

The **Bulletin**



Publication of the Illinois Firefighter's Association, Inc.

Volume 71, Number 5

September-October 2017

FIRE LINE - DO NOT CROSS

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DON BUNT CELEBRATES 50 YEARS OF SERVICE TO THE ROSEWOOD HEIGHTS FPD

Don (second from left) pictured with his sons



The Bulletin

September - October 2017 Volume 71 Number 5

The Bulletin is published every other month at Highland, Illinois

Subscription rate - \$15.00 per year

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Bulletin Deadlines:

**January 15, March 15, May 15, July 15,
September 15, and November 15**

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Mission Statement

Dedicated to the advancement of the Fire Service by providing leadership. The Association will proudly support the community of firefighters in Illinois through education, training, benefits and information networking at the local, state and national levels.

President's Message



Dear Fellow Firefighters

This will be last Bulletin before our Annual Conference. Please take the time to get registered and take advantage of the early registration. This year, like in the past, for every three registrations from the same department, the fourth registration is free. You will be receiving some of the best training in this state at your Fire Academy. We will start off on Friday Morning with our annual membership meeting, and classes that will start in the afternoon. Remember, Sunday morning is our Memorial Service Ceremony which ends the Conference, giving due respect for those who has passed on before us.

What's in the Fire Service news - waiting for our Governor to sign our Tire Bill. Hopefully before the Conference, we will have good news on that benefit. If you have not heard, our legislature passed the state budget with sweeps to many special funds, including our Fire Prevention Fund. This sweep has a 10 million dollar price tag. Again, some special programs have not been funded or not fully funded through the Fire Marshal's budget request.

Vice President Terry Ford and I will be attending the Nation Benefit Conference in Nebraska. It is our hope, again, that we can bring back some ideas from other states that could benefit our Firefighters. Every year, we introduce some of the same benefits, such as tax exemptions and property tax credits. We already know, that any form of benefit that involves money, will most likely fail. As Firefighters, we sometimes do a bad job in marketing ourselves. We are so tied up with family, work and the fire department, it does not leave a lot time for the other things. As your fire association, we can only do so much, but individuals calling and discussing your needs with your local legislator, goes a long way. They know how important you are to your community and it shows when it comes to your fund raising events. They all seemed to want to be there and get the exposure they need to get elected. Keep in mind the millions of dollars we save our local residents and over 7 billion dollars state-wide. Please go on the NVFC web site and calculate what your firefighters and department is saving your community. As a first responder, the public sees us during emergency calls and understands the importance we are to them. But, there are a lot people behind the scenes that keep us functional and safe to be able to do our job also.

Firefighting is a team effort and that team goes beyond our local support and to our State Fire Academy. We look at IFSI with the state of the art hands-on training and classroom instruction. But, another very important function, is the IFSI Library, that is far reaching. That Library supports, not only to our local Fire Department, but fire departments nationwide and internationally.

I would like to recognize head Librarian Dr. Lian Ruan for her award for contributions in academic and research librarianship and to library development. She has been with IFSI since 1999 and in 2006, she also assumed the role of Director of International Programs. Dr. Ruan has a long list of accomplishments and the Illinois Firefighters Association wants to Thank her for a job well done. For every foot soldier on the ground there is many more supporting their needs. The same thing can relate to the active firefighter.

So "Train Smart, Be Safe"

God Bless

John Swan President IFA



LEGISLATIVE UPDATE

By Margaret Vaughn, IFA Legislative Lobbyist

Senator Paul Schimpf (R-Waterloo) and Representative Terri Bryant (R-Murphysboro) were presented with the IFA Chief's Helmet Award at the August Coal Belt Fire Association meeting in DeSoto by IFA Director Jeff Stuck and IFA Lobbyist Margaret Vaughn. Sen. Schimpf and Rep. Bryant were the chief sponsors of HB 771 which would allow volunteer fire chiefs to purchase tires for their own vehicles at the discounted government purchasing rate which was signed into law Aug. 8th

DISCOUNTED TIRE PURCHASE BILL NOW LAW

Now that Governor Rauner signed HB 771 it went into effective immediately. The guidelines for the tire purchases are as follows:

- Volunteer firefighters in good standing are allowed to purchase 4 tires every 3 years for their personal vehicle at the Government Joint Purchasing Act discounted rate.
- The volunteer has to still pay for the tires out of pocket as well as all taxes
- In order to purchase the tires, they will a letter on the letterhead of their FD or FPD authorizing the purchase and include the volunteer's name and license plate number and a reference to the Joint Purchasing Agreement

For a complete text of the new legislation go to <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=100-0471&print=true&write=>

10 YEAR BATTERY SMOKE DETECTORS BILL SIGNED INTO LAW

HB 3773 was signed into law Aug. 18th. The new law updated the Smoke Detector Act to require homes built before 1988, which are still using removable battery alarms, to replace them with long 10 year non-removable battery over the next five years. There have already been 77 fire deaths in Illinois just since January making us second the nation just behind New York with the most number of fire deaths. We plan to educate the public and media as much as we can on this new law in an effort to prevent more deaths and injuries. Special thanks to Rep. Kathleen Willis and Sen Martin Sandoval for sponsoring this measure.

