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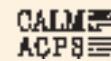
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A Stronger IAFF at All Levels

For years, the media has reported on the “declining labor movement” and “sagging union membership.”

While this may be true for most other unions, the IAFF has maintained strong and consistent numbers — even throughout the recession. Today, we represent 298,399 members in 3,311 locals, which gives us more than 85 percent “market density” within the profession — the highest for any one union in any skilled trade or profession in the United States or Canada.

Representing a high market share helps our union gain and maintain power and leverage that we are able to use on our members’ behalf. It means that we have a stronger voice in the fire service. It means we have greater influence over the wages, benefits and safety conditions under which our members work. It means we are able to maintain strong public safety for our citizens and keep pushing standards higher — jurisdiction by jurisdiction.

It also means that when we have a fight on our hands at the local, state, provincial or federal level, we have the resources to fight back well above our weight class to protect our members — and their families’ — retirement, standard of living and health and safety throughout their careers.

But there is still room to increase our muscle, and we are working on a strategic plan to do just that.

I strongly believe that every professional fire fighter and paramedic in the United States and Canada should be together in the IAFF. For nearly a century, our organizing process has served this union well. Our 16 district vice presidents have worked hard to organize new locals within their districts, and the numbers show they have been very successful.

But this union can never be content with the status quo. We must always look for ways to improve and do an even better job on our members’ behalf. And now we are doing that by taking a close look at how we can improve our organizing efforts.

The first step is to recognize why some professional fire fighters and paramedics decide not to belong to the IAFF.

For some, it is purely out of fear of retaliation and discipline from command or politicians who are not union-friendly.

In many right to work states, there’s often a misperception that without collective bargaining rights, there’s no reason to join the union. Or, fire department employees figure they can get all the benefits of membership without paying dues — free riders — when there are actually many benefits and programs that are only available to members. And, locals would be much stronger and able to push positive changes through the political and governance structure if everyone is in and pushing forward along with their sisters and brothers.

For those who are struggling to make ends meet, paying dues to a union is sometimes seen as money that can be better spent elsewhere. And, as the next generation of fire fighters develops, the rich history of this union — the reason we have the rights, benefits and working conditions that we enjoy today — is too often lost.

One of the bigger challenges is that many just can’t see beyond political party lines. In general, fire fighters are a very diverse political group of workers. Not only do they hold strong views about their job and families, but also about social issues that too often are decided in the political arena. As all of you know, politics is an important part of moving our agenda forward because the people who make the decisions about your jobs are elected or appointed by elected politicians — so we have to be in that game. But many people are turned off by us being involved in politics.

Two good examples of places where we have room to grow are North Carolina and Georgia. For many or all of the reasons cited above, in North Carolina, we have more than 3,500 professional fire fighters in fire departments where we have existing locals, but who don’t belong to the union. Our strong leadership at the state and local level there has begun to quantify the issue and look for a path to increasing membership.

In the Atlanta metro area of Georgia, we have identified over 6,500 nonmembers as a high priority for our union. Some of them work in departments where we have a local, some have had an IAFF local in their jurisdiction in the past that is no longer active, and yet others have never had an IAFF affiliate in their municipality. Once again, we have initiated discussions with IAFF leaders in this region to begin a dialogue on how to turn this around.

At the IAFF, I am personally involved with our Executive Board and staff in creating a strategic path to provide comprehensive assistance — from planning, to staffing, to leadership training, to communications and educational materials and opportunities — to reach out to those nonmembers.

We are going to find out why they aren’t members and move them toward membership at the local level — which we know will translate into stronger affiliates, enhancing their power and ability to make their members’ lives better, and public and fire fighter safety stronger.

Georgia and North Carolina, where we stand to gain significant strength through organizing, are not isolated — they just happen to be two good places to begin the strategic planning. There are many other large pockets (in a number of states) of potential members that we need to be — and are — engaging.

As this issue goes to press, the Executive Board is reviewing our organizing policy and discussing a more comprehensive organizing plan that ensures we can continue to grow, because our goal is always to enhance the lives and safety of our members. And the best way to do that is by standing strong together.

The fact of the matter is, if we want to grow our membership to make this union even stronger, we must adapt and overcome. We need to treat organizing in much the same way we assist affiliates in ‘Fighting Back’ campaigns and take a strategic approach just like we do when we’re facing staffing cuts, station closures, brown outs, pension attacks, etc.

In the weeks ahead, we will be working on this new internal organizing plan to create a more centralized program that provides the education and training, planning and resources to help with large scale organizing efforts.

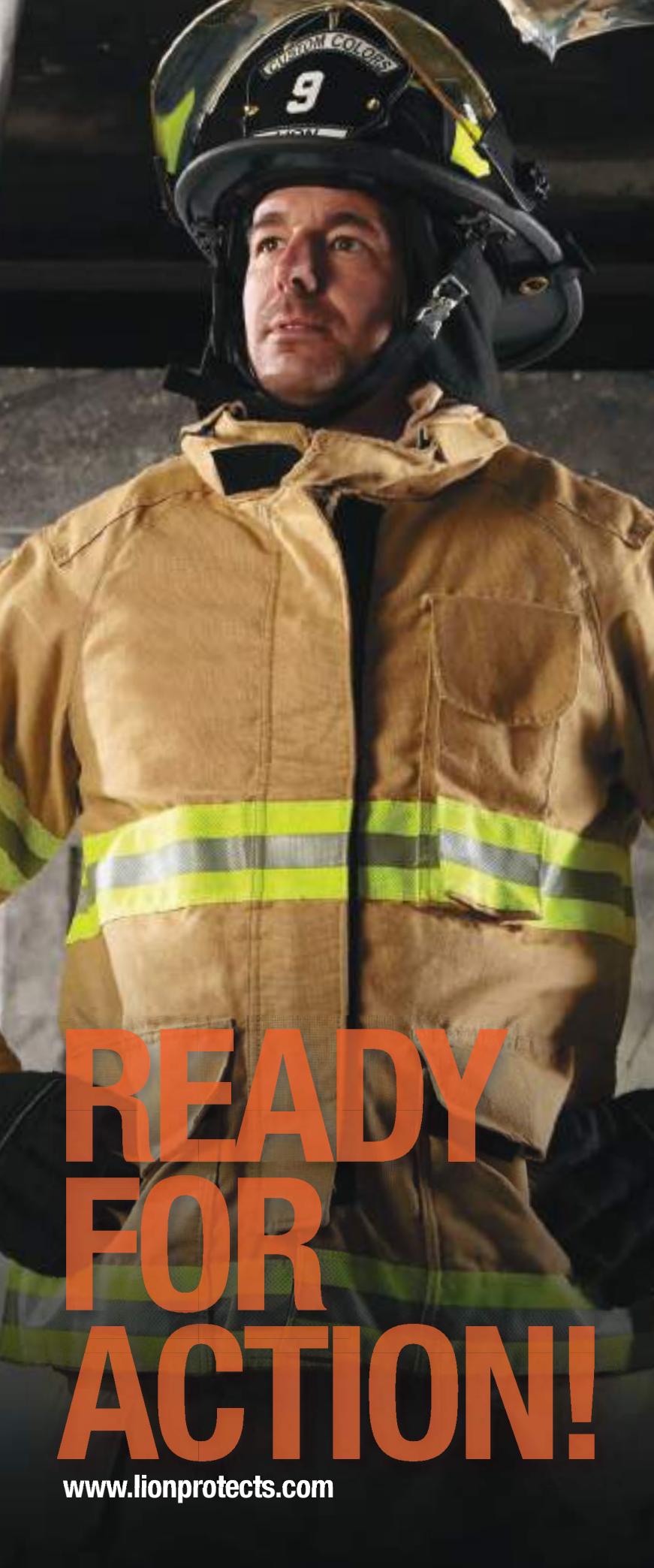
If we can employ these strategies effectively, I am confident that even more from this great profession will be together in this one great union in the near future.



**Harold A.
Schaitberger**

A handwritten signature in black ink that reads "Harold A. Schaitberger".

FROM THE GENERAL PRESIDENT



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Behind the Scenes

Most of the work of the General Secretary-Treasurer's office is done behind the scenes. The responsibilities of the office are primarily administrative. When considering all the great work done by this IAFF, it's not the first thing our membership thinks of, but I believe it is one of the most important.

The IAFF Constitution & By-Laws defines the responsibilities to include receiving all monies due and having charge of all funds and investments of the union, being custodian of all records, books and property — including such duties as are imposed by law such as the execution and filing of reports to both federal and state government. Additionally, my office is responsible for human resources, maintaining and keeping current and complete membership information on all members of the IAFF together with their local union.

With an organization this size — 300,000 members in 3,200 locals and an annual budget of just under \$65 million — I cannot do it alone. My staff is dedicated to providing support to both affiliate leadership and the internal IAFF departments so that they are able to provide the many programs and services on which you rely. This is the foundation on which a strong organization is built.

The Finance Department is responsible for ensuring that all monies received, including per capita, PAC contributions, registrations and grants, is accounted for properly to the various department budget lines and federal reporting agencies, and making sure it gets allocated properly to locals' accounts. Financial stability is the cornerstone of a healthy organization. If the money doesn't come in, and the bills don't get paid, the lights won't stay on very long.

Membership information is crucial to keeping our organization functioning. Our database includes the names and contact information for 300,000 professional fire fighters and paramedics in the United States and Canada. Keeping this information up-to-date is critical — and a big job.

Every department in the organization uses this information in one way or another. The Political Department uses the information in the database to target members in key districts where issues or elections affecting fire fighters are on the ballot. When disasters strike, we are able to use our powerful GIS systems to determine if any of our membership have been affected so that assistance to them can be organized. The Education and HazMat departments track classes taken and certifications achieved by the membership. And without an accurate database, our Media, Communications and Information Systems Division cannot effectively communicate to members on issues that affect them.

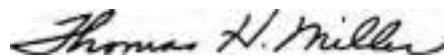
Administratively, our mailroom has become a printing center. We can do on-demand printing for 80 percent of the IAFF's printing needs, with the work being done in-house, by union employees. Not only does this save expensive storage fees, but doing in-house printing has saved our organization tens of thousands of dollars.

Another pillar of our foundation is based on the fact that quality staff enables the IAFF to provide outstanding programs and services to our members. The Human Resources Department plays an integral role in assuring that we attract — and keep — the best possible candidates. It is my belief that the members of the IAFF would be quite impressed with our staff. They are an intelligent, hard-working and dedicated group of men and women who are proud of the work they do to support all IAFF members.

The amount of work that comes out of this organization on any given day is truly incredible. You may not know that 70 percent of our staff is covered by a collective bargaining agreement and are members of OPEIU Local 2. In the recently-negotiated contract, I am proud that, in a time when so many organizations are cutting employee benefits, we were able to offer a pension enhancement whereby employees can accrue an additional five years of service credit toward their pensions. The Human Resources Department has been looking at new and innovative ways to enhance our working environment that cost little or no money, from flexible spending accounts for healthcare and daycare expenses to brown-bag training sessions. When employees feel that they are well taken care of, they provide a better service to our members and everyone benefits.

All of this has been to say that, while what the General Secretary-Treasurer's office does is primarily behind the scenes, it is our responsibility to provide a strong foundation for the organization. When the foundation is secure — when the General Secretary-Treasurer's office is innovative, cost-effective and good stewards for our financial well-being — the IAFF leadership and staff are able to do great things for our members who pay the freight.

Stay safe.

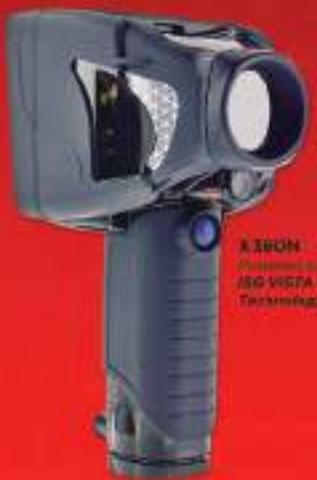


Thomas H. Miller



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SAFETY

Injured Fire Fighter Gives Thanks

Dear President Schaitberger:

As a member of the fire service for numerous years, and as a past member of Reno, NV Local 731 and Reno Airport Local 2955 and current member of Truckee Meadows Local 3895, I can't thank you all enough for your incredible donations, prayers, efforts and thoughts. All of the support has been incredible. I could not do what I have — nor could I do what I am doing — without the support of all the locals, the Professional Fire Fighters of Nevada, as well as the IAFF and its members.

As some are aware, I am currently struggling with Truckee Meadows Fire Protection District to assist with creating a police/fire PERS position. I am also working with PERS as well as SSD to find out about disability benefits. I am currently working with physical therapists, as well as chasing doctor appointments daily to see about spine and possible nerve stem cell research options.

With the past and future donations I feel this monumental task can be accomplished.

With all that being said, it is our brotherhood and sisterhood that has helped me advance to the spot I am today. The accident I experienced in September that leaves me paralyzed from the chest down will forever prove to me how blessed I am to be part of such an incredible organization and profession. We as professional fire fighters spend every day of our lives helping others, and when one of our own falters, everyone helps to pick that member up as high as we can. This makes me so incredibly proud to be part of such a wonderful profession and organizations such as the PFFN and IAFF.

Thank you again to the PFFN, every local, the IAFF and all of its supporters. My words cannot express the gratitude I feel towards everyone from the bottom of my heart, from my family to all of yours.

William Winchester
Truckee Meadows,
NV Local 3895

Extending Zadroga

Dear President Schaitberger:

We wanted to express our appreciation for providing the services of Marty Sonnenberg and your entire E-18 Media production team. Their professionalism and manner with the members is unparalleled. I believe it was actually cathartic for members to be able to tell their stories. We never would have been able to accomplish the filming without your assistance.

We look forward to seeing the finished product. I know that it will be persuasive in illustrating the ongoing issues that members face every day. It goes without saying that working with both Local 854 and Local 94 is

both an honor and a privilege.

With this team in place, I am optimistic as we pass the extension of the Zadroga Bill.

Once again thank you for all you and the IAFF have done. We sincerely appreciate the close corroboration.

Sincerely,

Suzy Ballantyne
Chair
9/11 Health Watch



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IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in January, February and March 2015

Local 5024
Winfield Professional Fire Fighters
President: Eddie Troutman
12 members
Winfield, IL

Local 5034
Plainfield Fire Officers Association
President: Kenneth Childress
29 members
Plainfield, NJ

Local 5037
Dona Ana County Professional Fire Fighters Association
President: Arturo Arellano
13 members
Dona Ana County, NM

Local 5038
Union Professional Fire Fighters
President: John Clayton
16 members
Union, KY

Local 5039
Fairview Professional Fire Fighters Association
President: Paul Schurr
10 members
Fairview, TX

Local 5040
Oak Cliff Professional Fire Fighters
President: Blake Hutsenpiller
4 members
Oak Cliff, OK

Local 5042
Belchertown Fulltime Fire Fighters Association
President: Matt Rivest
8 members
Belchertown, MA

Local 5043
Montgomery County ESD 1 Professional Fire Fighters Association
President: Eric Rodriguez
39 members
Willis, TX

Local 5044
Martin State Airport Fire Department
President: Andrew Spangenberger
19 members
Baltimore, MD

Local 5045
Berkeley County Professional Fire Fighters
President: Stephen Shawyer
9 members
Berkeley County, WV

Local 5046
Elko County Fire Fighters Association
President: Matthew House
9 members
Elko County, NV

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Due to provincial legislation, our auto and recreational vehicle insurance program is not offered in British Columbia, Manitoba or Saskatchewan. *Average based on the home and auto premiums for active policies on July 31, 2014 of all of our clients who belong to an employer group that has an agreement with us when compared to the premiums they would have paid with the same insurer without the preferred insurance rate for groups and the multi-product discount. Savings are not guaranteed and may vary based on the client's profile.

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Presidential Contenders Address Our Union as Part of IAFF Legislative Conference

Hundreds of IAFF leaders from across the United States came to Washington, DC the week of March 8 to attend the 2015 Alfred K. Whitehead Legislative Conference and to hear from prospective presidential candidates at the nation's first bipartisan Presidential Forum — providing fire fighters the unique opportunity to hear directly from the candidates on all sides of the issue.

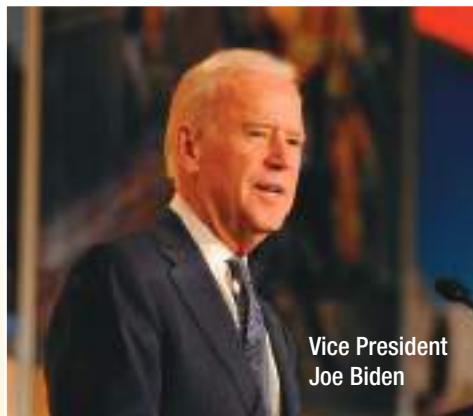
Opening the Conference, General President Harold Schaitberger set a clear

tone for the days ahead. "Our profession, our members' future and the very existence of this union movement in this country is at stake. This is a critical moment in our history," he said, emphasizing that together, IAFF sisters and brothers must fight the moneyed interests that want to "do us in."

With this in mind, conference attendees were prepared to hear from the presidential candidates about exactly how they would support fire fighters and the union movement.

First up was Senator Bernie Sanders (I-VT), the only Independent to address the crowd. His remarks provided a passionate rebuke of economic inequality. Former Senator Jim Webb (D-VA), speaking after Sanders, set a calmer tone, and used the opportunity to remember that it was fire fighters who supported his 2006 bid for the Senate.

Speeches from Senator Ted Cruz (R-TX) and Senator Marco Rubio (R-FL) were



Vice President
Joe Biden



Senator
Mike Rounds (R-SD)



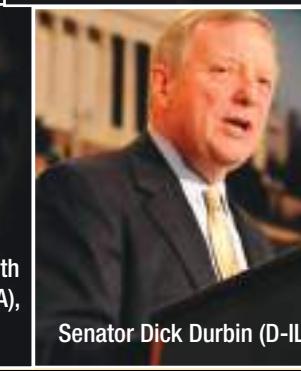
District of Columbia
Mayor Muriel Bowser



Representative
Elijah Cummings
(D-MD)



Senator Elizabeth
Warren (D-MA),



Senator Dick Durbin (D-IL)



Senator
Deb Fischer
(R-NE)



Senator Cory Booker (D-NJ)

The IAFF Legislative Conference featured remarks from elected officials at all levels of government.

largely focused on the need for smaller government. Of the Republicans addressing the forum, Representative Peter King (R-NY), a long-time friend and supporter of the IAFF, received the most applause as he spoke about the budgetary challenges facing many fire departments. "No member of the House, no member of the Senate should ever deny you the funding that you need to do your job," he said.

Also addressing the forum were former New York Governor George Pataki (R) and Senator Lindsay Graham (R-SC), who both commented on the promise of the American dream.

The day concluded with remarks by former Maryland Governor Martin O'Malley (D). O'Malley reaffirmed his commitment to collective bargaining and increased funding for public safety, prompting a standing ovation from the crowd.

Absent from the Conference due to prior scheduling conflicts were former Florida Governor Jeb Bush (R) and former Secretary of State Hillary Clinton (D), although Governor Bush did send a video greeting.

Also absent was Wisconsin Governor Scott Walker, who declined the IAFF's invitation.

Separate from the Presidential Forum, attendees also heard from Vice President Joe Biden, who spoke of the close relationship he has with the public safety community and fire fighters in particular. Continuing on the theme Schaitberger had set earlier in the day, he said, "I resent the attacks on you by those...that see you as an obstacle to overcome, a drag on the community, instead of the heart and soul and essence of the community."

In addition, representatives from the highest levels of government, including Senator Elizabeth Warren (D-MA) and Senator Cory Booker (D-NJ), addressed delegates.

Other speakers included Representative Elijah Cummings (D-MD), Senator Deb Fischer (R-NE), Senator Mike Rounds (R-SD) and Senator Dick Durbin (D-IL).

Amid the excitement of the high-level national speakers, Conference attendees also took the time to visit their elected representatives on Capitol Hill and

advocate for IAFF legislative priorities. Members lobbied to increase funding for Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grants, repeal the so-called Cadillac tax on high-cost health plans and to protect defined benefit pension plans. IAFF members also advocated for bills to extend health care and compensation benefits for 9/11 responders, ban toxic flame retardants and waive the early withdrawal penalty from federal fire fighter retirement plans.

The flurry of lobbying activity continues to produce results. Shortly after the Conference, more than 160 members of Congress sent a letter to congressional budget writers requesting an increase in funding for SAFER and FIRE Act grants. Dozens signed on to cosponsor IAFF priority legislation, and still others pledged to work hard to defend fire fighter pensions. ■

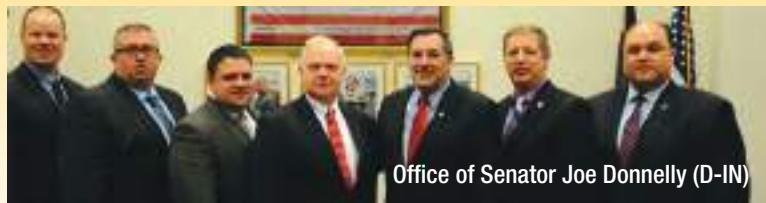
For complete video coverage of the 2015 Legislative Conference and Presidential Forum, visit www.iaff.org/legcon.



