty (Toronto Professional Fire Fighters Association). The program also featured Special Guest Brendan McDonough, the lone survivor of the 20-man Granite Mountain Hotshot Crew whose lives were claimed by the Yarnell Hill Fire. Brendan was brave enough to share his personal journey about struggling and coping in the aftermath of losing his Fire Family.

As we all know, the fire service has evolved over the years. Some of the changes, particularly with safety equipment, training, cancer awareness, and many other issues have been changes for the better. In addition, our collective awareness and willingness to discuss PTSD-related issues and receive the assistance that we need has also been a very positive step forward.

Our IAFF Peer Support Training Program was another sign that our profession is moving in the right direction. We need to acknowledge that sometimes we just can’t do it by ourselves. All Firefighters need help from time to time. There is no shame in this fact. It is impossible to not be impacted by the things that we see and experience on a daily basis as Firefighters. When it gets to be too much, Firefighters need to remember that they are not alone. Resources are available and our peers are here to help—contact your union leadership to get connected with services in your area.

I want to offer a huge thank you to all of the participants, coordinators, and special guest speakers who made this IAFF Peer Support Training Program such a resounding success. As the fire service continues to evolve, so will UFLAC as we continue to make the health and safety of our members and Firefighters everywhere our very top priority.
For more than three decades, the California Firefighter Joint Apprenticeship Committee (Cal-JAC) has been on the cutting edge of apprenticeship, training and recruitment efforts, helping make California’s fire service the envy of the nation.

This past November, Cal-JAC once again solidified its role as a leader within California’s fire service at its 14th Biennial Conference in Rancho Mirage, California. More than 300 fire chiefs, labor presidents, training officers and sub-JAC members participated in the conference — all united in the Cal-JAC’s ongoing mission to create excellence in the fire service.

Co-sponsored by California Professional Firefighters and the Office of the State Fire Marshal, the Cal-JAC is the nation’s model labor-management firefighter training partnership.

“For more than three decades, the Cal-JAC has remained focused on building a better California fire service,” said CPF President Lou Paulson. “The conference also offers an opportunity to forge the critical labor management collaboration that is so vital to our profession.”

Over the course of the three-day conference, attendees from both management and labor had an opportunity to come together, set aside rank, and work toward turning the challenges of the present into opportunities for the future. This year’s conference featured workshops on issues ranging from addressing Post Traumatic Stress in the fire service to building comprehensive recruitment campaigns back home.

A major focus of the conference was also the ongoing success of Cal-JAC’s Firefighter Candidate Testing Centers, which offer physical and written testing, as well as recruitment services, for participating departments. Since the FCTC’s launch roughly two years ago, more than 60 departments have come on board, hiring qualified, vetted candidates from FCTC’s Statewide Eligibility List.

Featured speakers during the event included leadership speaker Gregg Ward, who highlighted strategies for implementing “respectful leadership” in the fire service. Participants also heard updates from California Fire Marshal Dennis Mathiesen, CalChiefs Immediate Past President Mike DuRee and Cal-JAC Chair Dan Terry.

Another highlight of the conference was the presentation of the “Partnership for Success” award to the Los Angeles County Fire Department and Los Angeles County Firefighters, Local 1014. The award is presented at every Cal-JAC conference to honor departments that demonstrate a special commitment to the labor-management partnership at the heart of the CAL-JAC’s mission.

Attendees ultimately gained insight and useful tools to help them in their profession and learn more about the Cal-JAC program. The conference also featured the Cal-JAC’s signature golf tournament, silent auction and dinner reception, all benefiting the California Fire Foundation.

“I’m thrilled to see labor and management come together in such numbers, to collaborate on issues that are important to all of us in the fire service,” said Cal-JAC Chair Dan Terry. “It is a tribute to the commitment of all in our profession to the mission that has driven the CAL-JAC’s long history of success – creating excellence in the fire service.”
Captions: 1) Eprat voluptat. Tem fugit haruptisqui non re conse is et vellab ium eatur autent faccuptatuir accus dest, sam aut vit pererov itemporia qui audae rectibus ine rest, ex eum nonsequev vendit acestrumet, sitem. Cias num nonsequaest aliquid quaest, sapis arumqui optia pratio voluptatemus sunt ut quae sit rehenestore, Ximosseque earcips umquam, eum fugitati offic totatent res est labo. Nam, quatur, odit harunquunt, eos core eumquid endipsum qui corest
CAL-JAC ACADEMY
California's first-ever pre-apprenticeship program provides a direct pathway to the fire service

Beginning in January 2018, a pool of roughly 50 candidates will be taking their first steps toward a career in the fire service, and along the way, will be helping blaze the trail for the state's first even pre-apprenticeship model.