GOVERNOR VETOES HB 2778 - FIRE PROTECTION IN "No Man's Land"

Rep. Kathleen Willis (D-Addison) and Sen. Emil Jones (D-Chicago) sponsored legislation for IFA in the form of HB 2778 to address the problem of areas of the state considered to be in "no man's land" which have been assigned coverage to a fire protection jurisdiction by 911 system but are not on the tax roll of either a fire protection district or municipal department which results in the property owner getting free service at the expense of the rest of the taxpayers. The legislation would give fire protection districts the ability to vote for an ordinance to annex in these properties so they are paying their fair share. Under the legislation the property owner would be notified by certified mail 20 days prior to a public hearing and all interested parties would be allowed to speak.

Unfortunately the Governor vetoed the measure because he felt it would "increase property taxes". It is not fair to all the other taxpayers in your district that certain property owners should get "free service". We intend to work with the sponsors of the legislation for an override in the upcoming fall veto session scheduled to for Oct. 24-26th and Nov. 7-9th. Please reach out to your legislators in both the House and Senate and urge them to support the override of HB 2778.

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INSPECT TO PROTECT

**Proper inspection, testing
and maintenance of fire
sprinklers in your community's
buildings ensures operation
in the event of fires.**

Fire sprinklers provide the greatest fire protection for the buildings in your community. They control a fire while it's still small and allow occupants to safely escape.

However, just like other systems in a building, it's essential that a fire sprinkler system is inspected, tested, and maintained (ITM) to keep it properly operating.

Illinois state code, NFPA 101: Life Safety Code (2000 edition), requires all automatic fire sprinkler systems, standpipe systems, and fire pumps to follow ITM procedures according to the NFPA 25 standard. Building owners must utilize an inspector or company that is NICET Level II certified and/or trained through an approved apprentice program to comply with Illinois state law (225 ILCS 317/1).

Don't let a devastating fire happen in your community. Ensure your local building owners and managers comply with state requirements by incorporating fire sprinkler system ITM programs in their buildings.



For more information about fire sprinkler ITM:

**FireSprinklerTesting.org
(708) 403-4468**



Chaplain's Corner

Firefighter Prayer For Protection

Dear Lord, with all the advances in Personal Protection Equipment (PPE), with all the improvements in tactics that maximize our safety, with all the training that has focused us upon personal practices to safeguard our health, and all the painful and sometimes tragic lessons that we have had to learn from – yet we ultimately turn to You in faith knowing that it is Your presence, Your faithfulness, and Your sovereign hand that protects us from so many dangers to our health and safety that are beyond our control and even protects us at times from our own mistakes. So, Lord, we ask You to please...

...Protect us from the many harmful toxins produced on the fire and haz-mat scenes – and for those that we do ultimately breathe in, please put a hedge about the cells of our bodies so they may not enter and do their damage.

...Protect us from unseen and often unexpected pathogens on the medical scene – shield us so that we are impervious to bloodborne and airborne substances that would seek entry.

...Protect us from unsafe buildings whose structure has deteriorated or has been modified and compromised in any way as we enter with limited or zero visibility. Lead us around those dangers even if we never realize that You did it.

...Protect us from impaired or distracted drivers on the roads as we respond to the emergency needs of our community and when we are working the accident scene. Wake them up, Lord, or alert them in some way before they come upon us and cause harm.

...Protect us from misdirected and malicious citizens, live shooters, and terror activities. Though rare, Lord, in this increasingly violent world we ask You to intervene when we become the targets.

...Protect us from training accidents as we do our best to prepare ourselves for the emergency scene with simulated learning experiences that can sometimes go awry.

...Protect us from the stress of our fire service experiences and the physiological responses in our bodies that sometimes linger long beyond the usefulness for which You created them. Bring our bodies, minds, and emotions back into the balance for which we were designed in Your time.

...Protect us from the increasing catastrophic weather related disasters. As we respond and rescue our communities we will trust that You will hold our lives and safety – and that of our families – in Your hands.

...O Lord, protect our hearts and souls from cynicism or unbelief that denies or forgets or ignores the faith reality that You have called us, that Your presence is with us, and that You are accomplishing Your redemptive purpose through us as we serve.

...We pray for healing for all our brothers and sisters who are sick or injured as a result of their fire service experience. And we pray for grace and strength for those families whose loved one has laid down his or her life in a line-of-duty death while faithfully serving. Amen.