The IAFF Presidential Forum provided a preview of the 2016 election season and marked the first step in the process of making a potential endorsement for president of the United States.

IAFF Members Visit Capitol Hill

IAFF leaders and members lobbied their congressional representatives and senators on key issues effecting the IAFF and the labor movement.



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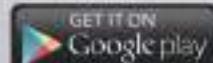
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Fire Fighter, Public Safety Issues Focus of Canadian Legislative Conference

With the upcoming federal election as a backdrop, 125 professional fire fighters from across Canada descended on Parliament Hill April 26-29 to raise a number of important fire fighter and public safety issues with MPs and Senators as part of the IAFF's 22nd Canadian Legislative Conference.

This year, the IAFF is lobbying the Canadian government to establish a national Public Safety Officer Compensation (PSOC) benefit for the families of fallen fire fighters, amend the National Building Code of Canada to improve fire fighter and public safety and develop a National Action Plan to deal with post-traumatic stress among first responders.

MPs from every political party addressed IAFF delegates during the Conference, including Liberal Leader Justin Trudeau, who received thunderous applause after announcing with national media present that a future Liberal Government would establish a PSOC benefit and a national action plan to help first responders with post-traumatic stress.

"The Liberal Party firmly believes that when fire fighters, police officers and EMS put their own safety and security on the line, they are acting in service to all Canadians," said Trudeau.

New Democratic Party (NDP) Deputy Leader David Christopherson (Hamilton Centre, ON) delivered a blazing speech in which he rallied delegates to fight hard for public and fire fighter safety and labour rights while pledging the NDP's unwavering support for the items on the IAFF's legislative agenda.

Green Party Leader Elizabeth May also pledged that Green Party MPs would help

advance IAFF issues in the next Parliament.

General President Harold Schaitberger addressed delegates and emphasized the resources the IAFF has made available to local and provincial affiliates to help them educate decision-makers about public safety, pensions and emergency medical services.

Guest speaker Vince Savoia shared a touching story about experiencing post-traumatic stress when he worked as a paramedic and told delegates how his experience led him to establish the Tema Conter Memorial Trust, a leading source of post-traumatic stress information and assistance for Canada's first responder community.

In an emotional address, Surrey, BC Local 1271 President Mike McNamara urged IAFF leaders to educate themselves about post-traumatic stress and to learn what IAFF and other resources are available to assist members who may be affected. Earlier this year, the local suffered two tragedies related to post-traumatic stress in a seven-week period.

Also addressing delegates were NDP MP Peggy Nash (Parkdale-High Park, ON), Independent MP Brent Rathgeber (Edmonton-St. Albert, AB), Labour Minister



Liberal Leader Justin Trudeau promised that his party would act on public and fire fighter safety issues if elected.

New Democratic Party Deputy Leader David Christopherson (top right) and Green Party Leader Elizabeth May (bottom right) pledged their support for advancement of the IAFF's legislative agenda.

Kellie Leitch (Simcoe-Grey, ON) and Canadian Association of Fire Chiefs President Paul Boissoneault.

The IAFF also conducted key lobby meetings with staff in the Prime Minister's Office and the Public Safety Minister's office during the Legislative Conference. Canada's federal election will take place on October 19, unless the governing Conservative Party decides to dissolve Parliament and call the election sooner. ■

IAFF Members Elected to State and Local Offices

In Oklahoma and Illinois, several IAFF members ran successful campaigns this spring to win state and local seats.

"As always, I am proud of our members' willingness to become directly involved in the political process," says General President Harold Schaitberger. "There is no better way to ensure that our voices are heard and fire service resources are protected than to elect our own."

When an Oklahoma state Senate seat opened up, state Representative Kevin Matthews (D), a retired member of Tulsa, OK Local 176 and IAFF Political Training Academy graduate, was one of three Democrats to throw his hat into the ring. With 47 percent of the vote, Matthews won the Democratic primary, and because no Republicans or Independents filed for the seat, Matthews won outright.

"Brother Matthews has been a strong supporter of our issues on the House side, so it wasn't hard to gather support for him," says Local 176 President Chad Miller.

In Chicago, Local 2 member Anthony Napolitano became the second Local 2 fire fighter to be elected to the Chicago City Council with 52 percent of the vote, defeating incumbent 41st Ward Alderman Mary O'Connor. "On behalf of the Local 2 membership, I want to congratulate Brother Napolitano for his win," says Local 2 President Tom Ryan. In addition, in the February primary, Local 2 member Nick Sposito won his City Council seat with more than 50 percent of the vote. He was first elected to the Chicago City Council in 2011.

Other IAFF members also elected or

re-elected to office include: Dixon, IL Local 1943 member Jesse Arjes (Dixon City Commissioner), East Peoria, IL Local 1498 member Dan Decker (Incumbent City Council member), Cicero, IL Local 717 President Eric Habercross (Tri-State Fire Protection District Trustee), Belleville, IL Local 53 Vice President Tyler Scott (Belleville Alderman) and Algonquin, IL Local 3985 member Charles Teson (Algonquin Fire District Trustee).

In addition, Fairfax County, VA Local 2068 member Will Bailey will learn whether or not he will become the newest member of the Alexandria, Virginia, City Council this summer. Six seats are up for election, but only six Democratic candidates, including Bailey, expressed an interest in running. If no Republican or Independent challengers come forward, Bailey will face them in the November general election. ■



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FIRE OPS HELPS DECISION-MAKERS Feel the Heat!

As an IAFF member, you know what a dangerous job fire fighting can be. You also know what equipment, training and staffing levels are needed to do your job safely and effectively.

But the government officials who make the decisions that affect your ability to do the job and determine public safety budgets often have no idea what fire fighters and paramedics do every day. The media who cover politics and public safety have never felt the heat, the adrenaline rush, or the physical stress and strain fire fighters face when responding to an emergency.

"The ability to build an emergency response system that delivers an effective, timely and trained response to a citizen's call for help is probably the single most important role of an elected official," says General President Harold Schaitberger. "We developed our Fire Ops 101 program to give decision makers a better

understanding of the challenges of the job."

The first Fire Ops event — then called Fire Operations Orientation — was conducted for EMS medical directors in conjunction with Tucson, AZ Local 479 and the Tucson Fire Department. Following that event, the program was further developed and renamed Fire Ops 101. The first official IAFF Fire Ops 101 was held in conjunction with the 2001 IAFF EMS Conference in Hollywood, Florida, at the Broward County Fire Academy and supported by Broward County Local 4321.

Participants in this first event experienced many of the scenarios still featured in Fire Ops programs today, including a live burn, vehicle extrication, search and rescue and a medical emergency.

The IAFF then developed the program further to include evolution criteria, event agendas, medical forms and waivers, talking points and other resources for

delivering a successful program.

Broward County Local 4321 now holds a Fire Ops event every other year. "We want to ensure that all decision makers are educated about the importance of fire service resources, including staffing levels and equipment," says Walt Dix with Broward County Local 4321.

Locals in the IAFF's 7th District make Fire Ops an annual event. For 11 consecutive years, the district-wide event has been held at the Volpentest Hazardous Materials Management and Emergency Response (HAMMER) Federal Training Center in Richland, Washington.

Using the resources developed by the IAFF, and learning from their own experiences, the 7th District Fire Ops runs like clockwork.

"Our main focus is reinforcing our message that fire fighting is 'highly technical, time critical and labor intensive' at every station," says 7th District Vice President Ricky Walsh. "We've had close to 400 policy makers through our program who left with a better understanding of 'the job.'"

In the IAFF's 5th District, Minneapolis, MN Local 82 is also seeing results because of the Fire Ops events it has hosted. In 2014, Local 82 conducted a Fire Ops 101 in conjunction with the National Conference of State Legislators (NCSL).

"There's a lot of participation in election years for obvious reasons, but it is also a good opportunity to educate elected officials before they take office," says Local 82 President Mark Lakowsky. "What they experience is not arguable or debatable."

Helpful Hints

- Start early. Planning takes longer than you think it will.
- Visit other locals' Fire Ops events for ideas.
- Ask a local that has done it before to help.
- Make sure everyone who is guiding the participants stays on message.
- Give participants something to take home, such as a helmet or T-shirt or a photo from the event.
- When inviting the media, think globally: print, television, radio, bloggers, weekly papers and social media.



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For more than a decade, the Minneapolis Fire Department had experienced staffing and budget cuts. However, thanks to Fire Ops and other factors, the Minneapolis Fire Department is now hiring fire fighters and will likely continue to do so for at least the next three years.

While staffing is a core issue for fire fighters, affiliates have also used Fire Ops events to call attention to other issues, such as Ebola. The outbreak of the disease in the United States in October 2014 became an anxiety causing concern for fire fighter/paramedics who could potentially be called to treat suspected cases of Ebola in patients.

Washington, DC Local 36 had already been planning a Fire Ops event when Ebola became a widespread issue, and the local added a demonstration of a response scenario involving Ebola cases. The demonstration not only garnered sentiments of respect from participating local leaders, but also generated a lot of positive publicity.

"We received comments from participants that while they guessed the job would be physically exhausting, they had no idea about how mentally taxing it is," says Local 36 President Ed Smith.

The Professional Fire Fighters Union of Indiana (PFFUI) and the New York State Professional Fire Fighters (NYSPFF) both recently offered Fire Ops 101 to their state legislators.

In Indiana, eight legislators participated at the Hamilton County Training Center in Noblesville, experiencing a flashover, cardiac trauma, vehicle extrication and victim search and rescue scenarios.

PFFUI President Tom Hanify says the goal for the first legislative Fire Ops was to "to stress the importance of up-to-date and advanced training opportunities for all fire fighters so that everyone goes home safe to their families."

The PFFUI is pleased that this session, the Indiana state legislature passed HB 1182 establishing a state fire training academy.

"Our main focus is reinforcing our message that fire fighting is highly technical, time critical and labor intensive' at every station. We've had close to 400 policy makers through our program who left with a better understanding of 'the job.'"

The Indiana state fire marshal will be responsible for creating a uniform set of standards for training and curriculum available to all fire service providers in the state.

The 12 participants in the NYSPFF Fire Ops included a mix of legislators, mayoral candidates and other decision makers. "They were all so surprised by the experience, not realizing how tough the job is," says NYSPFF Secretary-Treasurer Sam Fresina, who co-organized the event. "Many of them are telling their colleagues about the experience, so our message is already reaching beyond the 12 who participated." In addition, the NYSPFF has requests from other decision makers who want to participate in the next Fire Ops event.

"There's no better way to get a firsthand, clear understanding of how an emergency response works and of what fire fighters need to do the job than experiencing a day as a professional fire fighter/paramedic," says Schaitberger. "The program

demonstrates how the numbers of fire fighters and EMS personnel, as well as the necessary resources to assure safe, efficient and effective operations on the scene of all types of emergencies, make the difference between life and death."

Fire Ops 101 has evolved over the years since its inception, and will continue to evolve into the future. Public safety has never been more important. Active shooter events have sadly become more commonplace, extreme weather events are seemingly on the rise, acts of terror remain a threat and everyday emergencies that threaten lives in car accidents, fires and medical emergencies continue at alarmingly high levels.

For more information about Fire Ops 101, visit www.iaff.org/fireops101. ■

1. Washington, DC Local 36
2. Broward County, FL Local 4321
3. New York State Professional Fire Fighters
4. Professional Fire Fighters Union of Indiana
5. Minneapolis, MN Local 82
6. IAFF 7th District

Fire Ops Planning Resources

The IAFF Fire Ops 101 Toolkit helps affiliates in all aspects of planning, including where to start, suggested scenarios, resources, legal concerns and plenty of tips to plan a Fire Ops using fire department resources, instructions on how to keep the event running smoothly and how to ensure participants "get" the message. Printable agenda templates and various other resources are also available.

For hands-on instruction on planning a Fire Ops event, the IAFF offers a Train-the-Trainer at every Affiliate Leadership Training Summit.

For more information, visit www.iaff.org/fireops101, call (202) 824-1533 or email fireops101@iaff.org.



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[†] Common composite system as tested consisted of TenCate Advance® outer shell, TenCate Caldura® SL2i thermal liner and CROSSTECH® Black moisture barrier. Test results available at pbiproducts.com.

BACK ON THE JOB

Affiliate leaders win the relief they deserve after being subjected to employer retaliation.

Standing Tall in Chambersburg: Fire Fighter Back to Work

Greater Chambersburg, PA Local 1813 member Scott McNew is back on the job after the borough, its fire fighters and Local 1813 resolved a three-year legal dispute over unfair labor practice charges.

The agreement allows McNew, also vice president of Local 1813, to return to the Chambersburg Fire Department as a fire fighter. He was fired by the Chambersburg Borough Council in 2012 after he and Local 1813 President Patrick Martin drafted letters urging volunteer fire fighters not to respond to calls in the borough.

Though borough officials disciplined both McNew and Martin, the Pennsylvania Labor Relations Board (PLRB) on April 13 determined the officials had erred.

"We welcome Brother McNew back to the Chambersburg Fire Department. He is back where he belongs, protecting the residents of the borough. Our members stayed strong as they always do in the face of adversity," says President of the Pennsylvania Professional Fire Fighters Association Art Martynuska.

Under the terms of the settlement, McNew's termination was converted to a suspension

without pay, the suspension was removed from his personnel file and he was reinstated with no loss in pay or seniority and with full benefits under the collective bargaining agreement.

The agreement also removes any mention of discipline from Local 1813 President Martin's personnel file, and stipulates that the borough will not make any staff reductions in the fire department until at least December 31, 2015.

"I want to applaud the resolution of this matter between the Borough of Chambersburg and these two members who not only put their lives on the line to keep Chambersburg safe, but also stand proudly on the frontlines with their brothers and sisters in this union," says General President Harold Schaitberger.

In a related development, the Pennsylvania Supreme Court on April 28 agreed to hear an appeal of a Commonwealth Court ruling that found Local 1813 attempted to wage an illegal boycott by sending the letters amid ongoing contract talks with the borough. The state's highest court took on the case as a result of challenges presented by Local 1813 and mounted by the PLRB against the Commonwealth decision made in December 2014. ■

Wrongfully Terminated Green Bay Local Member Back on the Job

After being terminated for speaking to his local's Health and Safety Committee about a safety concern, Green Bay, WI Local 141 member David Walters is back on the job. His employer, Pro-Tec Fire Services, has also agreed to make whole his wages and benefits and rescind the discipline.

"This is a big win for our Local 141 brothers and sisters," says IAFF 5th District Vice President Tom Thornberg. "It should also be noted that since Pro-Tec Fire Services has contracts all over the country, the results of this case could have ramifications nationwide."

Walters is a fire fighter working at the Austin Straubel International Airport's fire department. The department is managed by Pro-Tec Fire Services, which holds a contract with the airport management to provide Aircraft Rescue Fire Fighting (ARFF).

The local member had a clean disciplinary history of more than a decade when he discussed his concerns about a recent

National Fire Incident Reporting System (NFIRS) report with Local 141 Health and Safety Committee Chair John Crabbe while Crabbe was visiting the airport in April 2014.

Upon hearing about the discussion, Pro-Tec launched an internal investigation and claimed that Walters had violated workplace policy and was guilty of a security breach by having the discussion. He was subsequently terminated in May 2014.

"Brother Walters has always been an outstanding fire fighter and union member and would never do anything to create a security breach," says Local 141 President Chad Bronkhorst. "The local was prepared to stand by him until justice was served."

On behalf of Walters, Local 141 filed a grievance with the National Labor Relations Board (NLRB), alleging unfair labor practices. To assist with legal fees, the IAFF awarded an Emergency Defense Fund (EDF) grant to the local.

Before the proceedings concluded, Pro-Tec conceded, agreeing to reinstate Walters with back pay. It is also anticipated that the employer will revise some of its employment policies to avoid similar issues. ■

Kentucky Local President Vindicated in Disciplinary Hearing

Thanks to a strongly argued case, Jefferson County, KY Local 3972 President Natalie Taylor is back on the job after being unfairly charged with conduct unbecoming an officer. The Middletown Fire Protection District Board cleared her of all charges and awarded her back pay.

"The board heard the facts of this case and did the right thing," says Kentucky Professional Fire Fighters (KPFF) President Joe Baer. "I am proud of Taylor for demanding fair treatment and the consistent support given to her by KPFF members."

"I am so thankful that I had the support of my union throughout this process," says Taylor. "I am very pleased with this just ruling."

The charges stemmed from an incident that occurred after an officer training session on November 24, 2014. The instructors asked for input from participants. Taylor offered her opinion, which included safety concerns about fire department procedures. Middletown Fire Protection District Fire Chief Jeffrey Riddle was present at the meeting, but did not address her regarding her comments.

Still, on December 3, 2014, Taylor was charged with conduct unbecoming an officer. Chief Riddle gave her three choices: self-demote from captain to fire fighter, resign or have the matter decided in a hearing before the Middletown Fire Protection District Board. Meanwhile, she was immediately suspended from her duties.

"I knew I was well within my rights to speak my mind and felt this was an attempt to impose unfair disciplinary measures on me," says Taylor. "I wanted to seek legal counsel, so I went to my executive board to request their support."

The Local 3972 Executive Board voted unanimously to move forward with legal action, and Taylor opted for the hearing before the Fire Board.

"There were several attempts to get me to settle, but I did not feel that any of the offers were right," says Taylor. "Thankfully, I had my fellow union members standing behind me."

In solidarity, several members of the KPFF, including several members of Local 3972 and surrounding locals, were present at all four hearings.

Finally, the case went to deliberation on March 18, 2015. The Board returned a ruling that the charges were unsubstantiated and moved to dismiss the charges. Taylor was awarded back pay and was cleared to work her next shift. ■



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EFFECTIVE MESSAGING GENERATES PUBLIC SUPPORT

These IAFF affiliates ran successful campaigns by shaping their message to resonate with the public.

Wheat Ridge Local's Impressive Road to First Contract

In just four years, the Wheat Ridge Fire Protection District (WRFPD) in Colorado went from an all-volunteer department, to hiring its first paid fire fighters, to being a unionized department with a collective bargaining agreement.

In 2010, the fire and emergency service needs of Wheat Ridge residents were on the rise and the volunteer fire department could not keep up with the demand. To address the issue, the District Board applied for and was awarded a Staffing for Adequate Fire and Emergency Response (SAFER) grant in 2011 to hire the first 11 paid fire fighters. And just a few months later, the WRFPD career fire fighters organized Local 4881, giving members a unified voice.

In 2012, the neighboring city of Edgewater realized that its fire and emergency service needs were not adequately handled by their volunteer department. The choice was to form an

inclusion agreement with a nearby fire district at a relatively minimal mill levy increase or to create its own department at a steep levy increase. The City decided an inclusion deal with Wheat Ridge was the best option. This also meant that the Wheat Ridge Fire District would receive additional tax revenue from Edgewater property owners to fund fire service operations.

But in 2013, the relationship between Local 4881 members and then-Fire Chief Steven Gillespie deteriorated. Members alleged that Gillespie was engaging in hostile management practices, along with other complaints. Eventually, Gillespie tendered his resignation, and the WRFPD appointed Battalion Chief Bob Olme as acting fire chief.

"The morale among our members improved a lot after this change was made," says Local 4881 Executive Board Member Greg Mular, who serves as a spokesperson for the local.

By 2014, the number of paid fire fighters had increased to 33. But, the Fire District

Board still needed funding to maintain the current level of service, as well as expand should service needs increase.

The members of Wheat Ridge Local 4881, with the support of their fire chief, launched a ballot initiative campaign to increase the mill levy by five mills. The additional tax dollars would ensure that the District could continue to pay existing fire fighters above minimum wage and possibly hire more.

With assistance from the Colorado Professional Fire Fighters, Local 4881 put boots on the ground and used every communication avenue available to them to get the message out to the voters and to encourage them to cast their ballots in the May election. The levy passed with 3,054 yes votes and 2,393 no votes.

"We could never have navigated the last four years without the assistance we received from the IAFF, 9th District Vice President Ray Rahne and the Colorado Professional Fire Fighters," says Wheat Ridge Local 4881 President Ryan Harris.



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"I am very proud of our Wheat Ridge Local 4881 members," says Rahne. "They showed an incredible amount of determination and never lost sight of their goals."

With the financial future of the fire district looking more solid, the members of Local 4881 entered into its first contract negotiations with the WRFPD, using the provisions of Colorado Senate Bill 25, which allows Colorado fire fighters to collectively bargain.

"Our main goal was to create a good foundation with our first contract," says Mular. "With a good basic contract, we can tweak or add provisions as needed. I really feel like that is what we accomplished." ■

South Carolina Local Passes Tax Referendum to Fund New Fire Station

With 93.5 percent of the vote, Murrells Inlet-Garden City Local 4940 — with support from the South Carolina Professional Fire Fighters Association (SCPFF) — passed a referendum to increase the mill cap for the special tax district from 10 mills to 14 mills. The money will help the Murrells Inlet-Garden City Fire District Board build a new fire station to house a new fire truck and nine fire fighters.

"Increasing taxes is never a popular idea, but our South Carolina members were very effective in getting their message out," says 12th District Vice President Larry Osborne. "The voters understood the extra tax revenue would be used to address real public safety concerns."