The Cal-JAC Academy, being offered through a partnership between the California Firefighter Joint Apprenticeship Committee, the Sacramento Fire Department, Sacramento Area Firefighters, Local 522 and the Butte County Office of Education, will offer candidates who successfully demonstrated financial need a roughly six-month, tuition-free, emergency medical technician (EMT) course, as well as a opportunity to place their name on the FCTC Statewide Eligibility List by completing the CPAT and Written Exam.

Funding for the Cal-JAC Academy comes from a $500,000 grant that was awarded by the California Community College Chancellor's Office to establish pre-apprenticeship programs across the state.

“The Cal-JAC Academy provides a direct path to the fire service for candidates who, otherwise, may not have had the opportunity or resources needed to pursue this career,” said Yvonne de la Pena, executive director for the Cal-JAC. “We’re proud to be able to work with our partner agencies to remove these barriers to entry, and work toward building a fire service that more closely mirrors the communities it serves.”

Candidates who complete the Cal-JAC Academy will also be offered a guaranteed oral interview with the Sacramento Fire Department, making the academy an unmatched opportunity for those looking to enter the profession.

“Through the Cal-JAC Academy, we’re going to be able to provide an opportunity to candidates in need,” said Sacramento Fire Chief Walt White. “We’re thrilled to be working together with the Cal-JAC on this innovative program.”

During the roughly two-month recruitment period, hundreds of individuals applied to be considered for a spot in the academy. Following a program orientation and academic assessment, a panel of experts including fire chiefs, labor presidents and program instructors conducted interviews to select the Cal-JAC Academy’s inaugural class.

“As a fire service, I think we can be proud to be a part of this program and better represent our communities, not just here in Sacramento, but across the state,” said Brian Rice, president of Sacramento Area Firefighters, Local 522.

“We’re going to work hard with the JAC, with our fire administration and with our city administration to ensure this program is a success.”

CAL-JAC CAREER EXPOS
Annual career expos bring hundreds of candidates to FCTC facilities across California

In virtually every corner of the state, the Cal-JAC’s firefighter career expos are working to introduce a new generation of young adults to the fire service.

This past year, a total of four expos drew more than 1,000 motivated candidates to one of the Cal-JAC’s Firefighter Candidate Testing Center facilities. In the spring, expos were held in Northern California, with events in Livermore and Sacramento each hundreds of candidates to meet with recruiters from more than a dozen departments. In the fall, candidates in Southern California were given their chance, when expos were held at FCTC’s location in San Diego, as well as at the brand new facility in South El Monte, just outside of the city of Los Angeles.

“The firefighter career expos present an opportunity for motivated, young candidates to meet with the recruiters who are looking for the next generation,” said Yvonne de la Pena, executive director of the Cal-JAC. “Being able to hold multiple events, in different regions of the states, helps ensure that communities across the state can benefit from these events.”

Throughout the day, expo attendees were given the opportunity to try their hand at the Candidate Physical Ability Test (CPAT), which measures the capabilities of firefighting recruits along eight job-specific areas. Candidates also met with recruiters, were given an idea of what to expect on the written test and had the opportunity to find out more about “A Day in the Life of a Firefighter.”

As in years past, the expos provide an opportunity to recruit traditionally underrepresented communities into the fire service, specifically women and ethnic minorities.

“We want women to understand that this is a great career path,” said Melissa Mohilla, a firefighter with the San Diego Federal Fire Department and member of the Cal-JAC’s Women’s Commission. “The profession needs people with drive, determination and ability. If you have what it takes, nothing should stand in your way.”

Having been run for nearly a decade, several past attendees of Cal-JAC’s career expos have gone on to be hired by California fire departments, further proof that attending an expo can represent the first in someone’s fire service career.