Kevin Coffey, IFA Chaplain (815-457-2007) kc9526@yahoo.com

Don Bunt Celebrates 50 Years of Service with the Rosewood Heights FPD



Don Bunt of the Rosewood Heights FPD recently reached the 50-year mark of service with the district. For the soon to be 89-year-old, faithfully serving is something he just always thought he should do for his community. Growing up as a kid behind the fire station, Don has always been drawn to serve. He started with the district in July 1967, eventually concluding decades of paid service at Olin Brass factory. "I was out there in the front yard on the hill working with my flowers, and all of a sudden someone came up and tapped me on the back. I turned around and it was fireman John Ford. He asked, 'Would you like to join the fire department?'"

Don recalled. He quickly worked his way up to captain, a role in which he served for several years.

For the Bunt family, serving the community is just simply in their blood. Don's sons Don Bunt Jr., Dan Bunt and Tim Bunt all have decades of service in the Riverbend to their name. Don Jr. served 44 years in law enforcement, including 33 years with the Madison County Sheriff's Office. Dan has been in the law enforcement field for 27 years, the past 18 with the Wood River Police Department. Tim is chief of the Rosewood Heights Fire Protection District, where he's been a firefighter for 37 years.

Much has changed in his 50 years. Don recounted the days where those in the field couldn't rely on the kind of PPE most firefighters take for granted today. "You didn't get gear as soon as you joined, because they didn't have any," Don said, remembering back to his first fire. "When it was winter, you wore your winter clothes." He explained how training has also greatly improved, preparing the new recruits for the increasingly dangerous situations firefighters face today. Don said he reported only to house and grass fires back then; there were no medical runs. He even remembers the department once housing a chicken coop!

The department now responds to about 350 calls a year, with 30 volunteers and three paid employees, running with two engines and one rescue truck. One thing though has remained true over the years: The job isn't for everyone. Don recalled one instance when he arrived at the station to respond to a fire call only to find a man lying on the floor who'd had a heart attack. He tended to the man until paramedics and fellow firefighters arrived back at the station. "There have been times I thought I was going to quit, but it's just in the blood or something that keeps me wanting to do it as long as I can," said Don. And through it all, one woman, loving wife and mother Evelyn Marie Bunt, has been by Don's side. "She has always supported me. I don't like to leave her alone, even when we get calls at night," said Don of his wife of 67 years.



Don was the center of attention during his 50-year celebration on Aug. 19. The Rosewood Heights FPD where Don has faithfully served threw a party at Wood River Moose Lodge, welcoming retirees, friends and family, a guest speaker and other fanfare to round out the festivities. Don may not fight fires anymore, but he doesn't let that stop him from serving the district. Now affectionately called "Grandpa" by most of the youngsters in the district, he still serves as dispatcher and historian. As though he would have it any other way. "We don't do it for the fame, or the money," said son Tim of his father and brothers, "we do it as a way to give back to the community we live in."

That, too, of course, is a lesson they learned from Dad.

The Mission is Safety

By Hersch Wilson



Supporting Those Who Serve

There are typically two ways we come to a conversation about the health and safety of our departments. First, and often heart-breakingly, there is a preventable incident that “wakes up” the department. Second, the officers decide that they need to focus on health and safety before something happens. Of course there is often a third scenario, when a department, because they’ve never had an incident such as a firefighter getting clipped by a car while managing traffic at a rush hour crash, believes they are somehow magically protected and do not need to focus attention on health and safety.

The truth is that we can all improve in regard to our two highest priorities – the health and safety of the individuals on our departments.

In my non-volunteer life I’ve had the great fortune to work for companies all over the world as a culture and leadership consultant. This article is based on the best practices I observed.

Leading

The health and safety of your department starts with leadership — the officers working in concert, on the same page.

But there is the problem. Depending on the day and the last call, the priorities of a volunteer fire department can change in a heartbeat. There’s that old truck that needs to be replaced, money that needs to be spent down before the end of the fiscal year. We need new recruits! We need to change the way we fight fires! Now we don’t!

The list goes on.

The attention span of any group of people, including fire departments, is short and easily distracted. However, as Max Depree, former CEO of Herman-Mill, noted, “The first responsibility of a leader is to define reality.” This means helping an organization understand that no matter what today’s distractions are, the organization has a mission. The task of a leader is to define the mission and keep the organization focused.

Mission Driven

A mission statement is simply a statement of what is important to the organization. Most fire department mission statements start with “Our mission is to protect life and property.” But most miss this important clause: “Further, we will execute our mission in the safest way possible.” Next, there needs to be: “The health of our firefighters and first responders is the highest priority.”

A note: If you see tension between those statements, for example, “protect life” and “the health of our firefighters is the highest priority,” that’s great! Why? Because in the resulting conversations you will have you will find ways to accomplish both.

Creating a Safety- and Health-Focused Mission Statement

The fact is that most organizations and leaders believe that the act of writing a mission statement is the end. Then, the mission statement goes on the wall or in a file and gathers dust. Might as well just toss it.

Writing it is the easy part. Making it come alive is the work. Here are some tips for incorporating the

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mission into the department's every-day culture.