"We are so pleased to have the overwhelming support of our citizens," says Local 4940 President Billy Fancher. "They are the ones who will see the benefit. Because of the passage of this referendum, we will be able to provide them with better service."

Currently, the Murrells Inlet-Garden City Fire District has three fire stations, but needs a fourth in order to properly address the rise in fire and emergency medical calls (42 percent in the last three years). But to secure enough revenue to pay for the new station, new apparatus and personnel, the District needed to exceed the 10 mill cap.

South Carolina state law says tax districts can exceed their mill caps with approval from the legislature.

Accordingly, Senator Ray Cleary (R) proposed a bill that would increase the cap to 20 mills. The legislation was amended to only allow for a 14 mill cap. That bill eventually passed both houses and landed on Governor Nikki Haley's desk. She immediately vetoed the bill.

"Our friends in the legislature tried to override her veto, but could not get the two-thirds vote needed," says Fancher. "We were left with no choice but to take the issue to the voters by referendum."

To educate the voters on the importance of passing the referendum, Local 4940, the SCPFF and the Friends of Murrells Inlet-Garden City Fire Rescue Citizens Group went door-to-door and used social media to get their message out.

"Our message focused on the service improvements that would result in the building of a new fire station," says SCPFF

4th District Vice President Seth Holzopfel. "Even though it meant a few extra dollars out of their pockets, the fire district's citizens really understood how passing this referendum was going to positively affect public safety."

With the passage of this referendum, the Murrells Inlet-Garden City Fire District Board has the option of raising the mill up to the 14 mill cap. However, how much the mill will increase has not been decided. The District Board must also decide when construction will begin on the new fire station. ■



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Halifax Changes Tune on Station Closures

A focused public relations and political action campaign by Halifax, NS Local 268 — backed by technical assistance from the IAFF — has led to an important victory for public and fire fighter safety in the Maritime city. Not only has a proposal by the city fire chief to close three Halifax fire stations been quashed, the city is now looking to hire dozens of new fire fighters to fill vacancies and staff aerial trucks.

Trouble had been brewing in the city for more than a decade, at the hands of city management that had failed to replace retiring fire fighters or promote enough fire fighters to officer positions, and ignored a 2002 consultant's report that urged the city — which has a downtown core surrounded by a number of outlying communities — to build a new station. At times, the city has had to close fire stations due to staffing shortages.

In late 2014, Local 268 received a copy of an interim report by the Halifax Fire Chief recommending the closure of three urban fire stations. But the union had the chief's full



report in its possession, and sent it off to the IAFF, where a GIS study was conducted refuting the chief's report and his assertions that the three station closures wouldn't significantly impact response times.

At the same time, Local 268 embarked on a campaign to educate all 16 City Council members and the media about the true impact of the proposed station closures, while engaging citizens who live in the affected areas and encouraging them to speak up for their own safety.

The IAFF Canadian Office assisted with a press release alerting the media and the public that the chief's plan to close three fire stations to deploy staff elsewhere was a classic case of "robbing Peter to pay Paul." The release laid out exactly how fire department response times would increase to seniors' residences, a popular campground and other locations in the affected areas.

Things came to a head on March 10, when City Council, with pressure mounting, voted to defer the station closures. The decision followed presentations by the fire chief and by Local 268. In late April, City Council passed a budget that included seven new fire fighters and agreed to consider a motion to hire 50 new fire fighters to staff aerial trucks.

"We're grateful to the city for finally making the right decision and proud of the way residents who would have been affected by the station closures stood up for their own safety," says Halifax Local 268 President Jim Gates.

"Our frontline resources have been dwindling for a long time, but now as a result of this successful campaign, we have a real opportunity to work toward more resources and improved public and fire fighter safety." ■

ABOVE AND BEYOND THE CALL OF DUTY

IAFF members serve their communities on and off the job.

West Kelowna "Fire in the Mountains" Breaks Down Barriers for Disabled

An IAFF local in British Columbia is taking advantage of the beautiful and rugged scenery in its midst to give disabled people outdoor experiences they'll never forget, experiences that wouldn't be possible without help from the right people.

Two years ago, West Kelowna Local 4457 partnered with CRIS Adaptive Adventures, a local volunteer-based charity that offers day trips, vacations and custom experiences to people with disabilities. In September 2014, Local 4457 members offered their services for a "Fire in the Mountains" trip with a disabled person from the community.

Five Local 4457 members brought an avid mountaineer and former ski patroller who now uses a wheelchair after suffering a stroke — on an all-inclusive three-day back-country experience in Yoho National Park, an area the man never dreamed he'd see again. The local funded the excursion and donated the members' time during the trip.

"It was an amazing experience and we felt honoured to have shared this with him and

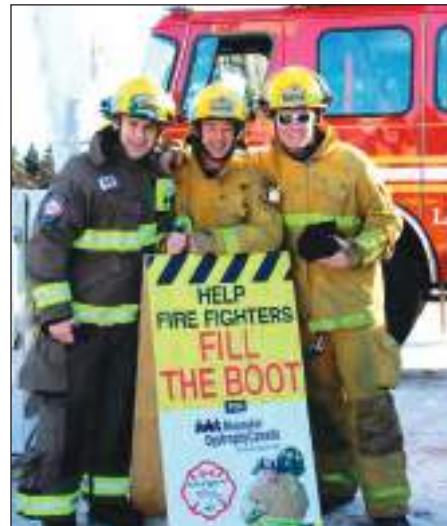


his family," says West Kelowna Local 4457 member Ryan Onyschuk, who participated in the trip. "Our union members are excited to make this an annual tradition."

Local 4457 President Trevor Bredin says while the local already supports a number of charities, members were looking for a new and exciting way to help the community.

"Partnering with CRIS Adaptive Adventures gave us an exciting new way to give back to our community, one that takes advantage of our beautiful natural surroundings, as well as our members' outdoor skills and love of adventure," he says. "The satisfaction our members received from taking a disabled person into the great outdoors and seeing his reactions was simply unbeatable."

For more information about CRIS Adaptive Adventures, visit www.adaptiveadventures.ca. ■



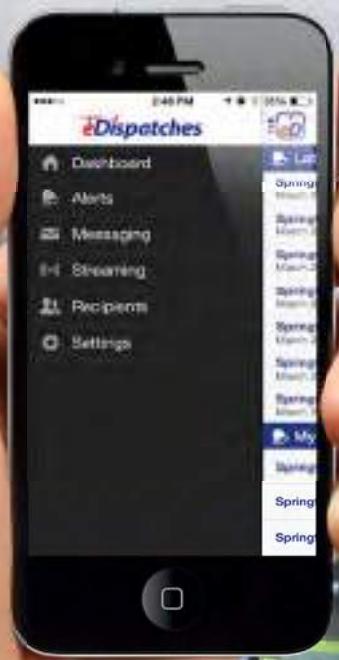
Canadian Locals Raise \$1.3 Million for Muscular Dystrophy

Canadian IAFF locals raised a total of \$1,346,876 for Muscular Dystrophy Canada in fiscal year 2014-15 through rooftop campouts, golf tournaments, boot drives and other events. In all, 115 locals raised funds for MDC during the year, including Edmonton, AB Local 209 (the largest single fundraiser with \$116,720), Winnipeg, MB Local 867 (\$69,622), Brampton, ON Local 1068 (\$60,000), Barrie, ON Local 1753 (\$49,080), Burnaby, BC Local 323 (\$42,400) and St. Albert, AB Local 2130 (\$41,077). ■

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Pilot Community Paramedic Program Launches in California

Several California communities have the opportunity to test community paramedic programs aimed at finding better ways to provide effective non-emergent medical care to residents. The two-year state pilot project was developed by the California Emergency Medical Services Authority (EMSA) with input from the California Professional Firefighters (CPF) and the California Commission on Emergency Medical Services.

The pilot cities will use community paramedics to offer services including follow-up care for patients recently discharged from the hospital, transportation to urgent care or mental health clinics, hospice support and assistance to individuals who frequently use emergency medical services to establish care with a primary care physician.

"Any move to expand a paramedic's scope of practice must be accompanied by the right training and funding to make that training a reality," says CPF Secretary-Treasurer Lew Stone, who is also chair of the California Commission on Emergency Medical Services. "It's also critical that we protect the essential role played by nurses in the emergency response system."

In developing the parameters of the program, Stone — through his position with the Commission on EMS, worked with private ambulance providers and the state's nurses to ensure that fire-based EMS remains the central component of any community

paramedic program and that all of the resources needed to conduct a successful pilot program are available.

Once the program's purpose and implementation was fully outlined, EMSA presented it to the California Office of Statewide Health Planning and Development for final approval. The office quickly gave the go-ahead for the program.

Training for the various programs began earlier this year. In Alameda, five Alameda Local 689 fire fighter/paramedics spent a few weeks training at the University of California at Los Angeles (UCLA) School of Medicine.

"The feedback from our members is that they have been learning a lot about the opportunities to do more for the communities we serve," says Local 689 President Jeff Delbono. "When they are done with the training phase, they will be focusing on assisting patients who frequently call 9-1-1 and following up with recently released hospital patients with medical conditions that often need emergency medical services."

In San Bernardino County, 12 Local 935 fire fighter/paramedics will be focusing on the needs of congestive heart failure patients.

"Our members will be visiting recently discharged patients and making sure they are healing properly and adhering to doctors post-discharge orders," says San Bernardino County Local 935 President Jim Grigoli. "And, our members can help them if they need



additional care from an emergency facility, their primary care physician or a specialist."

Once the pilot program is complete, the participants can then give recommendations on how to integrate the community paramedic model as a permanent component of the health care system and advise legislators of any changes to state law to accommodate the changes.

This pilot program helps further the purpose of IAFF Convention Resolution 12, which passed at the 2014 Convention in Cincinnati, Ohio. The resolution recognizes the need to monitor patients with chronic conditions outside the hospital by using a community paramedic system. The resolution outlines how fire-based EMS systems are best equipped to provide these services and encourages IAFF members to collaborate with administrative personnel to implement fire-based community healthcare provider programs that are agreed upon by both the union and the department, along with other stakeholders in the community. ■

IAFF Joins Groups Seeking Ban on Toxic Chemical Flame Retardants

A broad coalition of health, fire fighter, consumer and science groups — including the IAFF — has filed a petition asking the Consumer Product Safety Commission (CPSC) to ban four categories of consumer products — children's products, furniture, mattresses and the casings around electronics — if they contain any flame retardant in the chemical class known as organohalogens.

The IAFF has determined that there is a link between exposure to the fumes created when toxins burn and the disproportionately high levels of cancer among fire fighters. This entire class of chemicals has been associated with serious human health problems, including cancer.

"When toxic flame retardants burn — and they do burn — it creates a serious health risk for fire fighters," says General President Harold Schaitberger. "There is significant scientific data that show the

association between fire fighting, exposure to deadly toxins and cancer. That's why the IAFF is committed to finding solutions to provide toxic-free fire safety."

No law or government regulation in the country compels the use of flame retardants in the products that are the subject of this petition. However, no law or regulation prohibits using chemicals from this toxic class in consumer products either. Over the last decade, as evidence mounts that one flame retardant chemical is dangerous, the chemical industry has responded by phasing it out and replacing it with a structurally similar chemical that eventually also turns out to be harmful.

The most effective solution is to ban products containing this entire class of chemicals. Under the Federal Hazardous Substances Act, the CPSC has this authority.

"There is significant scientific data that shows the association between fire fighting, exposure to deadly toxins and cancer. That's why the IAFF is committed to finding solutions to provide toxic-free fire safety."

Other petitioners include the American Academy of Pediatrics, the National Hispanic Medical Association, the Learning Disabilities Association of America, Consumers Union, Consumer Federation of America, the League of United Latin American Citizens, Worksafe, Dr. Philip J. Landrigan and the Green Science Policy Institute. ■

Legislation to Renew Zadroga Act Introduced in Congress

IAFF allies in Congress took the first step towards renewing legislation providing health care and compensation to 9/11 responders and survivors. Nearly five years ago, Congress passed the James Zadroga 9/11 Health and Compensation Act, establishing the World Trade Center Health Program to provide treatment for 9/11-related health conditions, and reopening the September 11 Victim Compensation Fund to compensate responders and survivors for economic damages and losses due to illness and injury.

The Zadroga Act was the culmination of a nearly decade-long fight to provide for those first responders who answered the call of duty on September 11. However, unless Congress acts, the programs established by this landmark legislation will expire in October 2015 and October 2016, respectively.



On April 14, a bipartisan group of congressional lawmakers joined together with 9/11 responders, survivors and union leaders — including General President Harold Schaitberger — to introduce the James Zadroga 9/11 Health and Compensation Act. The bill, H.R. 1786 in the House and S. 928 in the Senate, would permanently extend the World Trade Center Health Program and September 11 Victim Compensation Fund.

Fire fighters and others who responded to the 9/11 attacks and response in the following weeks and months selflessly put their lives and health on the line to help America recover from a national disaster. The IAFF stands at the frontline ready to commit its considerable resources towards renewing the Zadroga Act and will continue lobbying on the matter until its passage.

For more information on the Zadroga Act, visit www.iaff.org. ■

IAFF Supports Bill to Repeal ObamaCare Excise Tax

The IAFF is throwing its full support behind legislation to repeal the excise tax on high-cost health plans, more commonly referred to as the "Cadillac Tax."

Representative Joe Courtney (D-CT) has introduced a bill to repeal this provision that was added to the Affordable Care Act (ACA) at the last minute, with little debate or careful consideration. The IAFF opposed the tax at the time, and remains opposed.

"The International has opposed this ill-conceived tax from the beginning," said General President Harold Schaitberger at a news conference at the U.S. Capitol along with

Courtney and other supporters of the bill. "It was added to the Affordable Care Act at the 11th hour, supposedly as a way to lower health care costs by targeting generous health plans of wealthy Americans."

Courtney's bill, the Middle Class Health Benefits Tax Repeal Act, already has the support of dozens of lawmakers, and would eliminate the tax that would be imposed on higher-cost health plans beginning in 2018. Without action, a 40 percent tax would be imposed on health insurance benefits above \$10,200 for individual coverage and \$27,500 for family coverage. ■

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IAFF Mourns Loss of David McCormack

The IAFF is saddened to report the passing of David McCormack, who served as IAFF Assistant to the President from 1988-2000. He was 83.

"This union and the fire service has lost one of its best," says General President Harold Schaitberger. "He dedicated his life to doing everything he could to help IAFF members. It was an honor and a privilege to have known and worked with him. Our thoughts and prayers are with his family and those who knew him well."

McCormack began serving his country in 1949 at the age of 17 when he joined the U.S. Navy and served on the USS Wright-CVL 49 until 1952.

In 1954, McCormack answered the call to the fire service and joined the Fire Department of New York (FDNY). His dedication to duty was apparent from the beginning, and he rose through the ranks quickly. In 1965, he was promoted to captain and, in 1968, he became the youngest battalion chief in the history of the department.



David McCormack

McCormack was also a strong union man, serving as the president of the Uniformed Fire Officers Association (UFOA) Local 854 from 1973-74. During his tenure, McCormack was widely praised for successfully lobbying the state legislature for a cost-of-living adjustment

to pensions benefiting the wives of fallen fire fighters.

"His work truly made a difference to our members and their families, for which we are all thankful," says UFOA President James Lemonda. "The list of contributions he made are too numerous to count. He will be missed."

He is survived by his wife Kathleen, his five children, 12 grandchildren and a large extended family. ■

Former IAFF 10th District Vice President Emeritus Dies

The IAFF has learned that former IAFF 10th District Vice President John K. Stephens died January 19, 2015, at the age of 82.

Stephens joined the Los Angeles County Fire Department and became a member of Los Angeles County Local 1014.

He served his fire department and his local for 23 years. For 16 of those years, Stephens sat on the Local 1014 Executive Board in

various capacities, including vice president. He also served two terms as 2nd District Vice President for the Federated Fire Fighters of California, which later became the California Professional Firefighters.

Stephens was elected IAFF 10th District Vice President in 1978, a position he held until 1994. ■

Harvard Trade Union Program Scholarships

Fort Worth, TX Local 440 President Jim Tate, Savannah, GA Local 574 President Robert Milie and Puget Sound, WA Local F-282 President Taska Elin all received scholarships from the IAFF to attend the Harvard Trade Union Program January 12-February 20, 2015. In addition, Professional Fire Fighters of Massachusetts President Ed Kelly participated in the six-week program courtesy of the Massachusetts AFL-CIO.

"Who would have ever thought I'd be afforded the opportunity to attend such an inspirational institution, but that's exactly where I found myself," says Elin, who was one of the 44 students from seven countries representing 30 professions participating in the union leadership program.

"I want to thank the IAFF for the opportunity to attend the Harvard Trade Union Program," says Tate. "It was an amazing experience, and really useful to step back from our day-to-day union business and take a look

at the 'big picture' of what the labor movement as a whole is facing, not only here in the United States but around the world."

"I have obtained both my undergraduate and graduate degree, and found this program to be the most rewarding educational experience to date," says Milie. "I have already begun to put my knowledge and experience from the program into practice within Local 574."

The course curriculum is designed to help participants gain insights into the complex political, social and economic forces that shape their operating environment; exchange perspectives with internationally recognized faculty; develop relationships among people doing similar work in the national and international labor communities; and interact with future leaders in the private and public sectors.

"To be honest, as the president of a small local, I thought I was far beyond my

capability," says Elin. "But as I look back on the whole experience, I am reminded of a quote from Francis of Assisi: 'Start by doing what's necessary, then do what's possible, and suddenly you are doing the impossible!'

The labor movement today faces unprecedented change and profound challenges, and the Harvard program teaches union leaders new approaches to organizing, bargaining and running their union.

"I came away with the knowledge and tools that will be very useful in the battles we face," notes Tate. "That gives me hope that we can overcome these great challenges."

Since 1942, the Harvard Trade Union Program has prepared union activists to meet the challenge of dynamic leadership within their unions and society. The program helps union leaders develop keener analytical, managerial and problem-solving skills, as well as discover ways to deepen public understanding of the value and importance of labor unions. ■

Register for the 2015 Health, Safety and EMS Conference

Registration is open for the IAFF John P. Redmond Symposium and Dominick F. Barbera Emergency Medical Services Conference, scheduled for August 25-28, 2015 at the Gaylord National Resort and Convention Center in National Harbor, Maryland.

The 2015 conference combines the expertise and knowledge from fire fighting and EMS operations into one innovative and comprehensive program devoted to protecting the health and safety of fire fighters/paramedics.

Fire fighters, paramedics, medical directors, physicians, occupational safety professionals

and fitness trainers are invited to attend the conference, which includes two days of plenary sessions and two days of topic-specific workshops, briefings and information sessions.

For more information and to register, visit www.iaff.org/redmondems. ■



Fit For Duty

New Peer Fitness Trainer Curriculum includes more hands-on training.

Historically, the fire service has paid more attention to apparatus and fire stations than the men and women who provide emergency services. This has been the approach, unfortunately, despite the fact that fire fighting is one of the most physically demanding and dangerous occupations in North America.

As a result, fire fighter performance has suffered, and there are substantial personal and economic costs associated with fire fighter injuries and deaths.

The goal of the IAFF/IAFC Wellness-Fitness Initiative (WFI) and the Peer Fitness Trainer (PFT) certification program has been to make sure IAFF members stay fit, healthy and capable of handling the unpredictable, physically demanding nature of the job.

But the WFI and PFT programs go much further than that. Each of you is not just a fire fighter. You are also a father, mother, brother, sister, loved one or friend. These programs are as much about preparing you for the job as they are about preparing you for life — both on the job and into retirement.

Established in 2003 in conjunction with the American Council on Exercise (ACE), the IAFF has reviewed the latest research on fire fighter injuries and exercise science to completely overhaul the PFT curriculum. The new PFT certification curriculum goes well beyond the specific incident to focus on the mechanism of injury in tissue, ligaments, cartilage and the musculoskeletal system.

"Having this greater understanding of the injury has allowed us to develop a program to increase a fire fighter's capacity to meet the demands of the job," says General President Harold Schaitberger.

In addition, feedback from IAFF

members who have completed the PFT certification revealed a need for less lecture and more hands-on training and program design. Now, the majority of the lecture portion of the course is online, allowing instructors to focus on areas that help ensure they are successful as soon as they return to their departments.

This new curriculum, officially released in March 2015, was first beta tested in three locations — Seattle, Indianapolis and Calgary. With each delivery, the curriculum

was adjusted to ensure IAFF PFTs have the tools to design fitness programs for their department members.

The next step is to create a continuing education course to ensure previously certified PFTs have the opportunity to learn the concepts in the new curriculum. The IAFF is offering a one-day course at the 2015 John P. Redmond Symposium/ Dominick F. Barbera EMS Conference. Visit www.iaff.org/redmondem for details. ■



The new more interactive Peer Fitness Trainer certification program focuses on movement and exercise science, with lectures mostly online.

How to Become a Peer Fitness Trainer

Peer Fitness Trainers (PFT) must be able to design and implement fitness programs, improve the wellness and fitness of department members and assist with the physical training of recruits.

PFT candidates must attend a five-day (M-F) workshop delivered through a network of host sites to assist in preparing for the PFT certification examination.

PFT candidates must be a fire fighter, EMS provider or employed by a fire

department, involved in a fitness program and have a valid CPR certification.