“Firefighting is a rewarding and demanding profession, but it’s not for everybody,” said Cal-JAC Chair Dan Terry. “Young people who think they’ve ‘got what it takes,’ can take the first steps by attending.”
GOLD CIRCLE
Alameda Firefighters, Local 689
Richard Bennett
Dennis Upton
James Holbley
Alhambra Firefighters Association
Local 1272
Richard Lafferty
Burbank Firefighters Local 778
Monte Osborn
CAL FIRE, Local 2881
Paul Graham
Lloyd Limprecht
Dennis O'Brien
Gayl Vincent
Hank Westman
Camp Pendleton Professional Firefighters, Local F-85
William Harvey
Carlsbad Firefighters Association
Local 3730
Richard Fabel
Contra Costa County, Local 1230
Jennifer Abrahamson
Robert Eason
Gerald Goss
Russell Greentaw
Aldo Pelhke
William Batska
Jack Walker
Ron Walker, Jr
 Daly City Firefighters Local 1879
John Bode
Davis Firefighters Local 3494
Gary Finch
Federal Common Carriers
Local 1168
Raymonds Campos
El Segundo Fire Department
Local 3682
Gary Preston
Federal Police
San Diego Local F-33
Reynolds Campos
Marin Professional Firefighters
Local 1775
Charles Onorato
Eric Streut
Modesto City Firefighters
Association Local 1289
Charles Gates
Herbert Jenkins
Gary Lopez
Ced Ridge, II
Monterey County Regional Fire Protection District Local 2006
Walter Days
Mountain View Professional Firefighters Local 1965
Dale Kuester
Richard Fry
Newport Beach Firefighters Association
Local 3724
Randall Smith
Oakland/Alameda County Firefighters Local 55
John Corrigan
Bruce Shehu
Ralph Johnson
Kinston King
Tom Lucey
Alex Mathews
Patrick Neil Sr.
Eldon Parker, II
Bradley Pieraldi
Herbert Syman, Jr.
Oceanaire Firefighters Association
Local 3736
Kenneth Lee
Ontario Professional Firefighters Association Local 1430
Clifton Choudhury
Ralph Des Lauriers
Rick Cottle
Onward Firefighters Association
Local 1684
William Gallaher
Roderick Thorp
Robert Walter
Palo Alto Professional Firefighters Local 1319
Tim Bettencourt
Eugene Castille
Daniel Lindsey
Elrod Taylor, Jr.
Pasadena Firefighters Association
Local 809
Larry Devon
Gerald Gardner
Piedmont Firefighters Association Local 2863
Martin Ennsad
Redlands Professional Firefighters Local 1304
Rick Buellard
James Drabinski
Joe Pomp, Jr.
Riverside City Firefighters Association Local 1067
Felix Ruppers
John Jones
Teddy Laycock
Sacramento Area Fire Fighters Local 522
Charles Bader

San Bernardino City Firefighters
Local 91
Sammie Fliss
Herbert Goertzmann
Charles Martinez
Thomas Parlett
Leslie Pomp
San Bernardino County Professional Firefighters Local 935
Denny Bewley
Marc Beller
San Jose Fire Fighters Local 230
Samuel Alva
Michael Blatt
Jerry Buzzetta
Kevin Contant
Michael Curcio
Jerry Ellis
Ken Herinda
Gregory Martell
James McClure
Clifford Pierce
Douglas Potter
San Mateo County Firefighters Local 2400
William Fearing, Jr.
Wayne Williams
San Ramon Valley Firefighters Local 3546
Gene Dangel
Michael Hans
San Barbara County Firefighters Association Local 2046
Michael Bennett
Santa Clara City Fire Fighters Local 1171
David Busse
Dan Sans, Jr.
Santa Clara County Firefighters Local 1165
Lob Gorguian
Robert Matthews, Jr.
Mark Winters
Santa Rosa Firefighters Local 1401
Ani Brunner Welch
Edward Burter
Timothy Doherty
Timothy Hamlin
Eileen Kutas
Kenneth Mills
South San Francisco Firefighters Local 1097
Richard Oren
Stockton Firefighters Local 456
David Mann
Torrance Fire Fighters Local 1138
Julian (Mark) Ortega
Los Polkeros
Daniel Whitman
United Firefighters of Los Angeles City Local 112
Julian George
Dennis Grogan
Michael Limamour
Vacaville Firefighters Association Local 3001
Denis Miller
Ventura County Professional Firefighters Association Local 1364
John Wade
West Covina Fire Fighters Local 3226
Larry Kiewer