1. Be the thought leader. Understand it, be comfortable "selling it," be comfortable explaining it.
2. Use it every time you can. It is a speech that you give over and over again until you are sick of hearing yourself talk. Just about then your department will get it, "Oh, you mean safety and health are a priority!"
3. Build the expectation that everyone on the department needs to know the mission and their role in executing it. As an example, a CEO friend of mine would randomly ask employees, "What is our mission and what is your role in executing our mission?" The word soon got around that not only did you need to know what the mission was, but your role had better be connected to it. Otherwise, the CEO might sweetly ask, "If your role is not connected to our mission . . . why are you here?"
4. If safety and health truly reflects the priorities of the department, then regular meetings need to include time spent discussing the mission priorities. Simple as that. In an ideal world, the priority discussions ought to be: "How did we do on safety this month? What did we learn?" And the same for health.

A Culture Shift

The culture of an organization is something that can't be touched or measured but you feel it as soon as you walk into a room of people. It is the ocean we swim in. A great culture is open, fun, curious, supportive, accountable, and can make the job of leading a joy. On the other hand, a toxic culture is back-biting, feuding, blaming, and can make leading miserable.

If you sit back and listen you can hear the culture working. Do we really believe safety is an issue? Do we care about our health? Do we openly discuss incidents and mistakes, or do we cover them up?

Driving mission into an organization, especially into our tradition-bound departments, is a cultural shift. Changing a culture (aka "the way things are here") takes patience and over-communicating. It needs to be marketed, sold, and most importantly, led.

Yes, it circles back to the leader and the leadership team. You cannot tell adults "how to be." Rather, first we need to be the change we want to create. For example, create a meeting agenda item such as "Here is the safety mistake I made and what I learned" or "Here are the two things I'm doing to take better care of myself." Go first! Have your officers go next. Even if there is silence for months, keep the practice going.

Be patient and it will pay off.

The National Volunteer Fire Council recently released a training manual that can help departments learn the "hows" and "whys" of incorporating health and safety into all aspects of their culture and operations. Volunteer Fire Service Culture: Essential Strategies for Success is available for free download on the NVFC web site at www.nvfc.org, and print copies can be ordered for your department.

Be Brave. Be Kind. Be Safe!

Hersch Wilson is the medical captain with Hondo Volunteer Fire and Rescue in Santa Fe County, NM. He has been with the department since 1987. In his "other life" he is a leadership and organizational culture consultant and a soccer coach. Visit him at Herschwilson.com or on Facebook at 'Hersch Wilson-Firefighter.'

2017 IFA Conference - Classroom Classes

Reading Smoke Friday 1pm – 5pm at IFSI *Limited to 30 students*

Choose one of the following classes and register in advance to assure your spot in the class. Because skills build upon each other, when you choose a Down & Dirty class, you must participate in all portions of that class and you must have your gear, including SCBA, with you for all portions of the class.

Down & Dirty Small Department Strategy and Tactics Friday 1pm – 5pm and Saturday 8am – 5pm at IFSI *Limited to 50 students*

Make better decisions. From this class students get an understanding of the Incident Command (IC) system, utilizing strategic and tactical objectives, risk management, pre-incident planning, and accountability. The class also covers personnel safety, hazard identification, and the variables of fire department responses. This class is designed for those responsible for commanding one to two companies at the scene, such as Company Officers and Chief Officers of small fire departments.

Firefighter Rehab and Heat Stress Management Friday 7pm – 9pm at IFSI

This class discusses the relationship between heat stress and cardiovascular strain and how this is likely to impact firefighter injuries and fatalities. Instructors review recommendations for on-scene rehabilitation and discuss methods for implementing effective programs. Examples of recommended rehab policies and best practices will be provided or referenced.

Building Construction Saturday 8am – Noon at IFSI *Limited to 30 students*

This class provides an understanding of construction types from fire-resistant materials such as brick, concrete and steel, to wood frame structures. The structures of floor and roof systems are discussed and what they do under live and dead loads during fire and suppression activities. Openings such as windows, doors, skylights and ventilation shafts are discussed as they relate to the firefighting, search and rescue profile.

Fire Behavior Saturday 1pm – 5pm at IFSI *Limited to 30 students*

Students will learn about the relationships between fuel, oxygen, heat and the chemical chain reaction, physical properties, heat transfer from ignition through flashover and their associated hazards.

AWR-140 Introduction to Radiological/Nuclear WMD Operations Friday 1pm – 5pm at hotel

This class presents a radiological/nuclear WMD overview consisting of ionizing radiation fundamentals, terminology, health effects, and recognition factors. This information is requisite knowledge for responders performing the interdiction/prevention mission and others who are likely to be the first to arrive at a radiological/nuclear incident. This fundamental knowledge of ionizing radiation and its effects is vital to responder safety, allowing performance of their mission while keeping the risk as low as reasonably achievable.