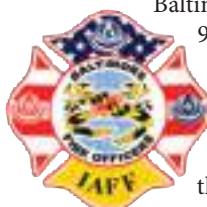
The American Council on Exercise (ACE) awards certificates to candidates who successfully pass the specialty certification examination.

For more information, contact the IAFF Division of Health, Safety and Medicine at (202) 824-1571. ■



Baltimore Members Deliver Baby, Rescue Citizens, Fight Fires While Defending Against Attackers

While rocks, bricks and bottles were being hurled at them, as their hoses were slashed while working to put out the flames,



Baltimore Fire Officers Local 964 and Baltimore Fire Fighters Local 734 members never flinched — and even delivered a baby while thugs created havoc around them (see box).

"The incredible response and professionalism of our Baltimore members under these difficult circumstances reflects the very best of our profession," says General President Harold Schaitberger. "They rolled up their sleeves and went to work doing what they do best — protecting Baltimore."

Faced with a record number of emergencies in a short period of time, and following 15 years of budget cuts, fire fighting resources were stretched dangerously thin, and the incredibly dangerous job Baltimore's bravest do every day became even more dangerous.

Multiple first responders from neighboring jurisdictions provided overwhelming assistance. And when dawn came, the Baltimore community once again showed its generosity and spirit with an outpouring of support at firehouses all over the city.

"As the city navigates through these challenging times, our members in Baltimore will continue to honor the very words worn on their left sleeves — to provide and protect the people of Baltimore," says Schaitberger. ■

As Baltimore Streets Erupt in Protest, Paramedics Deliver Healthy Baby Boy

On April 26 at 8:35 p.m. paramedics were dispatched to an obstetrics call for a woman indicating she was in labor. After nine long months, her baby was coming — in downtown Baltimore while outside thousands of angry protesters swarmed the streets.

The mother was ready, the baby was ready and so were members of Baltimore, MD Local 734.

Medic 15 arrived with Rescue One to an address at the epicenter of the unfolding unrest. Paramedic Heather Helm and EMT



Antonio Wallace arrived to find the 28-year-old woman lying on the floor. The woman, soon-to-be a mother of three, said that her contractions were occurring one minute apart.

But before paramedics could get her on a stretcher, the woman screamed, and Helm noticed the baby's head crowning. He immediately supported baby's head and shoulders while the mother began to push. Within a minute the baby was delivered, a healthy baby boy.

Paramedics transported the two to the hospital, where the father cut the cord on his newborn son with the help of a doctor. As it turns out, the baby is the first cousin of EMT Wallace, who was with Helm on the call that night. ■

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Affiliates Win Presumptive Protections

Every time fire fighters and paramedics answer a call, they risk exposure to life-threatening toxins and carcinogens. Still, workers compensation benefits for fire fighters who get sick on the job are not guaranteed unless a state or provincial law requires it.

Currently, seven states — Arkansas, Delaware, Kentucky, Mississippi, Montana, North Carolina and Wyoming — and three Canadian provinces — Newfoundland, Quebec and Prince Edward Island — have no presumptive laws for occupational diseases.

During the most recent legislative sessions, Arkansas, Utah and Tennessee passed laws that

bring these three states a step closer to winning presumptive protection.

The Arkansas Professional Fire Fighters (APFF) lobbied successfully for passage of a bill that will provide line-of-duty death benefits to fire fighters who die of cancer caused by on-the-job exposure.

“We have been working for a long time to get some protection in place for our members,” says APFF President Ed Jaros. “The political climate in our state has made that difficult, but with the passage of HB 1274, we finally accomplished that goal.”

Past attempts to pass presumptive legislation



Flanked by the bill's chief sponsor, Senator Karen Mayne (D), Tidrow and other PFFU members, Governor Gary Herbert signed SB 135 on April 8.

were met with serious opposition from the Arkansas Municipal League, the Workers Compensation Board and anti-worker legislators.

Rather than pass a presumptive disability law, the APFF proposed legislation that would provide the same benefits already in place for other line-of-duty deaths.

HB 1274 provides families of fire fighters who die as a result of cancers proven to be more common in fire fighters than the average population with \$150,000 in benefits, plus college tuition for any surviving children.

The law is retroactive three years. The APFF now hopes to pass legislation requiring mandatory exhaust ventilation systems for firehouses and industrial turnout washing machines to remove carcinogens, among other protections.

In Utah, the Professional Fire Fighters of Utah (PFFU) successfully lobbied for the passage of SB 135, which modifies the Utah Occupational Disease Act to presume that fire fighters who develop one of four cancers (mesothelioma, pharynx, esophagus or lung) contracted the disease because of on-the-job exposure to carcinogens. But before submitting workers compensation claims, Utah fire fighters must have been on the job for eight years and tobacco free for eight years.

“The PFFU is proud to have this new law in place for our members with cancer so they can get the medical treatment they need,” says PFFU President Jack Tidrow.

In Tennessee, by a unanimous vote in the state House and Senate, HB 20, which designates Hepatitis C as a presumptive disease for fire fighters and EMS personnel, has passed.

“The passage of this bill is a huge victory for our members who put their health on the line every day to protect our citizens,” says Tennessee Professional Fire Fighters Association (TPFFA) President Eddie Mitchell.

Seven years ago, the TPFFA made passing an infectious disease presumptive law for fire fighters one of its top priorities. While the state legislature did not pass a bill to encompass all infectious diseases, it agreed to make HIV presumptive in 2012. ■

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IAFF Training Academies

Over the past several years, the IAFF has trained hundreds of affiliate leaders in entry level communications. But in today's economic and political environment, communicating effectively is more critical than ever. That's why the IAFF developed a Communications Training Academy, held for the first time in May in Baltimore, Maryland. The program provides advanced communications training, with workshops on branding, messaging, creating videos, online advertising and crisis communications — as well as the latest tools and technology. A second Communications Training Academy is scheduled for November 2015.

In addition, the Collective Bargaining/Referendum Political Training Academy — held this spring in Memphis, Tennessee — focused solely on ballot initiative campaigns. This program was first offered in 2013. It is similar to the traditional IAFF Political Training Academy, which was held earlier this year in Baltimore, Maryland, and teaches participants all aspects of running a political campaign.

The Canadian Political Training Academy, first held in May 2011, is also patterned after the original Political Training Academy. The



most recent Canadian Political Training Academy was held in Ottawa, Canada, in January 2015. ■

Participants in the 2015 Communications Training Academy (top) and 2015 Political Training Academy (bottom).



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For help with your personal evaluation, contact your local Nationwide representative.

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Schedule an account review with my local representative.

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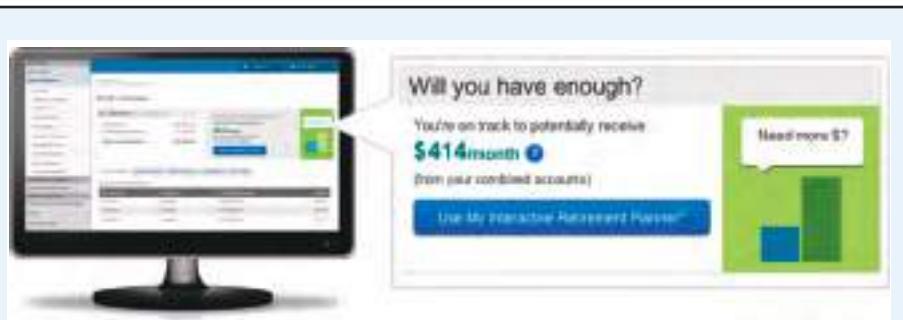
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If you're not already enrolled and it's an available option with your employer, contact your Nationwide representative today!

For information about how to bring the FrontLine Plan to your members, contact Rebecca Gill, Nationwide's Director of Relationship Management for the IAFF-FC, at gillr4@nationwide.com or 614-435-8329. ■

Qualified retirement plans, deferred compensation plans and individual retirement accounts are all different, including fees and when you can access funds. Assets rolled over from your account(s) may be subject to surrender charges, other fees and/or a 10% tax penalty if withdrawn before age 59½. Investing involves risk including possible loss of principal.



MY INTERACTIVE RETIREMENT PLANNER

This tool allows you to determine your projected income based on your current account balance and other defaults. From there, you can create a personalized plan that answers key questions including:

- How much will I have in retirement?
- Is it enough?
- What are my options to improve my retirement outlook?
- How can I stay on track?

It's that simple! And the tool can be used from a desktop, tablet or mobile device — no need to download and maintain an app! ■

DOES THE 10 PERCENT PENALTY APPLY?

Frequently Asked Question: Does the exception to the 10 percent additional tax under §72(t)(10) apply if the qualified public safety employee rolls over distributions from a governmental defined benefit plan into an IRA or a defined contribution plan and subsequently takes an early distribution from the IRA or defined contribution plan?

The Answer: No. The exception to the 10 percent additional tax under §72(t)(10) applies only to amounts distributed from a governmental defined benefit plan and does not apply to distributions from a defined contribution plan or an individual retirement plan. ■

PLAN	Under Age 50	Age 50 – 54	Age 55 – 59.5	59.5 and older
DROP (DB)	YES	NO	NO	NO
175 (DC)	YES	YES	NO	NO
457 (DC) Nationwide	NO	NO	NO	NO
Personal IRA (DC)	YES	YES	YES	NO

Source: www.irs.gov/irb/2007-05_IRB/ar11.html

Nationwide representatives are registered representatives of Nationwide Investment Services Corporation, member FINRA. The information they provide is for educational purposes only and is not investment, tax or legal advice.

Take the 30-Day Financial Challenge

Whether you're a probationary or a veteran fire fighter, or something in-between, the importance of taking the initiative to actively chart your course towards financial success cannot be overstated. Thanks to the partnership between Amalgamated Bank and the IAFF Financial Corporation (IAFF-FC), IAFF members have resources to help achieve financial goals.

Here are some key questions to ask yourself as you develop your personal financial plan:

Do I have an emergency savings fund?

It's smart to get in the habit of putting aside a minimal amount each pay period towards an emergency savings fund. Spend some time reviewing your income and necessary expenditures over the last few months to see how much you can realistically afford to save on a monthly basis.

Although we all think, "It'll never happen to me," consider potential medical expenses that could arise from an unexpected injury or illness. A good rule of thumb is to have three months of living expenses saved in a separate account, only to be dipped into when the unexpected occurs and the need arises.

Amalgamated Bank's IAFF-FC Recruitment Savings account is a good option to help start or boost an emergency savings fund. With this tiered, interest-bearing savings account designed specifically for IAFF members, you can rest easy knowing that your money is earning interest for you.

What is a small step I can take today to put myself on the right track?

Reaching your financial goals can be as easy as taking a small first step. You've heard of the 30-day diet challenge, right? Why not try a 30-day financial challenge with the goal of improving your financial health? For 30 days, track all of your expenditures. At the end of the 30-day period, categorize each expenditure as either fixed or discretionary. Your fixed expenditures are for your day-to-day needs — food, clothing, shelter and any other vital expenses. Your discretionary expenditures are more for entertainment, leisure and any non-essential items or services.

Take a critical look at your discretionary expenditures. At this point, unnecessary



expenses will be apparent and you can develop an action plan to reduce them. Set realistic goals and an incentive if you reach your goal. At the end of the month, if you have accomplished your objective, treat yourself to a small purchase or reward.

Do I have a plan for retirement?

When you're working day-in and day-out, it is difficult to think ahead to retirement, especially if you're still relatively early in your career. However, by setting aside a small percentage of your earnings, you can effectively prepare yourself for later in life. The earlier you start, the more time your deposits will have to accumulate interest and grow.

As the largest majority union-owned bank, Amalgamated Bank understands the needs of working people. The bank has an almost century-long history of providing access to affordable banking, and nine out of 10 Amalgamated customers say they are satisfied with the personal banking services they receive.¹

For more information, visit www.amalgamatedbank.com/iaff/personal-banking. ■

¹ Amalgamated results from an independent survey conducted by Andrews Research in 2013 with consumer banking and investment management customers. © 2015 Amalgamated Bank. All rights reserved. Member FDIC

FIREPAC Century Award Winners for 2014

The IAFF is proud to announce the FIREPAC Century Club Award winners for 2014. These annual awards give recognition to those local affiliates, states and districts that go above and beyond the call in supporting FIREPAC and the IAFF's political program.

"Because of the support of our members and the commitment of our local leadership, FIREPAC continues to be one of the top political action committees in the country, ranking in the top one-half of one percent of nearly 6,000 PACs," says General President Harold Schaitberger.

The backbone of the FIREPAC's fundraising success comes from affiliates that have established a Check-Off (payroll deduction)

program, whereby members make a regular donation to FIREPAC every pay period. Today, the IAFF has 257 locals with an active Check-Off program.

Awards are given to those local affiliates, states and districts that raise the most money and for those that raise the highest percentage of their FIREPAC goal, within categories determined by membership size. Below is the list of winners in each category for 2014.

To see where your district, state and local ranked overall, go to www.iaff.org/politics/Firepac. ■

BEST IN CLASS – HIGHEST PERCENTAGE

(Incentive Winners)

District	Second	454%
State	Nebraska	3,050%
Century Club Group One	L2068 – Fairfax County, VA	832%
Century Club Group Two	L157 – Oklahoma City, OK	925%
Century Club Group Three	L385 – Omaha, NE	5,071%
Century Club Group Four	L644 – Lincoln, NE	5,071%
Century Club Group Five	L1882 – Lawton, OK	3,180%
Century Club Group Six	L3144 – Taylorville, IL	7,125%

(Non-incentive Winners)

District	Seventh	322%
State	Alaska	330%
Century Club Group One	L42 – Kansas City, MO	77%
Century Club Group Two	L255 – Albuquerque, NM	179%
Century Club Group Three	L1 – Pittsburgh, PA	95%
Century Club Group Four	L149 – Boise, ID	533%
Century Club Group Five	L2819 – Kitsap County, WA	1,030%
Century Club Group Six	L100 – Anaconda, MT	2,956%

BEST IN CLASS – TOP DOLLARS RAISED

(Incentive Winners)

District	Second	\$590,478.82
State	Nebraska	\$477,965.20
Century Club Group One	L493 – Phoenix, AZ	\$212,627.20
Century Club Group Two	L157 – Oklahoma City, OK	\$104,177.12
Century Club Group Three	L385 – Omaha, NE	\$380,960.75
Century Club Group Four	L644 – Lincoln, NE	\$56,917.40
Century Club Group Five	L1882 – Lawton, OK	\$54,191.51
Century Club Group Six	L506 – Berwyn, IL	\$34,222.00

(Non-incentive Winners)

District	Seventh	\$372,059.25
State	Washington	\$309,202.78
Century Club Group One	L416 – Indianapolis, IN	\$15,944.76
Century Club Group Two	L27 – Seattle, WA	\$18,811.21
Century Club Group Three	L43 – Portland, OR	\$7,500.00
Century Club Group Four	L31 – Tacoma, WA	\$20,675.80
Century Club Group Five	L2819 – Kitsap County, WA	\$20,263.70
Century Club Group Six	L2986 – Lisle/Woodridge, IL	\$11,392.90

On the Road

WITH THE GENERAL PRESIDENT

Throughout his travels on behalf of the IAFF and its affiliates

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events



President Schaitberger and the principal officers from the Fire Brigades Union (FBU) — in the United States to meet with the IAFF — visited Washington, DC Local 36 members at Station 21.



President Schaitberger visited Detroit Local 344 President Jeff Pegg, Local 344 Vice President Teresa Singleton and Local 344 members at two fire stations: Squad 4 and Engine 39. Members assigned to these two stations have just begun providing emergency medical response. Eventually, it is expected that all Local 344 fire fighters will be cross trained as EMTs.



Montgomery County, MD Local 1664 President Jeff Buddle, his executive board and Local 1664 members greeted General President Harold Schaitberger at fire station 32. Schaitberger toured the new station built as a result of the growing call volume in the County.



President Schaitberger visited with South Bend, IN Local 362 President Jim Weinberg and Local 362 members at their Station 2. With three bays, the station is one of larger firehouses in the area.

IAFF Retirees

A Salute to Dedication Service and Courage

ALABAMA L0508 Anniston—Jeffery Brooks, Charles Carden, David Gunter, Stephen Muncher, **L1349 Mobile**—Ken Landsberg, **L1833 Huntsville**—Len Bullington, Donald Frasier, Lonnie Jenkins, **L2087 Vestavia Hills Professional Fire Fighters Association**—William Graham, Stephen Grigsby, Randy Rutledge, Tim Shadix, Dale Spitzer, **L2528 Dothan**—Scott Daughtry, **L3301 Hueytown**—Jerry MaHaffey, **L4035 Hoover**—Jacky Johnson, **L4566 Madison Professional Fire Fighters Association**—Frank Macon, Stan Miller, **L4591 The Gulf Shores Brotherhood of Fire Fighters**—Charlie Ingram

ALASKA L1264 Anchorage—Heidi Hegg, Craig Johnston **ALBERTA L0209 Edmonton Fire Fighters Union**—Willie Adkins, Douglas Anderson, Garry Court, Paul Gammon, Dennis Hushagen, Holly Kripe, Reynie Libby, Robert McPherson, S. E. Smith, Benjamin Stein, Rob Tarnowski, **L0255 Calgary**—G.L. Bastock, Richard Crawford, Bruce Damen, Joseph Deuire, David Doyle, George Gillham, Dennis Halstead, Mona Kronberg, John Leach, Lorne Morgan, James Patty, Paul Riches, J.H. Roselle

ARIZONA L0479 Tucson—Randal Garry, Timothy Nofs, Frank Shumaker, David Taylor, **L0493 Phoenix**—Gary Bernard, Anthony Caretto, George Hale, Jon Heck, Jeff Landon, James Mirabito, Fernando Morales, Kim Perea, Nelson Ranney, Crystal Rezzonico, John Sheridan, Andrew Stanley, **L2260 Mesa**—Lori Ott, Dennis Rath, **L3066 United**

Yavapai—Shawn Dobson, **L3449 United Valley Fire Fighters**—Tony McClarty, **L3878 United Maricopa County Fire Fighters Association**—Michael Lyon, **L4492 Professional Fire Fighters of Sierra Vista**—James Munson

ARKANSAS L0879 Hot Springs—Steve Blackstead, Nathan Schanlauer, **L2276 Malvern**—Ronnie Brandon, Richard Carpenter, **L2397 Searcy Professional Fire Fighters Association**—Kevin Smith, **L2765 Benton**—Timothy Hall, **L4016 Conway**—Mark Mobbs

BRITISH COLUMBIA L0018 Vancouver—G.L. Cameron, Blaire Davies, John Dunham, Dan Friesen, Robert Gabriel, Graham MacFarlane, Mark McGill, Randy Olsen, Paul Parker, David Phillips, Archie Roberts, Anthony Thomas, **L0905 Nanaimo**—Don Baxter, Bill Eggers, Dean Ford, **L1271 Surrey**—Bradley Acaster, Brent Davidson, Peter Dunn, Bill Lai, Lanny McIntyre, Randy Pocock, Mike Preston, Brad Shirley, **L1525 West Vancouver**—Lars Shearer, Brent Walker, **L1763 Delta Firefighters**—Terry Checko, **L2864 Abbotsford Fire Fighters Association**—Dave Balzer, Alfred Kolkman, Kenneth Nickel, Mike Oscienny, Neil Verrault, **L3253 Langley City**—Dave Sanders

CALIFORNIA F0033 San Diego—Joaquin Flores, **F0053 Edwards Air Force Base**—William Helton, John Morrison, **F0305 Camp Parks Professional Fire Fighters**—David Reading, **L0055 Oakland Alameda County And Emeryville**—Annie Brockmire, Jerome Davis, James Deatheridge, Russell Earle, Michael Fahey, Marc Fitzgerald, Steven Gazdik, Annette Goodfriend, Michael Hill, David Lord, Perry Magill, John O'Brien, Robert Pagano, William Parsons, Robert Perez, Christie Porteous, Peter Pratt, William Revilla, Joel Schnepp, Adrian Sheppard, Jeffrey Silva, Reginald Smith, Scott Stewart, John Torres, William Towner, **L0112 Los Angeles City**—Gregory Acevedo, Lawrence Bauerlein, Stephen Briggs, Paul Clark, Thomas Futterer, Michael Gibson, Andrew Gutierrez, Kathleen Hegwer, David Holcomb, Lionel Johnson, James Jure, Michael Ketaily, Roberto Martinez, Javier Martinez, Michael McNeil, Patrick McOske, Ronald Myers, Russell Nakamura, Ted Nonini, Carlos Ortega, Jim Prevo, Ralph Rogers, Russell Rueda, Susan Slates, Chadwick Spargo, Scott Taylor, Theodore Theule, Abel Torres, Michael Valas, Carlos Vargas, **L0145 San Diego**—Glen Burge, Todd Dubler, Richard Goulet, Clifford Joraimon, John Langford, Mark Marasso, Michael Nelson, Mike Thomas, James Trosper, Mark Waters, Llewellyn Willis, Timothy Wilson, **L0522 Sacramento**—Bruce Anderson, Marc Bentovoya, Brian Brown, Jeffrey Bullock, Scott Cardiff, Donna Clay, Scott Cockrum, Tim Cronin, Ron Denny, Kimberly DeWein, Kurt Dittig, Ty Eidam, Dan Faulkner, Jeffrey Fox, Robert Gorman, Robert Gross, Ron Hall, Merlin Hanna, James Hendricks, Kurt Henke, Tim Hernandez, Raymond Jaramillo, Jeff Jones, Jeffrey Karges, Michael King, Dawn Klein, David Lack, Wayne