Camp Pendleton Professional Firefighters, Local F-85
Doug Smith
United Professional Firefighters of Contra Costa County Local 1230
Steven Babcock
Anthony Gauton
Richard Green
Randy Kramm
Robert Hattson
Martin O’Connell
Thomas Thiering
Daily City Firefighters Local 1879
Robert Barbarina
Don Ciacci
Thomas Kahle
George Panellis
Davis Firefighters Local 3494
Ray Broome
Local 1168 Firefighters
Herbert Jones
Michael McClure
Mitchel Whorston
Glendale Fire Fighters Association Local 776
Johnston Way, II
Hayward Firefighters Local 1909
Mike Henderson
Lester Thompson
Hemet City Firefighters Association Local 2342
Scott Hudson
Hunters Point Local F-159
Paul Wallace
Kern County Fire Fighters Local 1301
Milan Del Carlo
Mark Messidone
Scott Sarno
Steven Thompson
Dennis Walker
Livermore-Pleasanton Firefighters Local 1974
John Clinton
Long Beach Firefighters Association Local 372
Rodney Dykhouse
Ray Gibson
Los Angeles County Firefighters Local 1014
Ronard Baizart
Victor Caldwell
Ronald Conney
Thomas Little
James Tolleson
Dave Walser
Marin Professional Firefighters Local 1775
Jim Hopkins
Lawrence Martinez
James Stophanos
Modesto City Firefighters Association Local 1289
James Bradberry
John Greenstreet
Phillip Lee
Lawrence Thompson
Robert Walton
Monterey Firefighters Association Local 3707
Chris Miller
Kirk Napier
Mountain View Professional Firefighters Local 1965
John Hopkins
Patrick Oailey
Beckley Firefighters Local 1227
Cliven Beacham
John Frankel
Malcolm Greene
Miriam Valentine
Burbank Firefighters Local 778
Hans Jenner
CAL FIRE, Local 2881
Kendal Partridge
Jim Laughtin
James Mortensen
James Wagner

Michael Chessa
Nancy DeMattie
John Rosinski
Cari Schilling
David Shum
Ronald Weaver
Petatuma Firefighters Local 1415
Robert Hixson
Redlands Professional Firefighters Local 1354
Robert Forseby
Redondo Beach Firefighters Association Local 2767
Allen Allen
Richmond Int’l Association of Firefighters Local 188
Charles Hagland
Riverside City Firefighters Association Local 1067
David Austin
Robert Lindsey
San Bernardino City Firefighters Local 891
Anthony Gahan
Claus Mikes
Fred Winger
San Bernardino County Professional Firefighters Local 935
Thomas Nichols
San Jose Fire Fighters Local 230
Phillip Ayers
John Holley
Arthur Garcia
Chuck Gluck
Gregory Greffelt
Jeffrey Hunter
Cari Kipen
Ramon Martinez
Ronal Pomerant
San Mateo County Firefighters Local 2400
Gerald Cheseir
John Dilligens
James Fields
Kevin McDowell
David Moghissio
Rawn Pottert
San Ramon Valley Firefighters Local 3546
Daniele Bell
Jon Bell
Karen Espinosa Kiskinen
Bruce Kingham
Ronda Rose-Long
Santa Barbara County Firefighters Association Local 2046
James Peterson
Santa Clara Fire Fighters Local 1771
Kenneth Hamlin, Jr.
Michael Maloney
Santa Clara County Firefighters Local 1165
Douglas Allen
Mary Brandau
Michael Eash
Charles Santopino
John Thompson
Santa Cruz City Firefighters Local 1716
David Steuka
Santa Rosa Firefighters Local 1401
Verma Avila
Torrance Fire Fighters Local 1138
Robert Maag, Jr.
Brenda Row
Mary Souviron
United Firefighters of Los Angeles City Local 112
Russell Collier
Barry Englestad
Jack Holman
Samuel Luttforder
Bruce Norman
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