Peer Support Friday 1pm – 5pm and Saturday 8am – Noon at hotel

Peer support is all about getting help from those who understand you best. The goal is to help facilitate a culture within the fire service that allows fire service members to make it safe to talk to one another and ask for help when it is needed – whether it is for mental, emotional or physical support. All Peer Support activities are completely voluntary and is meant to be used as a resource when needed.

EMS: Managing the “EEW”, “NEW” and the “YOU” Friday 1pm – 5pm and Saturday 8am – Noon at hotel

This four-hour session covers such trauma topics as “Bleeding and Tourniquets” and CNS Injury/Concussions”, diving into the most recent techniques and information that may be used to mitigate massive bleeding, save more viable brain cells, and decrease recovery times. Also included is the concept of Crew Resource Management and Self-Preservation 101 which takes a hard look into the price Emergency Responders pay for doing what they love. The class is led by Jamie Temple, Manager for EMS and Public Safety for Eastern Iowa Community Colleges.

Rescue Task Force Friday 1pm – 5pm and Saturday 8am – Noon at hotel

Rescue Task Force, a patient-centric approach to life-saving, is an aggressive response to an active shooter incident that provides rapid medical treatment at the point of injury. This class introduces and trains the Law Enforcement Officer, Firefighter, or EMS provider in the concepts and tactics needed during the joint response rescue phase of an Active Shooter Event. Students learn the tactics necessary to enter and operate in the “warm” zone with a Law Enforcement cover element, vital to responder safety, allowing performance of their mission while keeping the risk as low as reasonably achievable.

2017 IFA Conference - Hands On Classes

Down & Dirty Foundations of Firefighting *Limited to 50 students* Friday 1pm – 5pm and Saturday 8am – 5pm at IFSI

Are you ready to get in there and fight the fire? This class is designed for the new firefighter and covers extensive fundamental firefighting skills necessary to function on a fireground. Subjects include (among others): self-contained breathing apparatus (SCBA), ladders, fire stream management and basic fireground operations. Students will participate in the live-burn exercise as members of a firefighting crew

Down & Dirty Coordinated Fire Attack *Limited to 40 students* Friday 1pm – 5pm and Saturday 8am – 5pm at IFSI

This more advanced class is designed for firefighters with experience on ten actual or training fires and/or at least four years as a firefighter, plus be competent in core firefighting skills. Students participate in evolutions that combine engine, truck and rescue operations, using ladders, hose, forcible entry, search and rescue techniques, and SCBAs. Emphasis is placed on coordinating these skills during fireground operations.

Basic Responder Intervention Team *Limited to 40 students* Friday 1pm – 5pm and Saturday 8am – 5pm at IFSI

This RIT class combines time in the classroom with eight hours of hands-on training and covers operations and tactical and strategic operations related to downed firefighters. Preventive or proactive methods of avoiding situations where firefighters are trapped are highlighted. Practical reactive techniques or mitigation of a downed responder are demonstrated and practiced in the hands-on portion.

Down & Dirty Basic Pumps *Limited to 40 students* Friday 1pm – 5pm and Saturday 8am – 5pm at IFSI

This class teaches core competencies with pumps and their related controls. Instructors lead discussion on proper maintenance, inspection, and record keeping for fire apparatus. Descriptions and demonstrations of pumps and their related controls or devices include the operation of centrifugal pumps, priming devices, relief devices and multi-stage pumps. Hands-on pumping operations take the majority of class time.

Myths and Realities: *Fog nozzle vs. Smooth Bore Nozzle* Friday 7pm – 9pm at IFSI

This one-hour class focuses on one of the most historic debates in the fire service – the use of smooth bore nozzle or a fog nozzle during fire attack. Which is better and/or safer? The class will explore different hose stream selection for fire attack and the pros and cons of each. The class explains how fires grow and spread and how to recognize and anticipate what is happening in a burning building by observing the smoke and fire conditions. Understanding the difference in color, thickness, speed of movement, and location of smoke within the structure are important skills examined in this course.

New this year, you can register on the IFSI website.

Registration Form

IFA Down & Dirty Fire Fighting Weekend

October 19 -22, 2017

Step 1

REGISTRATION INFORMATION (Please print clearly or type)

Driver's License No. _____

State of issue _____

Social Security No. - -

SID # (FEMA Student ID) _____
(required for NFA class)

Date of Birth _____ / _____ / _____ Sex: Male _____ Female _____

First Name _____ MI _____

Last Name _____

Mailing Address _____

City, State, Zip _____

Home/Eve Phone (_____) _____

Day/Work Phone (_____) _____

Student e-mail address _____

Name of your local library _____

Dept./Organization _____

Dept. Address _____

City, State, Zip _____

Dept. Phone # _____

Dept. e-mail address _____

Years of Service _____ Rank/Title _____

In case of emergency, notify: _____

Phone # _____

Step 2

REGISTRATION FEES

IFA members before October 2 \$ 50
Non-IFA members before October 2 \$ 75
Received after October 2 and at door \$100
Non-IFA members after October 2 \$125
Get a free registration for every three from the same organization.