MacKenzie, James McDade, Frederick McKinley, Phillip Morell, Dominic Moreno, Kevin Parsons, Shawn Perry, Kenneth Pywell, Matthew Reyman, David Rovegno, John Santos, Troy Solorzano, Keith Sulzen, Lindie Thomas, John Wagner, **L0689 Alameda**—Scott Sprott, **L0753 Fresno**—Leslie Thomas, **L0776 Glendale**—Michael Karlis, Ralph Muzquiz, **L0778 Burbank**—Patrick Latham, Kevin Parkes, Robert Sheffield, Guy Thompson, **L0798 San Francisco**—Brian Ballard, F Binkley, Theodore Carter, Richard Cotton, Denise Elarms, Brett Evert, James Fazackerley, Edward Ghilardi, Donald Goggin, Tim Howe, Natalie Levchenko, Paul McHugh, Robert Miller, Christopher Olsen, George Petty, Donald Price, Ronald Pruyin, Art Ruiz, Gregory Stewart, **L0809 Pasadena**—Kevin La Presle, Randy Torres, **L0891 San Bernardino City Professional Fire Fighters**—Gregory Parker, Thomas Parlett, **L0935 San Bernardino County**—Greg Davies, Larry Nachtmann, Stephen Turner, Randy Yergenson, **L1014 Los Angeles County Fire Fighters**—David Alvarez, Eric Buege, Kenneth Cate, Jerry Dawson, Thomas Fahrry, Scott Fellhoelter, William Fiers, Troy Flath, Gary Gibbs, Robert Hook, Michael Jasperson, Richard Johnson, Jeffrey Kalisher, William Knott, Neal Martin, Bart Matta, Michael Metro, Neil Milner, Angel Montoya, Thomas Perez, Antonio Ramirez, Thomas Ray, Gabriel Rodriguez, David Salhus, Dennis Seyerato, Thomas Sullivan, Larry Taplet, Kevin Taylor, Ken Wiles, **L1067 Riverside City**—Dirk Jensen, **L1138 Torrance**—Lorne Hartley, **L1165 Santa Clara County**—Todd Anderson, Joe Enfantino, Wayne Hokanson, William McCluskey, Larry Oldenkamp, Cheryl Ramsay, Charles Shaw, Gilbert Smith, Thomas Walsh, **L1171 Santa Clara**—Michael Muldoon, **L1230 Contra Costa County**—Michael Cassidy, **L1289 Modesto**—Chuck Bergquist, Greg Bragg, Steven Fimbres, Robert Merrill, **L1301 Kern County**—Mark McDowell, Mark Phillips, William Sandborg, David Sewell, Gilbert Tinoco, Kirk Yale, **L1364 Ventura County**—Steven Lazenby, William Reynolds, Arsenio Saenz, Robert Towers, Bertrand Van Auker, Jerry Vandermeulen, Samuel Villavicencio, Michael Wickham, **L1415 Petaluma**—Steve Bishop, Randall Chism, Martin Ferina, Mike Grummell, Richard King, Kevin Marks, Craig Marston, Phillip Sutsos, Peter Yung, **L1430 Ontario**—Philip Imlay, Kenneth Kerns, Frederic Nielsen, G. Michael Thompson, **L1465 Costa Mesa Fire Fighters Association Inc**—Peter Hay, **L1592 Roseville Fire Fighters**—Frank Cervantes, Arthur Taylor, John Winkley, **L1684 Oxnard**—Doug Campbell, Ines Gonzalez, **L1689 Fremont**—Kevin Maher, **L1775 Marin Professional Fire Fighters**—Richard Brown, Jeff Buscher, James Byrnes, James Hufford, Steve Kadzielawa, Jim Krogman, Dennis Linney, Jim Lynch, Sal Martinovich, Mike Morgenlaender, **L1909 Hayward**—David Bauer, Charmaine Giel, Kevin O'Meara, David Peetz, John Peters, **L2046 Santa Barbara County**—Charles Little, Allan Queoff, David Sadecki, **L2180 Chula Vista Fire Fighters**—Ronald Hopkins, **L2384 Orange City**—Dean Crockett, Mark Spreeman, **L2400 San Mateo County**—Kimberley Archambault, Dale Brown, Mark Burnett, Thomas Calvert, Anthony Slimick, **L2434 Turlock**—Larry Chalupnik, Manuel Drumonde, Matt Seilheimer, Robert Silva, **L2734 Chico**—Morton Myers, **L2744 National City**—Steven Dillard, **L2787 Redondo Beach**—Kelly Banach, **L2881 Cal Fire Local 2881**—Paul Abe, Anna Anderson, William Baxter, Larry Bergman, Misty Blake, Jaime Bravo, L Butler, Edward Clayton, Marc Colbert, Bryan Deyo, Robert Drexel, John Erwin, Pete Evers, Jerry Faupel, Frederick Flores, Sandra Gilpatrick, Mark Glass, Albert Gomez, Donald Graham, David Hafen, John Hager, Jeffrey Harter, Bruce Hasek, Scott Herrick, Jorge Juarez, Edward King, Rickie Knight, Steven Knutson, Vick Loftin, Richard Logan, Alex Lujan, Deanna Lyman, Thomas MacPherson, Pascual Mariscal, Ray Martinez, William Mason, Thomas McConnel, Bill McKenzie, Steve Meikle, Mark Miller, Mark Mills, Brian Morrison, Mike Pickard, Jose Ramirez, John Sanders, Richard Santana, Evelyn Santillan, John Schnell, James Seim, Alan Sherer, Dale Skinner, Paul Speer, Paul Spratt, Donald Stein, Philip Tarshis, William Vasquez, Brent Vinson, Donald West, Brian Wiswell, **L2899 Anaheim Fire Fighters Association**—Steve Brio, David Gonzalez, Patrick Laulhere, Michael London, Rod Shapen, Scott Van Horne,

Timothy Young, **L3058 North Monterey County**—Marvin Lenz, **L3354 Huntington Beach**—Greg Funderburk, **L3431 Ventura City**—Jeffrey Loudermilk, Mark Shamblin, Jeffrey Wiens, Joseph Young, **L3501 Vacaville**—Scott Babcock, Stephan Bowman, **L3522 Chino Valley Professional Fire Fighters Inc**—Gregory Jaensch, Franklin Sexton, **L3540 Murrieta**—Larry Reaves, Chris Swift, **L3546 San Ramon Valley**—Amelia Blackshear, Kimberly French, **L3624 La Verne**—Jeff Pettersen, Keith Thompson, **L3631 Orange County Professional Fire Fighters Association**—Thomas Arick, John Ortiz, Paul Perez, William Ryan, **L3682 El Segundo**—Robert Flickinger, Richard Guyer, Harold Nix, David O'Leary, **L3719 Visalia**—Fred Pendergraft, **L3757 Corona Fire Fighters Association**—John Medina, Laurens Miller, Fred Parr, **L3779 Solana Beach**—Casey Lopez, Bill Ross, **L3793 Yuba City**—Elias Flores, Guy Smith, **L3800 Nevada County**—Randall Gross, **L4349 Rancho Santa Fe Professional Fire Fighters Association**—David Bispham, Terry Gibson, Stuart Shore, **L4373 Santee Fire Fighters Association**—Bruce Fearon, John Sengenbusch, **L4530 Fountain Valley Fire Fighters Union**—Tim Finucan, **L4603 El Cajon Fire Fighters**—David Alexander, **L4920 UC Davis Firefighters**—Gina Updegraff

COLORADO L0003 Pueblo—Robert Falcone, **L0005 Colorado Springs**—Patrick Rogacki, James Schanle, Mark Sperry, **L0858 Denver**—Ronald Horn, **L1290 Aurora**—Robert Bassett, Bryan Fabel, Jodi Fensten, Nick Garramone, Jessie Hayes, Robert Marcum, Douglas Neisen, John Switzer, Randy Tortorelli, **L1736 Englewood**—Gail Conner, Delvin Harrell, **L1945 Poudre Fire Authority**—Donn Maynard, Andy Vigil, **L2376 Thornton**—Debra DeCorsey, **L2403 North Washington**—Richard Carson, **L2808 Grand Junction**—Rick McKissen

CONNECTICUT L0068 Sikorsky Aircraft—Emil Balusek, Thomas Eighmie, Victor Mitchell, **L0834 Bridgeport**—Ivan Fossesigurani, John Herring, **L1148 Meriden**—William Bergeron, Kevin Grant, Gregory Stiegler, **L1241 West Hartford**—Robert Mangione, Brian Topolski, Daniel Yost, **L1339 Waterbury**—Charles Cicchetti, Shawn McKay, **L1567 Torrington**—Scott Hutson, Richard Prince, Michael Soliani, Timothy Tharau, **L2033 Southington**—William Higgins, **L2233 Wilton**—David Kohn, **L3103 Farmington**—Richard Palmer

DELAWARE L1590 Wilmington—Walter Campbell, Edward Hojnicky, James Jarrell, William Kirlin, Harry Laws, Michael McNulty, Richard Severance, Howard Young

DISTRICT OF COLUMBIA L0036 Washington—Derrick Allen, William Bateman, Patrick Boone, Kevin Buckner, William Hall, Jeffrey Herbert, Nathaniel Howell, Elvin Jackson, Samuel Jackson, George Johnson, Roger Kersey, Timothy Lancaster, Joshua Miller, William Mutchler, Michael Shea

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Douglas Abdul Haqq, Johnny Battle, Eleanor Byrd, William Futch, Paul O'Quinn, Samuel Sallette, Brad Strayer, **L0587 Miami Association Of Fire Fighters**—Michael Bratz, Carlos Cuenca, Juan Eguino, Johnny Howell, Timothy Lanham, Stephen Oros, Javier Palavecino, Steven Raulerson, Hugo Rodriguez, Hector Seiglie, **L0727 West Palm Beach Association Of Fire Fighters**—Alejandro Valencia, **L0765 Fort Lauderdale**—Patrick McGee, Freddy Rodriguez, **L1158 Clearwater Fire Fighters Association**—Stephen Langevin, Keith Shive, Stephen Wagner, **L1162 Daytona Beach Fire/Rescue**—William Upchurch, **L1210 Coral Gables Professional Fire Fighters Association**—James Gossert, **L1375 Hollywood Professional Fire Fighters Inc**—Dean Eyerman, Floyd Wilson, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—Dana Beach, Gary Hazellief, Kevin Herndon, Mike Jenkins, James Kelly, Gary Key, Mike Maxwell, Kenneth Mayr, James Mincey, Thomas Neiman, Ronald Parrish, Arthur Poot, Paul Raymond, Michael Rizzello, Ignatius Spera, Bruce Stanford, James Vaughn, **L1403 Metropolitan Dade County Association Of Fire Fighters**—Steven Cardozo, Vincent Easevoli, Vicki Jaffee, Todd Sanders, **L1510 Fire Fighters Of Miami Beach**—Charles Brown, Sean Calpini, James Casteel, Thomas Cox, Patrick Huddleston, Raymond Morris, Brian Politz, William Robinette, Robert Voss, **L1549 Pompano Beach Professional Fire Fighters**—Henry Robiou, Lisa Smith, Drake Sworn, **L1826 Southwest Florida Professional Fire Fighters**—MaryJeanne McAward, Stephanie Pineda, **L2057 Orange County Professional Fire Fighters**—Gregg Arnold, Kenneth Flanders, Ronny Gorzon, Jeff Ingram, Michael Rajcula, David Sullivan, Cary Vernier, John Webb, **L2135 Professional Fire Fighters Of Ocala**—Ted Costello, Nicholas Melton, Edward Raulerson, Tom Thomas, **L2157 Gainesville Professional Fire Fighters**—Kim Berryman-Dages, William Bristow, Daniel Godfrey, Steven Mueller, Howard Prince, **L2294 Hillsborough County Fire Fighters**—Marco Alvarez, Randal Cutro, Donald Glass, Bobby Godbey, James Solomon, Timothy Young, **L3058 North Monterey County**—Marvin Lenz, **L3354 Huntington Beach**—Greg Funderburk, **L3431 Ventura City**—Jeffrey Loudermilk, Mark Shamblin, Jeffrey Wiens, Joseph Young, **L3501 Vacaville**—Scott Babcock, Stephan Bowman, **L3522 Chino Valley Professional Fire Fighters Inc**—Gregory Jaensch, Franklin Sexton, **L3540 Murrieta**—Larry Reaves, Chris Swift, **L3546 San Ramon Valley**—Amelia Blackshear, Kimberly French, **L3624 La Verne**—Jeff Pettersen, Keith Thompson, **L3631 Orange County Professional Fire Fighters Association**—Thomas Arick, John Ortiz, Paul Perez, William Ryan, **L3682 El Segundo**—Robert Flickinger, Richard Guyer, Harold Nix, David O'Leary, **L3719 Visalia**—Fred Pendergraft, **L3757 Corona Fire Fighters Association**—John Medina, Laurens Miller, Fred Parr, **L3779 Solana Beach**—Casey Lopez, Bill Ross, **L3793 Yuba City**—Elias Flores, Guy Smith, **L3800 Nevada County**—Randall Gross, **L4349 Rancho Santa Fe Professional Fire Fighters Association**—David Bispham, Terry Gibson, Stuart Shore, **L4373 Santee Fire Fighters Association**—Bruce Fearon, John Sengenbusch, **L4530 Fountain Valley Fire Fighters Union**—Tim Finucan, **L4603 El Cajon Fire Fighters**—David Alexander, **L4920 UC Davis Firefighters**—Gina Updegraff

Christopher West, **L2297** North Naples Professional Fire Fighters—Joel Leamer, James Pilkenton, **L2339** Tallahassee Professional Fire Fighters—Robin Barber, John Cook, William Fox, Jeffrey Heller, Jack Revell, Jimmy Shiver, **L2424** Cape Coral Professional Fire Fighters—Christopher Cox, John Maher, **L2546** Suncoast Professional Fire Fighters & Paramedics—Mark Biagioli, Raymond Bounds, Timothy Costello, Thomas Crocker, Anthony Dogoda, Christina Doyle, Jon George, Robert Hendrickson, Paul Ingegnere, Kenneth Jenkins, Brian Knuckles, Keith Medvar, Delbert Miller, Stephen Nutter, Donald Seiler, Francis Taaffe, John Teeters, James Woods, **L2928** Professional Fire Fighters & Paramedics Of Palm Beach County—Mark Altman, Mark Anderson, Scott Berger, David Ciccioli, Brian Clough, Ryan Derda, Robert Grosbeck, Thomas Hobbs, Michael Jawdy, John Johnston, Donald Kirkpatrick, Mark Mangialetto, Kristi Mueller, Lawrence Naddy, James Neval, Patrick Smith, Bruce Taylor, Nancye Van Dyke, Robert Wallace, Charles Yarbrough, **L2980** Palm Harbor/Oldsmar Professional Fire Fighters—Charlie Anderson, Brent Breuer, Gregory Nolan, Thomas Ott, **L3043** Jackson County Fire Fighters Association—Larry Baxter, Thomas Grice, Dennis Robinson, **L3138** Rockledge Professional Fire Fighters Association—Brian Morrison, **L3169** Professional Fire Fighters Of Marion County—Steven Johnson, **L3284** Osceola County Professional Fire Fighters—Raymond Burns, **L3362** Clay County Fire/Rescue Professionals—David Foster, **L3471** Hardee County Professional Fire Fighters Association—David Cole, **L3476** Oviedo Professional Fire Fighters—Scot Metcalf, **L3529** Putnam County Fire and EMS Professionals—Merl McDonald, **L3531** Polk County Professional Fire Fighters—John Allison, Danial Bartle, Gregory Holland, Ed Hostetler, Matthew Nichols, John Nortstrum, Chris Riley, Michael Yates, **L3590** Maitland Professional Fire Fighters—Arthur Bynes, **L3638** Key Biscayne Professional Fire Fighters Association—Eddie Fraga, Alberto Menendez, Kevin Mills, **L3884** Zephyrhills Professional Fire Fighters—Kerry Barnett, **L4131** Escambia County—Wesley Brewer, **L4173** Lakeland—Richard Best, Mark Bowers, James Bush, **L4321** Broward County—Stephen Allendorf, Robert Keefe, **L4337** Flagler County Professional Fire Fighters Association Inc.—Charles Blum, **L4420** Pasco County Professional Fire Fighters—Timothy Haley, Kevin Hanley, Andrew Hratko, **S0020** Florida State Fire Service Association—Harold Mortimer, Roger Russell, Robert Stockton, Nathaniel Wright, **GEORGIA** **F0118** Moody Air Force Base—Nathaniel Smith, **L1492** Dekalb County—Thomas Bates, Steven Pruitt, Thomas Voyles, Jerry Wainright, Paul Zurburg, **L4998** Professional Fire Fighters of Clayton County—Blaine Clark, Allen Pierce, **GUAM** **F0150** U.S. Naval Base Guam Federal Fire Fighters—Rico John Respicio, **HAWAII** **F0263** Federal Fire Fighters Of Hawaii—Daniel Chamizo, Charles Strohlin, **L1463** Hawaiian Islands—Duane Albano, Brian Carvalho, Bruce Chapin, Robert Craddick, Michael DeCosta, Wade Ferreira, Marvin Hata, Mark Jimenez, Mervin Kahumoku, Dan Koshiyama, James Kuniyoshi, Kavin Kuwamura, Russell Lee, Lee Mainaga, Mark D.K.Marciel, Curtis Mayural, Kirk Pocock, Daniel Rittmeister, Richard Schonely, Rodney Shapiro, John Shigemura, Mark Takahata, David Williams, **IDAHO** **I0083** Idaho National Laboratory Fire Fighters Union—Terry Holverson, David Savage, William Winder, **L0149** Boise—Jacob Ellis, **L0804** Nampa—Doug Strosnider, **L4667** Teton County Fire Fighters—Marc Anderson, **ILLINOIS** **L0002** Chicago—William Adams, Daniel Ahlfeld, Brian Anderson, Jarry Avants, Gary Basile, William Belpedio, Robert Bibbs, Raymond Black, Dwayne Blackamore, Charles Bliss, Stephen Boldi, Mario Bonigjorno, Lawrence Brackin, Edward Branch, Raymond Bresnahan, Eric Brewer, Michael Bukowski, Sean Burke, Moses Cajigas, George Casas, Robert Casey, Thomas Clemens, George Coffey, John Colby, Dwyane Collins, John Craven, Timothy Cronin, James Cummings, Thomas Czerniak, Lawrence D'Antignac, Alan Dean, Dennis Delaney, James Dziedzic, Clinton Elmore, Lee Ely, Dan Fabrizio, Cynthia Fagiano, Patrick Fallaw, Lawrence Flynn, Tim Gibbons, Michael Greco, Randy Gruber, Mark Grunauer, Pamela Guidizi, Michael Hague, Gerald Hamburg, Ronald P.H.Hampton, Gary Hatfield, David Holubik, Daniel Holzman, Juan Hooker, Jeffrey Hoshell, Peter Houlihan, Thomas Howe, Henry Jacinto, William Jackson, Luis Jimenez, Neal Johnson, David Johnson, Moses Jolly, Robert Joyce, Douglas Keag, Thomas Kennedy, Steven Kierys, Mary Konchar, Howard Kravitz, Randall Kuber, Billy Latham, Pamela Lesher, Ronald Lewis, Christopher Loper, William Madden, William Martin, Robert Martin, Daniel McAuliffe, Kevin McAuliffe, John McGarry, Brian McMahon, Mark McMillan, Stephen McMillin, Ralph McMullen, James McNally, Glenn Meredith, Isreal Morales, James Mungovan,