Signature Required

All registration forms **must** be signed **on the back side** ► by chief, training officer, or department head, regardless of who is paying the registration.

Step 3

CHOOSE YOUR CLASSES

Please rank your preference for these two days of training from 1 to 3, with number 1 being your first preference. If you choose a Hands-On class, you must participate in all portions and have your gear with you. (Maximum number of students per class)

HANDS-ON FRIDAY/SATURDAY CLASSES IFSI

Friday 1pm-5pm and Saturday 8am-5pm

- ___ Foundations of Firefighting (50)
- ___ Coordinated Fire Attack (40)
- ___ Basic RIT (40)
- ___ Basic Pumps (40)

CLASSROOM FRIDAY/SATURDAY ~location~

- ___ Small Department Strategy & Tactics ~IFSI~
Friday 1pm-5pm and Saturday 8am-5pm (50)
- ___ Peer Support ~hotel~
Friday 1pm-5pm and Saturday 8am-noon
- ___ EMS Managing the EEW, NEW, YOU ~hotel~
Friday 1pm-5pm and Saturday 8am-noon
- ___ Rescue Task Force ~hotel~
Friday 1pm-5pm and Saturday 8am-noon

FRIDAY AFTERNOON 1pm – 5 pm (location)

- ___ Reading Smoke ~IFSI~ (30)
- ___ AWR-140 Intro to Radiological/Nuclear WMD Operations ~hotel~

SATURDAY at IFSI

- ___ Building Construction - 8am-noon (30)
- ___ Fire Behavior - 1pm-5pm (30)

FRIDAY EVENING at IFSI

- ___ Myths and Realities at IFSI - 7pm-9pm
- ___ Firefighter Rehab - 7pm-9pm

Note: these Friday evening classes can be in addition to Friday daytime classes

ALL HANDS-ON CLASSES HAVE LIMITED ENROLLMENT, PLEASE REGISTER BEFORE OCTOBER 2

Register online at www.illinoisfirefighters.org or mail registration form with registration fee to:

Illinois Firefighter's Association

c/o Kerry Federer, Secretary/Treasurer

P.O. Box 77, Glen Carbon IL 62034 618/882-4783

Fax 618/882-7287 | editor@illinoisfirefighters.org

Make checks payable to Illinois Firefighter's Association

Pay online or call treasurer to charge your registration on credit card.

You must be 18 years old or older and sign the form on the back side ► of this page to participate in hands-on training.

Acknowledgement of Risks and Release of Responsibility

The Board of Trustees of the University of Illinois, through its Illinois Fire Service Institute, attempts to conduct its training programs in a safe and efficient manner. However, it is not possible to eliminate all of the potential hazards to a student's safety. Before any student participates in an Institute training program involving the teaching of emergency response skills, he/she should be familiar with the level of physical stress and other hazards involved. Please read the following explanations of the physical and mental requirements of this course and sign the form to acknowledge that you have read and understand the information. Students who cannot comply with these requirements will not be allowed to participate in parts of the training involving physical exertion, or the use of protective equipment. They may attend lectures and observe evolutions from a safe distance.

I acknowledge:

1. Practical skills training of all disciplines can be a physically and mentally stressful activity, requiring physical exertion; exposure to high temperature and humidity levels; toxic atmospheres; working at heights and in confined spaces; the possibility of elevated body temperatures, increased pulse, respiration, and blood pressures; and the ability to react quickly to emergency situations.
2. Persons with known heart or lung disease, hypertension, who are pregnant (Note: spontaneous abortion will occur with pregnant females when core temperature elevates), or have other medical or mental conditions which may affect their health and safety under these conditions, are advised to check with their personal, or fire department, physician before participating in the activity. The ability to meet the Illinois Department of Labor Respirator Wearers physical evaluation is the responsibility of the sponsoring department/agency and is a requirement for any course requiring the use of a self-contained breathing apparatus.
3. Protective clothing and self-contained breathing apparatus meeting the appropriate NFPA standards, at the time of manufacture, must be worn during most practical exercises and live fire training as directed by the instructor in charge. Protective equipment must be in serviceable condition.
4. Individuals with facial hair, jewelry, or other impediment to the proper seal of the face-piece on self-contained breathing apparatus will not be allowed to participate in evolutions where the atmosphere is toxic or may become so.
5. The use of alcohol, and other drugs, which affect mental or physical reactions, immediately preceding, or during training, is prohibited.
6. I am 18 years of age, or older, and an active member of a public or private fire department, public sector agency or authorized private corporation pre-approved by the Illinois Fire Service Institute (IFSI).
7. For purposes of promoting the IFSI, I agree to allow IFSI unlimited use of my image, with no compensation.
8. By the signature of the Chief/Training Officer, the department acknowledges extension of its Worker's Compensation coverage to the student. In the event of injury during training, the student is responsible for notifying his or her department to initiate the process. IFSI does not provide insurance coverage for students. Any and all injuries, no matter how minor, will be reported to the IFSI staff who will have the final say in selecting the treatment disposition for the student. This may range from on-site treatment to ambulance transportation to a local emergency department or occupational medicine agency. If a student or department does not accept these terms, or refuses to comply with IFSI's treatment decision and disposition, the student will be dropped from the remainder of the class (or program) and will not be eligible for any refund.
9. IFSI will not sell nor distribute your email to any outside agency, except to Parkland College, as outlined in number 12, below. IFSI will, from time to time, provide you with organization updates, newsletters, surveys and the like. Providing your email address will serve as your approval for these periodic distributions.
10. No unauthorized cameras are allowed at IFSI training or IFSI sponsored training events. The unauthorized use of cameras may lead to confiscation of the camera.