Michael Murphy, Terrence O'Donnell, James O'Donnell, Sean O'Driscoll, Timothy O'Toole, Sonia Padilla, Kerry Pakucko, Andre Pennix, Arleny Pitts, Curtis Powell, George Ranos, Bruce Rheinwald, Timothy Riley, Eddie Robinson, Efrian Rodriguez, Anna Rosa, Thomas Ruane, Edward Ryan, Kevin Sampson, Louis Sanchez, Margaret Shaifer, Steven Shimkus, Anthony Sipich, Raymond Smycz, Jeffrey Springer, Donald Stifter, Diane Suiter, Jean Sutherland, James Thorpe, Jeffrey Thorsberg, Tyress Upton, Michael Vanek, Elliott Velez, Richard Williams, **L0037** Springfield—Timothy McEvoy, **L0049** Bloomington—Gary Sushka, **L0099** Aurora—John Barrett, David Trammell, **L0413** Rockford—Dennis Buck, Anthony Spatario, **L0429** Danville—Tom Lomax, **L0439** Elgin—Doug Ackmann, Mardy Macias, **L0637** Jacksonville—Brian McGee, **L0742** Evanston—Norman Henderson, **L1544** Lockport—David Story, **L1702** Monmouth—Tony Cook, **L2061** Hoffman Estates—Ken Sandacz, **L2340** Village of Elk Grove Village—Michael Turner, **L2422** Normal—Robin West, **L2753** Forest Park—Amy Strong, **L2986** Lisle/Woodridge—Daniel DeCraene, James Floback, **L3075** Rolling Meadows—David Shaw, **L3165** Tri-State—David Basek, **L3234** Downers Grove—Robert Nielsen, Tom Podraza, **L3272** Bloomingdale—Randal Gieseke, **L3322** Saint Charles Fire Department—Scott Schaben, **L3764** Palatine Rural—Jeffrey Dill, **L4092** Schaumburg—Michael Ragano, **L4119** Mount Prospect—Patrick Flavin, **L4223** Homer Township—Troy Essenburg, Christopher Locaciou, Edward McCormack, **L4302** Naperville Professional Fire Fighters—James Garzino, Larry Kaitschuck, Tim O'Meara, **L4684** East Dundee Professional Fire Fighters Association—Kevin Johnston, **INDIANA** **L0357** Evansville—Edwin Bassemier, Scott Brinkley, Robert Brown, Daniel Flick, Michael Freeman, Burke Gerth, Keith Jarboe, Patrick John, Shawn Oglesby, Robert Reisz, Sam Schmitt, Donald Spindler, Jessie Storey, Cliff Weaver, Thomas Wentzel, Gregory Williams, Steven Williamson, James Wolf, **L0362** South Bend—Ronald Brandt, **L0383** Peru—Terry Wray, **L0396** Kokomo—Clayton Duncan, Patrick O'Neill, **L0416** Indianapolis—John Ballay, Robert Beisel, Tony Boyce, Kerry Davis, Ronald Gebby, Gerald Lynch, Danny Lynch, David McVey, Michael Podgorski, Mark Rihm, James Rodgers, Michael Weddle, **L0475** Michigan City—James Earley, **L0556** Hammond—Florian Bolsega, Diane Brzycki, Gerald Hargrove, John Juranovich, John Mirdas, **L0758** Terre Haute—Jeff Stevens, **L1262** Anderson—Guy Bodenhorn, Anthony Lakas, **L1722** New Castle—William Byers, Jack Thurman, **L2008** Shelbyville—Lenard Lapan, **L2205** Connersville—Frank Nutty, **L4406** Hendricks County Professional Fire Fighters—Joe Hassler, Ashley Strickland, **L4555** Morgan County Professional Fire Fighters Union—Greg Hubbell, Daniel Reed, **IOWA** **L0007** Sioux City—Jack Burgers, **L0011** Cedar Rapids—James Siebels, **L0015** Council Bluffs—Jeff Kreger, **L0107** Davenport—Terri Murphy, Robert White, **L0353** Dubuque—Thomas Ready, **L0395** Ottumwa—Ricky Kleinman, **L0568** Keokuk—Mark Ruffcorn, **L0610** Iowa City—Lyle Deeds, **L0622** Fort Dodge—Matthew Brown, **KANSAS** **L0064** Kansas City—Delisa Fowler-Nunley, Ralph Golubski, Brian Grover, Matt Miller, Daniel Muder, David Park, Brian Smith, **L0083** Topeka—Christopher Cervantez, Gregory DeGand, Michael Hidalgo, Ronald Hufford, Kurtis Lindensmith, David Melcher, William Shepard, **L0135** Wichita—John Germann, Boyd Lauber, Rex Niclay, **L2542** Olathe Professional Fire Fighters—Garry Bass, **L2612** Sedgwick County—Terry Hughes, Jerry Spencer, **KENTUCKY** **L0345** Louisville—Timothy Foley, Richard Jackson, **L0526** Lexington—Steve Barton, C. Douglas Boyd, Robert Crouch, Robert Crow, Michael Henderson, Edward Murner, Larry Owsley, Marshall Thompson, Joe Vissing, Jerome Ward, **L0706** Ashland—Donnie Hartman, **L4587** Danville Professional Fire Fighters—Gina Hunter, **LOUISIANA** **L0557** Baton Rouge—Stephanie Barnes, Dwight Brecheen, Scott Bruce, Ira Smith, Mark Strickland, **L0619** Lafayette—Carl Hebert, Terry Landry, Ronald Prejean, Freddie Richard, **L0629** Monroe—Matthew DelCoure, Charles Ellis, Bryan Nugent, **L0632** New Orleans—John LeBlanc, David Spilberger, **L1427** Kenner—Raymond Boss, Brian Hughes, Gerard Ronan, Errol Soldani, Clinton Young, **L1468** Saint Bernard—Earl Alonzo, **L2455** Slidell—Theodore Macke, **MAINE** **F0123** Portsmouth Shipyard—Harry Knowles, Christopher Matthews, Jay Muzeroll, **L0740** Portland—Patrick Flynn, Sean Meehan, Shawn Neat, Robert Thompson, **L0772** Bangor—Kevin Bland, **L0785** Lewiston—Bradley Dresser, William Hunt, Daniel St. Onge, **L0797** Auburn—Timothy Allen, Eric Cobb, Michael LeCompte, **L1601** Rumford—Richard Coulombe, **L1624** Sanford—Paul Morrison, **MANITOBA** **F0160** Pinawa—Eugene Mamrocha, **L0803** The Brandon Professional Fire Fighter/Paramedics

Association—Trevor Martens, **L0867** Winnipeg—Jim Campbell, J.A. Cook, Henry DeLorme, Wayne Dobbs, Keith Grant, Barry Gushulak, David Hermanson, Scott Hunnie, Murray Jones, J.R. Jonsson, Walter Kloos, Garry Lion, Douglas Maher, Carey Penner, Ray Riddolls, Neil Shaw, Albert Sigfusson, Janice Thomson, Chris Vitt, **MARYLAND** **F0121** National Capital Professional Federal Fire Fighters—Garry Alsop, Dale Browning, William Cain, Lesley Cassidy, Walter Davis, James Graham, David Heller, Gary Hooper, Melvin Jones, Lawrence Kerns, John LaFon, Michael Loveless, Charles Marks, William Morrison, Daniel Murphy, Stephen Price, John Roberts, Ronnie Spittle, Scott Strandberg, William Valentine, Raymond Willett, Patrick Wolfe, **L0734** Baltimore—Keith Boniface, Samuel Davis, Michael Gaskill, S.W. Hadel, Jack Pennington, Michael Reisinger, Cory Roberts, John Simms, Leona Tucker, Jeremy White, **L0964** Baltimore Fire Officers Association—Harvey Webster, **L1311** Baltimore County—Albert Brown, Henry Chinery, David Chinery, Gregory Cleveland, Paul Faulkner, Thomas Kimbel, Henry Meyers, Denise Penn, **L1563** Anne Arundel County—Scott Allen, Michael Henry, William Isennoch, Joseph Kemper, Robert Parker, Edmund Rosenberger, Michael Sosnoski, Robert Valderas, Francisco Velez, Keith Whalen, George Wiseman, **L1619** Prince George's County—Neal Dennis, Jeffrey Fisher, Earnestine Fitzgerald, Oscar Garcia, Antoine Gibson, Nancy Hartman-Roberts, Scott Hoglander, Ernest Hughes, Andre Hunter, Katherine Johnson, George Michaelides, Damien Reid, Anthony Salviejo, Mark Smith, Robert Wallace, **L1664** Montgomery County—Mark Barrick, Craig Blue, David Brown, Mark Davies, Mary Davis, Donald Gladden, Thomas Holt, Tony Hugueley, Mark Kessler, Steven Lohr, Wayne Patullo, Garrett Rolen, Ricardo Shepherd, Dean Thews, Carl Young, **L2000** Howard County—Vicki Joyner, Theresa Romeyn, **L3666** Frederick County—Kevin Akers, **MASSACHUSETTS** **L0030** Cambridge—Lester Bokuniewicz, Gregory Carter, Edward Mahoney, Daniel Turner, David Walles, **L0076** Somerville—John Memory, Joseph Scullari, **L0143** Everett—Paul Calderwood, John Diamond, Albert Murphy, Alfred Vautour, **L0146** Lawrence—Rodrigo Giraldo, **L0718** Boston—Michael Atwood, Joseph Bacchi, Stephen Bates, John Bergamo, Kevin Boyle, Charles Buchanan, William Candler, Willie Clark, Joseph Connolly, James Connolly, John Coppney, Stephen Creamer, Stephen Cummings, Willie Davis, Richard Dibenedetto, Norman Earnest, Patrick Foley, Mark Gaffey, John Gillis, William Goglia, Donald Harrington, Karen Harrison, John Hasson, John Henderson, Frederick Hollien, Thomas Holt, Curtis Holzendorf, Edgar Honeycutt, John Howard, Joseph Hughes, Ross Josie, John Katikakis, Daniel Kenneally, Michael Kenney, John Linnell, Albert Lowe, Ronald Marston, Wilfredo Martinez, Michael McCarthy, Daniel McDevitt, Thomas McDuff, Michael McLaughlin, Stephen McSherry, William Mitchell, Charles Mitchell, John Moran, Donald Mullen, Robert Munroe, Paul Murphy, Joseph Nardozzo, Stephen Nawoichik, Michael O'Callaghan, John O'Donnell, Brian O'Donnell, Michael O'Reilly, Robert Offley, Rolando Oyola, William Pero, Richard Quinlan, Kenneth Reddick, Lada Ross, Robert Ryan, Carlos Santos, Reynolds Sheppard, Joseph Sullivan, Stephen Uno, **L0739** Lynn—Stephen Shellgren, Bernardo Young, **L0762** Gloucester—Stephen Mitchell, Arthur Wonson, **L0841** New Bedford—James Benoit, Michael Byrnes, **L0853** Lowell—Michael Donnelly, Joseph Olejarz, **L0863** Newton—Robert Chagnon, John Comeau, Donald Gentile, Osvaldo Lidoni, **L0950** Brookline—Joseph Addonizio, Mark Jefferson, **L1009** Worcester—Dennis Doyle, Thomas Dwyer, **L1032** Medford—Timothy Powers, **L1111** Westfield—Thomas Johnson, James Kotowski, **L1297** Arlington—Gary Stratton, **L1314** Fall River—James Bernardo, Raymond Ferland, Douglas Franco, Scott Isaacson, Kenneth Leger, Jeffrey LePage, William Mello, Jeffrey Mello, Paul Paradis, Patrick Shaughnessy, James Swanson, Robert Viveiros, **L1347** Watertown—Thomas Jodice, Kevin McElroy, Michael Mosca, Michael Pepe, Sharon Rand, Thomas Thibaut, **L1397** Falmouth—Kevin Kelly, James Marshall, Ralph Moniz, **L1464** Scituate—Bartley Curran, John Dolan, Richard Handrahan, Scott Hollis, Richard Judge, Richard Kelly, **L1495** Billerica—Lori Duggan, Edward Joy, John O'Blenis, Joseph Orlando, **L1631** Norwood—John Barry, Robert Brown, Robert Carey, John Collins, Beth Dezotell, Philip Dziuba, Paul Erker, George Geary, George Hammond, William Morrison, **L1637** Belmont—Robert Dally, Christopher Murphy, **L1652** Framingham—Paul Barbieri, Peter DeVito, **L1658** Andover—Thomas Agnew, James Cuticchia, James Dolan, **L1710** Chicopee—Robert Kosiorek, James McInerney, **L1713** Hudson—Gary Collins, **L1714** Marlborough—Daniel Auger, Ronald Ayotte, Gabriel Veillante, **L1839** Chelmsford—Bruce Donovan, **L1840** Ludlow—Michael Cyranawski, John Moll, Edwin Prokop, **L1876** Easthampton—Brendan Taylor, **L1893** Ashland—William Kee, David Retaic, **L1942** Concord—Peter

Fulton, L1992 North Attleboro—Robert Gaulin, L2140
Milford—Michael Ballou, Gary Barrows, Donald DePaolo, John Hennessy, Bruce Marcotte, Alfred Pighetti, Scott Tobin, James Vignone, L2167 Duxbury—Roger Ladd, L2172
Hyannis—Craig Farrenkopf, Norman Sylvester, L2215
Gardner—Cleophas Caouette, John Iwanik, David Nisula, Brian Smith, L2225 Hopedale—Paul Barry, L2337
Kingston—Kenneth Calvin, L2346
Centerville-Osterville—Gary Johnson, John Tavares, L2519
Mashpee—Troy Miles, L2649 Somerset—Donald Dionne, Frank Sullivan, L2713 Hanson—Paul Proudman, L3070
Westborough—Kevin Farrar, L3097 Middleton—Kenneth LeColt, L3126 Westford—William Stone, L3128
Fitchburg—Martin Maynard, David Rousseau, Sally Tata, L3189 Clinton—Edward McNamara, L4601 Boxborough
Professional Fire Fighters Association Inc.—Benn Carpenter
MICHIGAN L0116 Bay City—Kevin Sprygada, Thomas Wyman, L0326 Monroe—Thomas Millsaps, Timothy Reed, L0344 Detroit—Thomas Boland, David Bolden, Anthony Brent, Donald Carlson, Vincent Gibson, Calvin Hunter, Major King, Robert Lynn, George Orzech, Edmond Parker, Wayne Paxton, Gye Robinson, Matthew Sandra, Bradley Shearer, Willie Starke, Chad Sullivan, George Woodson, L0354 Port Huron—Jesse Diaz, L0366 Grand Rapids—Dennis Haisma, Randall Hillman, Paul Lang, Michael Uzarski, L0370
Muskegon—Roland Linstrom, L0412 Dearborn—Arthur Wojnar, L0421 Lansing—Steve Sherman, L0504
Owosso—Jeff Hetfield, L0623 Alpena—William Lamarre, David Robbins, L0911 Birmingham—John Donohue, William Wallace, L1206 Redford Township—Robert Pepper, L1292
Lincoln Park—Liam Carroll, Michael Hendricks, Bryan Jewell, Matt Sadowski, L1557 Sterling Heights—Joseph Toth, L1562
Benton Township—John Cayo, Roger Jordan, L1830
Ypsilanti Township—Victor Chevrette, L2846 Delta Township Professional Fire Fighters—Mark Proebstle
MINNESOTA L0082 Minneapolis—Jeffrey Erickson, David Pergande, Helena Thompson, Frank Thurner, L0101
Duluth—Brian Shand, L0880 Cloquet Area Fire District—Steve Hills, L1215 Richfield—George Larson, Dennis LeMay, Dawn Nilsen Wenner, Steven Paszkiewicz, Chuck Russell, Todd Werner, L1275 Edina—Walter Fusolo, L4725 Brainerd Fire Fighters—Charles Dunemann
MISSISSIPPI F0092 Keesler Air Force Base—James Palmer, L0052 Meridian—Joe Collins, J. L. White, L1469
Pascagoula—Robby Freeman
MISSOURI L0042 Kansas City—John Alexander, Christopher Bridges, Michael Byrne, Regina Duerr, Fred Dugan, James Garton, Tim Haecker, Randy Mullens, Vincent Mussorici, Kenneth Olds, John Palma, Jerry Robinson, Sherwood Smith, Robert Sperry, Keith Ward, L0059 Joplin—Mark Box, L0073
Fire and EMS Professionals of Saint Louis Missouri—Mark Dinzebach, L0077 Saint Joseph—William King, John McGarry, Stephen Richey, Michael Selecman, Adrian Sutton, L0152 Springfield—Terance Sewald, L0757 Saint Charles—Mark Benoist, Craig Buttenhoff, David Fecht, Dennis Feehery, Earl Gomer, Steven Grote, Larry Hagedorn, Kerry Hammann, Steven Harker, Jeffrey Mesle, Rich Ohlms, Keith Semrow, Joseph Struckhoff, L1055 Columbia—Antonio Hickam, L2195 Lee's Summit—Steve Hilton, Bob Long, Ken McKinley, Terence Thomas, Douglas Wyckoff, L2665
Professional Fire Fighters of Eastern Missouri—Fred Baumgarth, Robert Black, Terry Black, Stanley Caldwell, Kevin Charleville, Larry Conoyer, Greg Conroy, James Conroy, Keith DeClue, Katie Engel, Gary Halfacre, James Hampton, Donald Jennings, Tony Kirk, Thomas Kreitler, W. Corey Lavo, James Markham, Robert Mennemeyer, John Moody, Thomas Purcell, Dan Rigdon, Mark Runge, Shawn Schwaab, Timothy Smith, Gary Wagner, Lana Walch, Mark Weingartner, Robert Wohldmann, L3133 Central Jack—Matthew Genasci, L3228
Gladstone—Larry Kipping, L3808 Kansas City Chief Officers—Carl Tripp, L3923 Warrensburg Professional Fire Fighters Union—Marvin Miller, L3987 Lake Area Fire Fighters Association—Shane Roden
MONTANA L0271 Missoula—Steve Paske, L0521
Billings—John Dillon, Mark Paddock, L0601 Havre—Tim Evans, L0630 Livingston—Chris Bruha
NEVADA L1265 Sparks—Randy Bussa, Edmond Crawford, Shawn McEvers, L1607 North Las Vegas Fire Fighters—Dominic Gonzales, Donald Musgrove, L1883
Henderson—Jimmy Chaffin, L1908 Clark County—Frank Green, Robert Grimshaw, Dava Ombadykow, Mark Passalacqua, Robert Starbird, L4621 Great Basin Fire Fighters Association—David Bibee, Allen Case, James Derrick, Nolan Mangham, James Urresti
NEW BRUNSWICK L0999 Moncton—Fred Wilson, L2549 Riverview—Robert Smith
NEW HAMPSHIRE L1312 Dover—Craig Croteau, L2847