Chief/Training Officer Signature: _____
Title & Signature Printed Name

Participant's Signature: _____
Title & Signature Printed Name

Date: _____

*Use of Student Social Security numbers: Furnishing a Social Security number (SSN) is voluntary and not required for enrollment. However, the University of Illinois is required by federal law to report to the Internal Revenue Service (IRS) the name, address and SSN for persons from whom class fees and related expenses are received. Federal law also requires the University to obtain and report to the IRS the SSN for any person to whom compensation is paid. Failure to provide such information may delay or even prevent your enrollment. The University will not disclose a SSN for any purpose not required by law without the consent of the student.

**For conference information, contact:
Joe Mandarino, Conference Director
24403 Arrowhead Drive
Manhattan IL 60442
708-935-2893 corky2700@aol.com**

P.O. Box 77, Glen Carbon, Illinois 62034 (618) 882-4783

October 19 – 22, 2017

Wyndham Garden

1001 Killarney Street, Urbana, IL 61801-1036

217-328-7900

Name _____

Department

Address _____

City, State, Zip

County

Check one ☐ Guest ☐ Delegate (Please complete delegate credentials form)

Conference fees (if received before 5 pm October 2, 2017)

IFA Member	\$ 50
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Non-IFA Member	\$ 75
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Conference registration fees (if received after 5 pm September 29, 2016 and at the door)

IFA Member	\$ 100
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Non-IFA Member	\$ 125
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TOTAL AMOUNT ENCLOSED \$

Early registration must be received by 5 pm October 2, 2017

NOTE: GET A FREE REGISTRATION

FOR EVERY THREE REGISTRATIONS FROM THE SAME ORGANIZATION

PAYMENT MUST ACCOMPANY REGISTRATION FORM

Registration can be paid by credit card - Credit Card #

Name on Card _____ Expiration Date _____

Authorization signature _____ CVV _____ Billing Zip Code _____

Mail completed form with your payment to:

Illinois Firefighter's Association
Kerry Federer, Secretary/Treasurer
P.O. Box 77
Glen Carbon IL 62034
Phone 618-882-4783
Fax 618-882-7287
Email: editor@illinoisfirefighters.org

Questions about the conference, contact:

Joe Mandarino, Conference Director
24403 Arrowhead Drive
Manhattan IL 60442
708-935-2893
Email: corky2700@aol.com

Hotel reservations may be made by contacting: Wyndham Garden, 217-328-7900. Be sure to mention Illinois Firefighter's Association when making reservations. Rooms have been reserved for \$70 single or double per night (plus 5% city and 6% state hotel taxes).

For Americans with Disabilities: If you plan to attend the IFA Conference and need an accommodation, please contact Joe Mandarino at 708-935-2893 by September 29, 2017.



Illinois Firefighter's Association, Inc.

P.O. Box 77, Glen Carbon, Illinois 62034 (618) 882-4783

OFFICIAL FIRE DEPARTMENT CREDENTIALS 2017

To the Officers and Members of the Illinois Firefighter's Association, Inc.

This certifies that _____ and _____ are

Members of the _____ FIRE DEPARTMENT in good standing and that they were duly elected as delegates to represent the above department at the 2017 Annual Conference of said Association in Urbana, Illinois.

Dated this _____ day of _____ A.D. 2017

Secretary (signature)

Fire Chief (signature)

127th Annual Conference Firefighter Down & Dirty Fire Fighting Weekend

October 19 – 22, 2017

Wyndham Garden

1001 Killarney Street, Urbana, IL 61801-1036

217-328-7900

Mail, fax or email completed form to:

Illinois Firefighter's Association
Kerry Federer, Secretary/Treasurer
P.O. Box 77
Glen Carbon IL 62034
IFA Phone: 618-882-4783
IFA Fax: 618-882-7287
editor@illinoisfirefighters.org

Note: Credentials are kept on file. Those delegates on file are the delegates eligible to vote unless a new delegate form is filed.