Seabrook Permanent Fire Fighters Association—William Edwards, L3154 Professional Fire Fighters Of Hudson—Gayle Robertson, L3491 Exeter—Norman Byrne
NEW JERSEY F0313 Joint Base New Jersey Federal Fire Fighters—William Wilkinson, L0286 Perth Amboy—Vincent Adamkiewicz, Michael Anderson, Brian Kenny, Antoni Wilimczyk, L0290 Woodbridge—Jeffrey Moran, L1064
Jersey City Fire Officers—James Boyle, Patrick Drennan, James Inserra, Brett Minor, Scott Soriero, Joseph Zieja, L1860
Newark Fire Officers—Raymon Adams, John Agoston, James Berdiel, Matthew Cordasco, Damian Emerick, Norman Esparolini, James Graves, Wayne Linfante, James McCormack, Louis Miele, Edward Pimentel, Jerry Rohrbach, Daniel Snyder, Thomas Szegedi, John Ward, James Wendt, John Wilson, L2040
Elizabeth Fire Officers Association—Scott Inderwies, L2616
Pleasantville—Clarence Blackwell, L3172 Hackensack
Uniformed Fire Officers Association—Andrew Pawlick, L3500 Bergen County—Albert Whitaker, L3592 Deptford Township Career Fire Personnel—Joseph Hauss, L4306
Upper Freehold Township—Brian Crane, L4687 Evesham Township Professional Fire Fighters Association—Thomas Horner
NEW MEXICO F0164 Holloman Air Force Base—Jesse Reynolds, L0244 Albuquerque—Todd Alderman, Michael Bricault, Kelly Bryant, Derek C De Baca, Henry Chavez, Eddie Garcia, Martin Giron, Nick Griego, Joe Luna, Anthony Mantelli, Paul McClure, Edith Meadows-Armijo, Max Montgomery, Ralph Mora, Steve Murzyn, Eugene Ouzts, Ranier Perez, Frank Quintana, Raymond Sanchez, William Smith, Richard Spradlin, Gregory Vallejos, Jason Vance, Joseph Velasquez, William Walker, Chris Wilson
NEW YORK F0007 West Point—Mark McKeon, F0214 914th Tag—Kevin Mitchell, I0062 Westchester County
Airport—Marina Hanna, Evin Sweeney, I0091 Knolls Atomic Power Laboratory Professional Fire Fighters—Dean Ronca, L0086 Troy—Douglas Dame, Gerald Degnan, Jeffrey Reinhart, L0094 Uniformed Fire Fighters Assoc. Of New York—Robert Angelone, Jon Babinski, John Bardak, John Bartlett, David Brandman, Michael Brennan, Patrick Campbell, Frank Castro, Michael Clement, John Dale, Robert Dana, Richard Delmar, Robert Driscoll, Anthony Ferrara, Michael Finamore, John Franzone, Oscar Garcia, Vincent Geloso, Jan Greibesland, Christopher Guglielmo, Paul Haley, Terence Halloran, Leslie Halper, William Hannan, Walter Hyde, Daniel Kaiser, Kevin King, Kevin Korotz, Charles Kotov, Anthony LaMattina, Brian Lampasso, George LaPlace, Paul Maguire, Brian Mattison, Thomas Mayerhauser, Daniel McCarthy, John McHugh, Daniel Mugar, Gregory Orlando, Gulmar Parga, Robert Piser, Michael Pontone, Peter Quinn, Craig Regina, Dennis Reilly, Fred Rissland, Anthony Rucco, Paul Santoro, Ryan Sheehan, Scott Smith, Steven Stock, George Storz, Kevin Stress, Thomas Taps, Kevin Torrey, Jesse Vitucci, Robert Volz, Harlan Wank, Eric Witkowski, L0273 New Rochelle—Matthew Amoroso, Douglas Bartee, Gary Bruzzese, Thomas Connell, Gregory Escobedo, Brian Ferguson, Michael Hurley, Douglas Kelly, Keith Morris, William Simoes, L0274 White Plains—Mark Farrell, Lawrence Mosley, L0282
Buffalo—William Adams, Thomas Bardo, Paul Beale, Marcus Brooks, Michael Brown, Michael Busshart, Patrick Coyne, Daniel Cunningham, Edward Cunningham, Luke Cybulski, George Davis, Rochester Davis, David Denz, Dennis Dixon, Joseph Domiano, Timothy Esford, Robert Felschow, Joseph Foley, Scott Gurney, Lawrence Hakes, Michael Hughes, Frank Lucca, Patrick Mangan, David Manuella, Tony Martin, Gerald McAndrews, Michael McCarthy, Lawrence McDaniel, Willie McDonald, Donald McFeely, Timothy Miller, Christopher Moore, Robert Morse, Paul Mulhern, Frederick Nowak, Kevin Peterson, Wayne Pohle, James Poley, Steven Puleo, Mark Reed, Wilbert Rodriguez, Scott Rogers, Gary Schultz, James Shea, Thomas Smolarek, William Stevenson, Timothy Story, Bart Sumbrum, Theodore Sweeney, Richard Tillotson, Rudolph Torrico, Cephus Vaughn, Scott Vitello, Mark Wickenhisier, David Wright, Steven Wrzesinski, Gary Wulf, Philip Zajdowick, Michael Zarbo, L0461
Kingston—Philip Haber, L0616 Dunkirk—Joel Ahrens, Joseph Kucharski, L0628 Yonkers Mutual Aid Association—James Koze, James Perrotta, L0714 Niagara Falls—Joel Krupa, L0729 Binghamton—Christopher Ballard, John Fraser, Peter Holleran, A. L. Lynch, Ronald McMahon, L0737 Ithaca Professional Fire Fighters Association—Roy Trask, L0854 New York Uniformed Fire Officers
Association—Thomas Auer, David Biesty, Peter Blaich, Frank Boccia, Michael Bordes, Michael Brodbeck, John Browne, Thomas Byrne, James Carney, Steven Carroll, Joseph Cilento, Patrick Cleary, Patrick Di Lena, Douglas Feffer, James Ferry, John Flanagan, John Fordham, Joseph Gandiello, Richard Garger, John Gennosa, Glenn Hawkins, Todd Heaney, Michael Hubert, Richard Johnson, Theodore Krowl, James Lane, Kirk Leslie, Thomas Lynch, Stephen Molino, Michael Murphy, William Murray, Daniel O'Neill, Robert Orlando, Samuel Paduani, Robert Pinto, Kevin Quinn, Daniel Reid, John Rice, Thomas Roach, Patrick Ruddick, John Spillane, Raymond Stanton, Raymond Thomas, L0895 Larchmont—Wayne Sternemann, L0916 Eastchester—James Van Slyck, L1394
Scarsdale—Scott Damon, L1772 Jamestown—Michael Garvey, L1796 Olean—Larry Huff, L1971 Port Chester Professional Fire Fighters Association—Angelo Sposta, John Suppa, L2007 Albany—Scott Davis, William Krug, L2393
Arlington—Brian Bedell, Jeffrey Karn, James Snyder, L3166
Lackawanna—Jeffery Jarosz, Daniel Sroda, L3792 Gates Career Fire Fighters & Dispatchers—Alan Odorczyk, L3813
Lagrange—Edward Murray, L4858 St. Paul Blvd
Professional Fire Fighters Association—Dennis Erbland
NORTH CAROLINA L0129 Wilmington Professional Fire Fighters—Richard Cartwright, James Casteen, Eric DiPaolo, Thomas Dolan, Devereaux Hewett, Ronald Little, Joseph Lonagan, David Miksch, Robert Ramsay, Mark Williamson, Darrell Wolf, L0548 Raleigh—Marvin Johnson, L0660
Charlotte—Donald Andrews, Anthony Beatty, Joseph Black, William Brown, Steve Coulson, Jeffrey Dulin, Brenda Everhart, David Holland, James Inman, James Long, Charles Melton, Gene Piercy, Dwayne Sloan, Ira Witherspoon, Johnny Witherspoon, L0682 Winston-Salem Professional Fire Fighters—Scott Castle, Edward Duffield, Scottie Emerson, Anthony Glenn, Kevin Griffin, Melissa Love, Robert Moricle, L0947 Professional Fire Fighters Of Greensboro—James Clark, L1873 Fayetteville Professional Fire Fighters Association—Charles Hall, L2580 Chapel Hill—Johnny Parker, L3096 Professional Paramedics Association Of Davidson County—Reginald Lookabill
NORTH DAKOTA L0242 Grand Forks—Wallace Osen, L0642
Fargo—Steve Bossert, Perry Erickson, John Speral, L2468
Bismarck—Rick Graba, Steven Jhons, Michael Keller, Jesse Smith, L3743 Williston Professional Fire Fighters—Darin Johnson, Jeanne Rassier
NOVA SCOTIA L0268 Halifax—Darren Burgess, John Cole, Brian Conrad, Dennis LeRue, Craig MacDonald, Joseph Ryan, Kevin Thomas
OHIO F0088 Wright-Patterson Air Force Base—Michael Thompson, L0200 Hamilton—Gregory Brown, Terrance Klinzing, L0048 Cincinnati—Paul Alloway, James Barrow, William Browne, Kevin Campbell, David Carnessali, Randall Freil, Daniel Rottmueller, Scott Schenkel, Stephen Sims, David Staubach, L0067 Columbus—Michael Deibel, Daryle Foertsch, George Kramer, Stephen Smallsreed, Andrew Thomas, William Walsh, L0093 Cleveland—Michael Borovich, Patrick Cannon, Joseph Coneglio, Michael Darnell, Jerry Good, Neville Lee, Patrick Logan, Daniel McGill, David Schwitzgable, Paul Smith, L0136 Dayton—Bradford Nickels, David Straw, Robert Swank, L0165 Ashtabula—Ronald Deemer, L0204 Warren—Thomas Walker, L0228
Steubenville—Vincent Konicki, L0249 Canton—Tim McDermitt, Eric Showes, L0252 Piqua—Michael Peltier, Larry Picklesmier, L0291 Lancaster—Dana Hiles, Christopher Redding, L0312 Youngstown—Ralph DeMichael, Gary Howell, Joseph Rossi, Eli Santiago, L0330 Akron—Albert Bragg, William Howe, Edward Jetter, Bradley McKitrick, Robert Oldaker, Lowell Weir, L0379 Marion—M. Shawn Kelly, L0474
Elyria—Jeffrey Castle, L0494 Cuyahoga Falls—Richard Bissonnette, Paul Donato, L0512 Portsmouth—Mike Isgett, L0516 Shaker Heights—Ray Mervar, L0606 Delaware City Fire Fighters—Paul Lemaster, L0639 Parma—Brian Flanagan, Ralph Meno, Norbert Torreiter, L0659 Rocky River—Steven Bichsel, L0681 Van Wert—Gerald Balliet, L0702 Cuyahoga Heights—Richard Bacci, L0973
Wapakoneta—Donald Wright, L1057 Fairview Park—Tom Homes, L1065 South Euclid—Michael Carney, L1120
Bucyrus—Michael Hassinger, L1145 Brooklyn—Mathew Beni, Matt Farrell, L1361 Avon Lake—Lawrence Grizzell, L1441 Franklin Township—Truman Mullins, L1521 Upper Arlington—Steven Breece, L1536 Wickliffe—Jerry Blackburn, L1723 Norwich Township—Larry Cordial, L2134
Marion Township—Ronald Jewell, L2243 Sylvania—Ralph Deshetler, L2541 Bellaire—John Driscoll, L2672 Jackson Township (Grove City)—Bradley Barker, Everett Webb, L2860
Eastlake Professional Fire Fighters Association—William Lanning, L2964 Green Township—Peter Deevers, L130
Copley—Charles Hrubik, L3203 Blue Ash—Stephen Ludmann, L3558 Violet Township—John Eisel, L4038
Jefferson Township—Clifton Reynolds
OKLAHOMA L0157 Oklahoma City—Michael Burner, James Carr, William Erwin, David Imhoff, Mitchell Pierce, Kenneth Rolke, Jimmy Schiner, Terrell Selby, Michael Smiley, Barbara Ward, Troy Williams, Marc Woodard, L0176 Tulsa—Keith Freeman, Jed Scammon, Billy Warren, L0194 Sapulpa—Lee Inman, Brady Redus, L0206 Shawnee—Carl Jacobs, L2041
Chickasha—Daniel Teel, L2067 Norman—Steven Wood,

L2095 Stillwater—John Dilley, Morris German, Terry Hawkins, **L2173 Sand Springs**—Barry Mollencup, Ricky Pate, **L2479 Ponca City**—Larry Albert, Steve Blackwell, Dan Daniel, Roy Deakins, Kent Kirchoff, Todd Snow, **L2551 Broken Arrow**—J. Kevin Rutherford, **L2567 Jenks**—Matt Johnson, **L2788 Henryetta**—Michael Rohatch, **L2929 Duncan**—David Norman, **L3061 Durant**—Chris Haworth, **L3722 Professional Fire Fighters Of Enid**—Harvey Lenard, **L4833 Mustang Professional Fire Fighters**—Dylan Ross

ONTARIO **L0142 London**—Donald Hogg, James Holmes, **L0162 Ottawa**—Claude Charlebois, Brian Clarke, Louis Garcia, Rex Jung, Gord Larin, Jim Ross, Barry Stewart, Mark Tedeschini, **L0169 Peterborough**—Paul Wilson, **L0288 Hamilton**—Jack Dell, William Gehl, Cameron Ritchie, **L0457 Kitchener**—Dan Diebolt, James Metzger, Douglas Rittinger, **L0460 Brantford**—David Churchill, **L0465 Oshawa**—Eldon Bodashesky, Peter Cameron, John Creagmire, Dale Freitag, John Mainse, Jim Phillips, **L0485 St. Catharines**—Fred Enns, Jeff Hassim, William Kerling, **L0486 Chatham Kent**—Terry Jordan, Al Rathwell, **L0492 Sarnia**—Rick London, Garry Mayers, Terry Norris, David Potts, **L0497 Belleville**—Mike Barrett, **L0498 Kingston**—Gord Ball, Wayne Bullock, Doug Ede, George Gorrie, Wendy Hartwick, Randy Maillet, **L0499 Cambridge**—Brad Grimwood, **L0528 Niagara Falls**—John Colucci, David Leonard, **L0529 Sault Ste. Marie**—Doug Robertson, **L0534 Stratford**—Wayne Adair, Byron Wakelin, **L1068 Brampton**—Peter File, Ian Mullins, Sam Rippey, Terry Wright, **L1092 Ajax**—Dave Todd, **L1212 Mississauga**—Jim Carlisle, Glen Gilbert, Doug Hickey, Martin Jay, Rob Liboiron, Philip McAdam, Edward Paterson, Eric Staebler, John Thornton, **L1582 Oakville**—Frank Fanelli, **L1595 Vaughan Professional Fire Fighters**—Ed Burkhard, John Graham, Chuck Lobsinger, Jeff Lucas, John Maleganeas, Norman Peppard, Stan Solski, Glenn Tink, **L1632 Pickering**—Brian Danks, **L1701 Kawartha Lakes**—Michael Hannon, **L1753 Barrie**—Gerry Martin, **L2511 Central York**—Brian Patrick, **L3168 Milton**—Doug Shortt, **L3888 Toronto Professional Fire Fighters**—Danny Adams, Tim Banning, William Brown, Sharon Burkhard, Kenneth Close, Gregory Colton, Anthony Comella, John Coseni, David Cranswick, James Crummey, John Daly, Wayne Davies, Franco Dellapina, Joe DeMarco, David Fobel, John Gibb, Brian Goldsworthy, Carlos Gonzalez, Richard Hamson, David Hill, Wesley Jasper, Kevin Judge, Daniel Kendrick, Paul Kennedy, Peter Kerr, Kenneth Leslie, Bruce Linn, Glenn MacIntyre, Ian MacPherson, Douglas

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OREGON **L0043 Portland**—John Harkness, Jerry Randall, **L0227 Bend**—Lance Dyer, Don Segal, Harold Springs, **L0314 Salem**—David Cruthers, Dennis Jarvis, **L0696 Astoria**—Mark Truax, **L0851 Lane Professional Fire Fighters Association**—Javier Gonzalez, Bruce Hocking, Lorne Kuhnly, David Leedom, Laurie Monaco, Hal Rooden, Randall Sinnott, Scott Sweeney, Steve Waleri, **L0924 La Grande**—Terry Tams, **L1062 Gresham**—Jeffrey Hamilton, **L1159 Clackamas County**—Michael Stockman, **L2596 Jackson County Fire District 5**—Cary Halligan, **L3650 Redmond**—James Campbell

PENNSYLVANIA **F0221 Federal Fire Department New Cumberland**—David Voyack, **F0246 Tobyhanna**—Keith Dipatri, **L0001 Pittsburgh**—Frank Becker, Frank Becker, William Benson, William Brown, Michael Burford, Gary Burns, Joseph Caini, Victor Cushmanick, James Flaherty, Carl Fritz, Kevin Garofalo, Joseph Goldie, William Martin, James Overfield, Gregory Perdue, James Pierce, Charlie Sealey, Nathan Walz, Albert Walz, **L0022 Philadelphia**—Khalil Abdus Sallam, Albert Anderson, Steven Archibald, Albert Asztalos, George Barr, John Boyle, Stephen Bucher, George Bucher, William Conallen, Kathy Connors, Robert Coyne, Thomas Donnelly, Harry Downey, Charles Evans, Osvaldo Fernandez, Kenneth Fowler, Gino Giliotti, Derrick Jackson, Larry Jones, Joseph Lockett, Joseph Mari, William McAdams, Thaddeus Mlodzinski, Christian Myers, David Reaves, Romaldo Sciambi, Ricky Stewart, Rodney Stewart, Craig Thresher, **L0060 Scranton**—Michael Calpin, Kenneth Czyzyk, Keegan Gatens, Michael Grimes, Joseph Lotz, Thomas Owens, Richard Roche, Joseph Ruddy, **L0104 Wilkes Barre**—Thomas Hirko, **L293 Erie**—Matthew Connolly, Gary Lamb, James Sheldon, **L0417 Sharon**—Anthony Zarella, **L0515 Meadville**—Darren Hall, **L0627 York**—Scott Ott, **L0735 Bethlehem**—Richard Derrico, Joseph Mari, **L1400 Chester**—Daniel Pierdomenico, **L1803 Reading**—Keith Eschleman, Brian Smith, Jeffrey Weitzel, **L1952 Lebanon**—Carey Eggert, **L2218 Washington**—John Riley, **L4838 Harrisburg International Airport Fire**

Department—Bob Kegg

RHODE ISLAND **L0732 Woonsocket**—Scott Popovich, **L0799 Providence**—Bonnie Benson, Richard Blais, John Deady, Kevin Donoghue, Walter Joslin, Mark Tillman, **L0850 East Providence**—Michael Cotter, Justin Ross, **L1261 Pawtucket Fire Fighters**—Thomas Griffin, **L2748 Warwick**—Joseph Greenwell, William Manchester, John Williams

SASKATCHEWAN **L0080 Saskatoon**—Allen Beck, David Pasinney, Franco Savino, **L1527 Yorkton**—Alan Salyan

SOUTH CAROLINA **L0061 Charleston Fire Fighters Association**—Rufus Brown, Robert Deal, Jason Jenkins, **L0369 Spartanburg**—Robert Walker

SOUTH DAKOTA **L0814 Sioux Falls**—Russell Downs, Wayne Fischer, Richard Hanger, Brian Mielke, Joel Van Ekeren

TENNESSEE **L0140 Nashville**—Charles Felts, Marvin Lanham, John Stone, Kenneth Wilkinson, **L0820 Chattanooga**—James Moore, David Powell, Shawn Shipley, **L1346 Oak Ridge**—Robert Banks, **L1784 Memphis**—Jacob Honshell, Samuel Wesley, **L2269 Dyersburg Fire Fighters Association**—Mike Carmen, **L2270 Kingsport**—Woody Davis, John Haynie, Troy Hood, **L3180 Clarksville**—Donald Hunt, Kenneth Keaton, Norman Messer, Danny Perry, Frank Thaxton, **L3460 Hendersonville**—Kenny Armstrong, **L3748 Cleveland Professional Fire Fighters**—Mark McCullen

TEXAS **F0089 San Antonio**—Bruce Davison, **I1117 Pantex**—Alvin Martinez, Don Rhoades, **L0058 Dallas**—James Baker, Michael Barrett, Brian Caton, David Chase, Norman Ellis, Alphonso Jagers, James Landers, Bobby Ross, Johnny Rudder, **L0341 Houston**—Marco Andino, Francisco Arriola, Thomas Barta, Gary Bates, Alec Beard, Casey Beavers, Milton Buell, William Burnett, John Caveness, Gregory Chelette, Jack Collins, Michael Conn, Hebert Cummins, Timothy Cunningham, Jose Flores, Lawrence Floyd, Robert Fong, John Fortune, Keith Gossset, Joe Gracia, Scott Grant, Nathan Ham, David Hearne, Richard Hernandez, Larry Herrin, Douglas Jacobson, Ronald Janecek, Todd Lakner, Delas Lancelin, Joe Leggio, Robert Marley, Douglas McCormick, Roy McCraney, Wilmer Monmouth, Daniel Moore, Ernesto Moreno, Marvin Morris, Jim Morris, Larry Ogrodowicz, William Payne, Brian Petrilla, Walter Sanchez, David Schrader, Lisa Slagle, Gregory Smith, Robert Strong, Michael Thompson, Samuel Thompson, Thomas Uschak, Terry Vick, Mark Walker, Edwin Washington, Samuel Williams, Kerry Williams, Michael Woodard, Robert Yarbrough, Michael Zeamer, **L0367 Texarkana**—Ricky Holder, **L0399 Beaumont**—Randy



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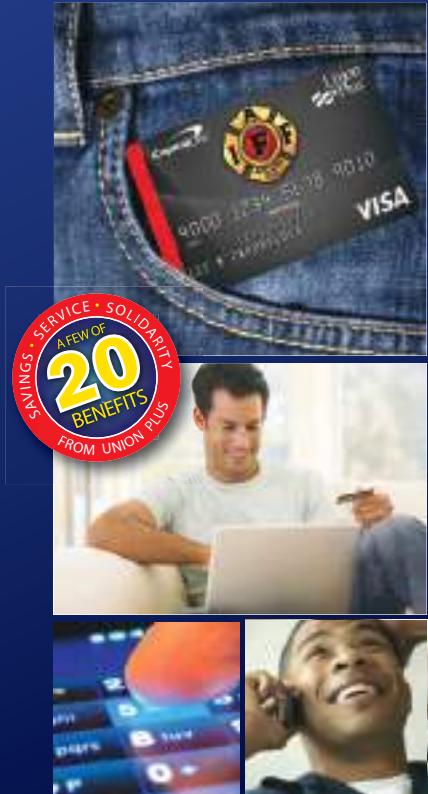
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Bielenberg, Charles Snow, Thomas Taylor, **F0273 Fort Belvoir**—George Harper, **L0068 Norfolk**—Herbert Redfield, John Wright, **L0995 Richmond**—David Doane, **L1146 Lynchburg Fire Fighters Association**—Dennis Dodson, **L1146 Lynchburg Fire Fighters Association**—Anna Heath, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Brian Brendel, Keith Johnson, Joseph Kaleda, Charles Mills, Philip Pommerring, B. Alan Rice, Steven Singer, David Tobin, Glenn Tschann, **L2141 Alexandria**—Miguel Garcia, Samuel Good, Reginald Rich, Robert B. Rodriguez, Richard Snyder, **L2449 Chesapeake**—Jeffery Dorsogna, Donald Fowler, James Majewski, Michael Tortora, **L2532 Danville Professional Fire Fighters Association**—Zachary Lyons, R. Wayne Melton, **L2702 Fairfax City**—John Ahrens, Brad Alexander, Dwayne Harman, Richard Miller, Richard Vestal, **L2924 Virginia Beach Professional Fire Fighters**—Robert Myers, Thomas Newnam, Robert Oechsner, Arthur Poole, Daniel Ramsey, Robert Valentine, **L4314 Caroline County**—Jessica Bonham, **VERMONT L2905 Hartford Career Fire Fighters Association**—Robert Robishaw, **L3044 Burlington**—Gary Francis, **WASHINGTON F0283 Fort Lewis**—Michael Laush, **I0066 Boeing Fire Fighters**—Willie Blaylock, Dan Brazier, Robert Choura, Eric Darling, Daniel Diego, William Down, Zachary Dufresne, Jimmy Edwards, Bobby Edwards, Shiana Gillispie, Summer Guerrero, James Hammon, Robert Hanna, James Hill, Bobby Hughes, John Jamieson, Larry Kinney, Paul Lehman, Kevin Leonard, Dennis Malone, Sonnia Marken, Ronald Raymond, Kelvin Rising, William Ross, Robert Rothery, Jesse Scott, Ronald Selia, David Talbot, Marshall Van Dunk, Scott Wilkinson, Harold Wilson, **L0027 Seattle**—Dana Caldart, Warren Hall, Scott Helfrich, **L0029 Spokane**—Robert Green, Roy Hagle, Deborah Imholt, Clive Jones, Scott Kline, Andrew McLeod, Michael Rose, **L0031 Tacoma**—Reuben Baltazar, Susan Boczar, Roger Edington, Darin Murphy, **L0046 Everett**—Curtis Rider, David Vier, **L0452 Vancouver**—Kevin Murray, **L0468 Olympia**—Kevin Armstrong, Patrick Dale, **L0726 Pierce County Professional Fire Fighters**—John Hamrick, **L1052 Richland**—Ted Ricci, Skip Stoker, **L1296 Kennewick**—Andra Thompson, Danny Winslow, **L1352 Valley Fire Fighters**—David Cook, Gary Eversual, Dale Laginess, Barry Rickert, **L1488 West Pierce Fire Fighters**—Brian Crutcher, Kevin Kroenert, Rob Richardson,

L1604 Bellevue—Larry Lindenmayer, Donald Martinell, Jim Suggs, **L1747 Kent**—Kent Huntington, **L1805 Clark County Fire District 6**—Bradley Shaffer, **L1810 North Highline**—Thomas Lesser, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—Thomas DeLisle, Robert Eastman, David Herbert, Dave Pelham, Tom Seltz, **L2024 South King County Professional Fire Fighters**—Roy Brewer, Paul Mernaugh, Geoff Meyers, **L2088 Tukwila**—Matt Hickey, Loren McFarland, **L2099 North Sound Professional Fire Fighters**—Gary Wick, **L2595 King County Paramedics**—Hollie Shelden, **L2694 Snohomish**—Bruce Keaton, Kirk Nordlund, **L2819 Kitsap County**—Gregory Miller, Joseph Repar, Troy Schultz, Regan Sysma, **L2878 Eastside Fire & Rescue**—Ken Alm, Lance Dodson, Scott Foster, **L2898 Seattle Fire Chiefs**—William Hepburn, **L3427 Skagit County Paramedic Association**—Al Carlin, **L3520 East Pierce Professional Fire Fighters**—Les Ehle, John McDonald, **L3701 Spokane Valley Chiefs Association**—Kevin Miller, **WEST VIRGINIA L0317 Charleston**—Kenneth Tyree, **L0347 Bluefield**—Darrin Haynes, **L0795 Beckley**—Billie Trump, **L0837 South Charleston**—Robert Cohernor, **WISCONSIN L0141 Green Bay**—Robert Conrad, Thomas Dorsey, Terry Eckstein, Karl Hinrichs, Alan Klimek, Mark LaFrombois, Chris Pasterski, Scott Quigley, William Ruggles, Jon Schnell, Peter Sponholz, William Wiegert, Steven Zasada, **L0215 Milwaukee**—James Hanke, James Kronberg, Steven Lawrence, **L0257 Appleton**—Daniel Dibbs, Brian Noel, **L0311 Madison**—Jeffery Annen, Peter Buechner, Stephanie Donhäuser, Chick Lillis, Douglas Rohn, Melissa Rueth, Rock Trainor, **L0316 Oshkosh**—Gary Landgraf, **L0321 Racine**—Steven Bisher, James Buchholz, Steven Christensen, James King, Timothy Lehner, Michael Lietke, Chris Petersen, Angelo Puma, Kevin Spieker, **L0400 Fond Du Lac**—Brian Fox, **L0414 Kenosha Professional Fire Fighters**—Steven Allemand, Rick Barnes, Daniel Harris, Brian Mifflin, Brian Smith, **L0415 Wausau**—Steven Bahr, Kevin Hicks, Jeffery Strouf, **L0483 Sheboygan**—Randall Bauer, Thomas Sonntag, Jeffrey Wessel, **L0487 Eau Claire**—Donald Rydzik, **L0583 Beloit**—Robert Formankiewicz, **L0847 Merrill**—Richard Brandt, Brad Byer, **L0875 Ashland**—Keith Newago, **L1004 West Allis**—Michael Becker, **L1848 Oak Creek**—Jack Rehn, **L1923 Wauwatosa**—William Brudnicki, **L2740 Caledonia**—Kevin Toutant, **L3785 Pleasant Prairie**—Michael Barnes



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I0066	Daniel McDonald	Boeing Fire Fighters	WA	L0215	Cheryl Schmidt	Milwaukee	WI	L1311	Henry Heim	Baltimore County	MD
I0066	John Olsin	Boeing Fire Fighters	WA	L0215	Robert Trepanier	Milwaukee	WI	L1311	James Krause	Baltimore County	MD
L0002	Martin Barrett	Chicago	IL	L0215	Gerald Zaharias	Milwaukee	WI	L1311	Daniel Thacker	Baltimore County	MD
L0002	John Biniaik	Chicago	IL	L0317	Kenneth Butler	Charleston	WV	L1311	Clarence Tracey	Baltimore County	MD
L0002	Thomas Breitfuss	Chicago	IL	L0341	Dwayne Brown	Houston	TX	L1348	Raymond Moore	Muncie	IN
L0002	Thomas Burgess	Chicago	IL	L0341	Robert Pyka	Houston	TX	L1361	Lawrence Heczko	Avon Lake	OH
L0002	Joel Callahan	Chicago	IL	L0341	Robert Smith	Houston	TX	L1403	David Arthur	Metropolitan Dade	FL
L0002	James Davin	Chicago	IL	L0345	David Thomas	Louisville	KY	L1403	Richard Brooks	Metropolitan Dade	FL
L0002	Joseph Di Maria	Chicago	IL	L0400	Steven Bebow	Fond Du Lac	WI	L1403	Basil Cochran	Metropolitan Dade	FL
L0002	Anthony Guth	Chicago	IL	L0416	Edmond Brown	Indianapolis	IN	L1403	David Edwins	Metropolitan Dade	FL
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L0002	Frank Oman	Chicago	IL	L0522	Randy Trujillo	Sacramento	CA	L1403	Derrick Miles	Metropolitan Dade	FL
L0002	Jan Raye	Chicago	IL	L0525	Daniel Corrigan	Santa Barbara City	CA	L1403	Richard Millard	Metropolitan Dade	FL
L0002	Warren Redick	Chicago	IL	L0528	Ray Hudson	Niagara Falls	ON	L1403	Edward Perez	Metropolitan Dade	FL
L0002	James Robertson	Chicago	IL	L0529	Eric Alessandrin	Sault Ste. Marie	ON	L1403	Erie Rojas-Angles	Metropolitan Dade	FL
L0002	Ronald Russell	Chicago	IL	L0529	Frank Pagnucco	Sault Ste. Marie	ON	L1403	John Somerville	Metropolitan Dade	FL
L0002	Edwin Sullivan	Chicago	IL	L0529	Richard Paradis	Sault Ste. Marie	ON	L1463	Llewellyn Akiona	Hawaiian Islands	HI
L0002	Karl Whittleton	Chicago	IL	L0581	Jacob Carter	Moline	IL	L1463	Elwood Asing	Hawaiian Islands	HI
L0002	Ronald Wiese	Chicago	IL	L0627	William Smith	York	PA	L1463	Neal Bal	Hawaiian Islands	HI
L0012	William Ford	Wheeling	WV	L0632	Dennis Carrero	New Orleans	LA	L1463	Michael Hayashi	Hawaiian Islands	HI
L0012	Robert Knowles	Wheeling	WV	L0632	Edward Cones	New Orleans	LA	L1463	Samuel Heine	Hawaiian Islands	HI
L0012	Chester Sokol	Wheeling	WV	L0632	Joseph Daigle	New Orleans	LA	L1463	Tranquillo Miguel	Hawaiian Islands	HI
L0022	John Allison	Philadelphia	PA	L0632	Joseph Daire	New Orleans	LA	L1463	Kenneth Ogitani	Hawaiian Islands	HI
L0022	Steve Brooks	Philadelphia	PA	L0632	Andrew Dufresne	New Orleans	LA	L1463	Lawrence Oliver	Hawaiian Islands	HI
L0022	Joseph Capozzoli	Philadelphia	PA	L0632	Roy Heck	New Orleans	LA	L1463	James Pa	Hawaiian Islands	HI
L0022	William Eisenger	Philadelphia	PA	L0632	Walter Hrvnak	New Orleans	LA	L1463	Yasumori Tomi	Hawaiian Islands	HI
L0022	Scott Florkowski	Philadelphia	PA	L0632	Roland Hymel	New Orleans	LA	L1463	Robert Uyeda	Hawaiian Islands	HI
L0022	Richard Glover	Philadelphia	PA	L0632	Warren Martin	New Orleans	LA	L1463	Wallace Zoller	Hawaiian Islands	HI
L0022	Frank Henry	Philadelphia	PA	L0632	Corey Smith	New Orleans	LA	L1476	John Hayworth	South Portland	ME
L0022	Lawrence Leith	Philadelphia	PA	L0682	J. W. Mize	Winston-Salem	NC	L1522	John Clark	New London	CT
L0022	Robert McClelland	Philadelphia	PA	L0718	Leo Burns	Boston	MA	L1522	Donald Murphy	New London	CT
L0022	Richard Owens	Philadelphia	PA	L0718	Thomas Clancy	Boston	MA	L1522	Dane Sebastian	New London	CT
L0022	John Russell	Philadelphia	PA	L0718	William Connors	Boston	MA	L1563	Kenneth Ladd	Anne Arundel County	MD
L0022	George Schruber	Philadelphia	PA	L0718	Walter Keating	Boston	MA	L1619	Thomas Machande	Prince George's County	MD
L0022	Stephen Schulingkamp	Philadelphia	PA	L0718	George Kelley	Boston	MA	L1619	John Mack	Prince George's County	MD
L0022	Robert Squadrito	Philadelphia	PA	L0718	George McNeill	Boston	MA	L1631	Kenneth Groh	Norwood	MA
L0022	William Wicker	Philadelphia	PA	L0718	Charles Messina	Boston	MA	L1631	Faye McDonough	Norwood	MA
L0036	Marvin Boyd	Washington	DC	L0718	John Repta	Boston	MA	L1632	Dan Hathaway	Pickering	ON
L0036	Joseph Cocimano	Washington	DC	L0728	Dennis Corey	Bedford	IN	L1664	Patrick Hollern	Montgomery County	MD
L0036	Edgar Love	Washington	DC	L0734	Elmer Beckner	Baltimore	MD	L1763	Mark Janson	Delta Firefighters	BC
L0042	Peter Gromowsky	Kansas City	MO	L0734	William Bowen	Baltimore	MD	L1784	James Dunaway	Memphis	TN
L0042	Ollie James	Kansas City	MO	L0734	Ronald Kielczewski	Baltimore	MD	L1784	Ernest Hurley	Memphis	TN
L0046	Larry Dressel	Everett	WA	L0734	Walter Reighter	Baltimore	MD	L1784	James Sallee	Memphis	TN
L0046	Larry Vognild	Everett	WA	L0734	John Rozankowski	Baltimore	MD	L1784	R. Phil Scott	Memphis	TN
L0067	Alonzo King	Columbus	OH	L0734	Robert Wagner	Baltimore	MD	L1784	L. Z. Stafford	Memphis	TN
L0067	Brandin O'Keefe	Columbus	OH	L0740	John Peverada	Portland	ME	L1784	Clytie Young	Memphis	TN
L0068	Archie Smith	Norfolk	VA	L0740	Brittney Ross	Portland	ME	L1860	Jerry Inman	Newark Fire Officers	NJ
L0073	Gary Brennan	Saint Louis	MO	L0754	Ray Alcover	Tampa	FL	L1878	Bill Spencer	Weber County	UT
L0073	Daniel Haggard	Saint Louis	MO	L0762	Albert Bouchie	Gloucester	MA	L2068	Robert Timmons	Fairfax County	VA
L0073	David Hirsh	Saint Louis	MO	L0778	Richard Fischer	Burbank	CA	L2157	Gerald Crawford	Gainesville	FL
L0073	Louis Hoffmeyer	Saint Louis	MO	L0778	Frank Haist	Burbank	CA	L2167	John Thomas	Duxbury	MA
L0073	William Woods	Saint Louis	MO	L0778	Arthur Mendez	Burbank	CA	L2194	Roy Benvenuti	Southbridge	MA
L0094	Henri Gaudin	UFA Of New York	NY	L0778	Robert Schweizer	Burbank	CA	L2194	Gerard Mathieu	Southbridge	MA
L0094	William Koesterer	UFA Of New York	NY	L0814	David Kircher	Sioux Falls	SD	L2254	Jerry Pry	Harrisburg	IL
L0122	Shawn Acosta	Jacksonville	FL	L0851	James Curtis	Lane	OR	L2442	Robert Aper	Normal	IL
L0122	Norman Farrell	Jacksonville	FL	L0851	James Jensen	Lane	OR	L2442	Jeffrey Hilton	Normal	IL
L0122	Gary Keys	Jacksonville	FL	L0851	Conrad Stewart	Lane	OR	L2545	Russell McClintick	Kirkland	WA
L0140	George Bess	Nashville	TN	L0858	Gerald Metherd	Denver	CO	L2597	Tyson Severe	Painefield	WA
L0140	Walter Davis	Nashville	TN	L0865	Richard Hosack	Asheville	NC	L2647	Bruce Kilmer	Pittsfield	MA
L0140	James Dean	Nashville	TN	L0867	Terry Caine	Winnipeg	MB	L2665	John Blumenthal	Eastern Missouri	MO
L0140	Bobby Green	Nashville	TN	L0867	Reg Cansdale	Winnipeg	MB	L2781	Paul Guy	Snohomish County	WA
L0140	James McIntosh	Nashville	TN	L0867	Gary Fenske	Winnipeg	MB	L2917	Ronald McKinney	Jacksonville	TX
L0140	Tommy Thompson	Nashville	TN	L0867	Dennis Fright	Winnipeg	MB	L2926	Steven Trzaska	Huber Heights	OH
L0140	Steven Wilson	Nashville	TN	L0867	Stan Garlinski	Winnipeg	MB	L2959	Jerry Gitter	Martin County	FL
L0145	Peter George	San Diego	CA	L0867	Richard Krueger	Winnipeg	MB	L2970	Riley Petersen	West Valley City	UT
L0157	Pete Stavros	Oklahoma City	OK	L0867	Les Mitchell	Winnipeg	MB	L2980	David Smolenski	Palm Harbor/Oldsmar	FL
L0162	Corey Lockridge	Ottawa	ON	L0867	Jack Nicol	Winnipeg	MB	L3160	William Mcquillen	Londonerry	NH
L0162	Grant Wilson	Ottawa	ON	L0867	Bruce Palmer	Winnipeg	MB	L3705	Paul Gilmer	Saint Francois County	MO
L0204	Dwight Bell	Warren	OH	L0867	Gary Simpson	Winnipeg	MB	L3752	Phillip Emmett	Casa Grande	AZ
L0215	Hal Allen	Milwaukee	WI	L0867	John Webster	Winnipeg	MB	L3878	Eddie Loggins	United Maricopa County	AZ
L0215	Oliver Bland	Milwaukee	WI	L0867	Elmer Winiarz	Winnipeg	MB	L3878	Bruce Pickett	United Maricopa County	AZ
L0215	Melvin Brklich	Milwaukee	WI	L0870	Monty Hancock	Owensboro	KY	L4330	Robert Denson	Bridgeview Fire Fighters	IL
L0215	Robert Engel	Milwaukee	WI	L0964	Charles James	BFOA	MD				
L0215	Carl Jachowicz	Milwaukee	WI	L0964	George Moeller	BFOA	MD				
L0215	John Kalupa	Milwaukee	WI	L0964	Joseph Tomaschko	BFOA	MD				

LAST ALARM



We Honor Those Who Lost Their Lives in the Line of Duty

L1596	Robert S. Smith	Lawrence, KS	3/21/11	L2260	John F. Jayne	Mesa, AZ	7/20/14
L2	Robert J. Hirtzer.....	Chicago, IL	4/8/11	L1664	Mark R. Fisher	Montgomery Co., MD	7/24/14
L2	Christopher G. Reischl	Chicago, IL	5/4/11	L255	Richard D. Befus	Calgary, AB	7/31/14
L2	Mark S. Matera	Chicago, IL	8/8/11	L854	Keith Loughlin	New York, NY	7/31/14
L2	Ronald J. Jenrich	Chicago, IL	10/6/11	L3888	Bruce B. Statton.....	Toronto, ON	8/20/14
L2	Thomas E. Nolan	Chicago, IL	10/15/11	L2	Michael J. Galiardo	Chicago, IL	8/22/14
L2	Allen F. Bollin, Jr.	Chicago, IL	4/7/12	L854	Michael J. Vecsi	New York, NY	9/14/14
L2	William J. Hopkins	Chicago, IL	5/11/12	L854	John K. Gremse	New York, NY	9/16/14
L485	Larry Hall.....	Saint Catharines, ON	7/15/12	L2	Arthur Owens, III	Chicago, IL	9/29/14
L2	Jason V. Mayoski	Chicago, IL	8/24/12	L2	Michael J. McNicholas	Chicago, IL	11/4/14
L2	Fidel G. Serrano, Jr.	Chicago, IL	8/26/12	L2	William J. Gregus.....	Chicago, IL	11/8/14
L2	Thomas D. Flahive	Chicago, IL	10/4/12	L2	Fabian Muentes	Chicago, IL	11/30/14
L2	Donald J. Fox.....	Chicago, IL	10/9/12	L27	Keith I. Johnson	Seattle, WA	12/16/14
L2	Barbara S. Lawson.....	Chicago, IL	11/29/12	L2	James P. McMahon	Chicago, IL	12/24/14
L2	Christopher M. Ulrich	Chicago, IL	1/14/13	L440	William K. Barber	Fort Worth, TX	1/14/15
L2	John M. Dwyer	Chicago, IL	2/17/13	L2	John M. Leonard	Chicago, IL	1/19/15
L2	Joy N. Davis.....	Chicago, IL	3/14/13	L12	Michael D. Lake	Wheeling, WV	2/11/15
L2	Robert L. Vander	Chicago, IL	5/22/13	L2779	Thomas LeBlanc	Cape Breton, NS	2/22/15
L2	Larry L. Strickland	Chicago, IL	6/12/13	L414	Scott B. Schumacher	Kenosha, WI	2/25/15
L288	Frank R. Holk	Hamilton, ON	6/13/13	L3888	William D. Crawford	Toronto, ON	3/2/15
L43	Keith E. Kosky	Portland, OR	7/30/13	L1132	Michael T. Harris	Roanoke, VA	3/2/15
L112	Matthew G. McKnight	Los Angeles, CA	8/12/13	L2461	Garry E. Grummett	Strathcona Co., AB	3/2/15
L2	Terrell Akons	Chicago, IL	9/8/13	L1271	Kevin Hegarty	Surrey, BC	3/3/15
L2	Ricky J. Polk	Chicago, IL	10/13/13	L2086	Eric Sondeen	Littleton, CO	3/4/15
L2	Anthony O. Konieczka	Chicago, IL	11/5/13	L1230	Richard J. Voisey	Contra Costa Co., CA	3/4/15
L2	Gary P. Reitz.....	Chicago, IL	12/26/13	L1314	Adam C. Franco	Fall River, MA	3/16/15
L1664	Donald H. Walker, Jr.	Montgomery Co., MD	1/10/14	L48	Daryl E. Gordon	Cincinnati, OH	3/26/15
L867	Edward J. Palamar	Winnipeg, MB	1/19/14	L781	Rick D. Winship	Independence, MO	3/26/15
L255	Neville Cave.....	Calgary, AB	2/13/14	L528	Timothy M. Hoday	Niagara Falls, ON	4/9/15
L3888	John D. Anketell.....	Toronto, ON	2/15/14	L798	David E. Amituanai.....	San Francisco, CA	4/12/15
L2	Timothy L. Gibson	Chicago, IL	2/19/14	L1657	Raymond Thomas	Hull, MA	4/13/15
L2	Michael T. Reed	Chicago, IL	3/24/14	L4405	Aaron S. Hughes	Midland, TX	4/16/15
L2	Kenneth R. Wilfert	Chicago, IL	4/14/14	L2088	Mike McCoy.....	Tukwila, WA	4/22/15
L2	Thomas L. Heinrich	Chicago, IL	5/1/14	L1803	Brenda L. Bauer	Reading, PA	4/23/15
L36	Donald E. Busl, Jr.	Washington, DC	5/12/14	L2665	John M. Orf	PFFs of Eastern MO	4/26/15
L854	John J. Halpin	New York, NY	5/29/14	L526	Joe Vissing	Lexington, KY	4/30/15
L2	Robert M. Krupp.....	Chicago, IL	6/15/14	L1582	Peter J. Campbell.....	Oakville, ON	5/2/15
L2	Jimmie L. Slaughter	Chicago, IL	6/17/14	L596	Timothy T. Gunther	Poughkeepsie, NY	5/5/15
L2	James E. Nash.....	Chicago, IL	7/4/14	L36	Kevin A. McRae	Washington, DC	5/6/15

NOTE: Children of IAFF members killed in the line of duty are eligible to receive the W H "Howie" McClellan scholarship which provides financial assistance to attend a university accredited college or other institution of higher learning For more information contact the IAFF Department of Education at (202) 824-1533

Fire Fighter

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Item F1224 - \$45²⁵



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