CALL TO ACTION: Protect the Fire Prevention Fund

Fire Chief Mike Mavrogeorge, IFSA Chairman

As the Chairman of the Illinois Fire Services Association, my number one legislative priority is the protection of the Fire Prevention Fund. As part of the Budget Implementation Act, SB42, \$10 MILLION is to be swept from the Fire Prevention Fund. This is 23.5% of the Office of the State Fire Marshal's budget. This fund sweep does real harm to the Illinois Fire Service. We will need you to contact your state representatives and state senators to explain to them what the fire prevention fund is and why it is so important to the fire service in Illinois. Ask them to support the restoration of the \$10 million to the Fire Prevention Fund. Here are some facts to help you:

THE FIRE PREVENTION FUND IS NOT FUNDED BY TAX REVENUE

Insurance Companies pay 1% of the gross fire, sprinkler leakage, riot, civil commotion, explosion and motor vehicle fire risk premium receipts from business done in the State of Illinois during the previous year into the Fire Prevention Fund.

THE FIRE PREVENTION FUND PROVIDES THE BUDGET FOR THE OFFICE OF THE STATE FIRE MARSHAL AND ESSENTIAL FIRE SERVICE FUNDING THROUGH GRANTS AND LOANS

12.5% of the fund operates the Illinois Fire Service Institute (our State Fire Academy) that trains firefighters across the state and conduct vital life safety research to better protect firefighters.

2.5 % of the fund operates the Cornerstone Training Program that provides no-cost training to firefighters across the state. This training is most used by volunteer firefighters, who make up 75% of the firefighters in Illinois, and financially distressed fire departments and fire protection districts. For a perspective on relative impact, the funding from the Fire Prevention Fund/Cornerstone Program at IFSI trained; 12,212 firefighters during FY 2014, 16,478 firefighters during FY2015, and 11,284 firefighters during FY2016. This is approximately 22% of the 62,000+ 1st responder/students trained by IFSI annually. During FY2016, IFSI trained fire departments in 100 of 102 counties and provided training to 921 of over 1,168 fire departments in Illinois.

10% of the fund provides funding to the Chicago Fire Department Fire Academy to train the largest fire department in Illinois.

\$125,000 of the fund provides funding to the Illinois Mutual Aid Box Alarm System (MABAS) to insure disaster response vehicles, so that they are able to respond statewide.

THE FIRE PREVENTION FUND IS NOT FUNDED BY TAX REVENUE

THE FIRE PREVENTION FUND IS CRITICAL TO THE OFFICE OF THE STATE FIRE MARSHAL AND ILLINOIS FIRE SERVICE MISSION OF PROTECTING LIVES AND PROPERTY.

THE FIRE PREVENTION FUND PROVIDES CRITICAL TRAINING TO FIREFIGHTERS ACROSS ILLINOIS.

THE FIRE PREVENTION FUND PROVIDES NEEDED FIREFIGHTING EQUIPMENT, FIRE TRUCKS, AMBULANCES, AND BRUSH TRUCKS TO FIRE DEPARTMENTS IN FINANCIAL NEED.

THIS FUND SWEEP DECREASES PUBLIC SAFETY FOR ILLINOIS' CITIZENS AND FIREFIGHTERS

This fund sweep has caused the Office of the State Fire Marshal to make the following adjustments for budget year FY2018:

Elimination of Senior Officer Leadership and Management Training (\$55,000)-901 fire department leaders from across the state have attended 35 classes since 2008 to receive leadership and management training. Attendees are mostly from volunteer fire departments who would not have received this training otherwise.

Elimination of Additional, Needed, Cornerstone Training above the mandated 2.5% of the fund (\$350,000) -This funding would have provided 270 more very needed firefighting skills classes, training another 7,000 firefighters across the state.

The Bulletin

Elimination of the Explorer-Cadet Training Program (\$65,000) - Volunteer departments make up 75% of the fire departments in Illinois and volunteers are becoming harder to recruit. Explorer-Cadet organizations are prime recruiting grounds for the future volunteer firefighters of Illinois. Each year approximately 250 young adults attend the Illinois Fire Service Institute Explorer-Cadet Fire School on the grounds of the state fire academy to provide a full spectrum of training to these explorer-cadets. Without this funding, the explorer-cadet fire school will be cancelled.

Elimination of other Firefighter Training Programs (\$230,000) – Over the past 5 years, the Illinois Fire Service Institute has averaged 527 firefighters attending Summer Fire College; 118 firefighters attending Illinois Firefighters Association Weekend in the fall; and 262 firefighters attending Winter Fire School in January. This funding would have covered lodging costs at the Illinois Fire Service Institute during these programs. Volunteer and full-time firefighters from financially distressed fire departments cannot afford lodging.

Elimination of the Fire Truck Revolving Loan Program (\$3,000,000)- 188 zero to low interest loans to 163 financially distressed fire departments (some fire departments have received more than 1) since the program started for fire trucks, ambulances, and brush trucks for a total of \$33.2 million.

Elimination of the Fire Station Revolving Loan Program (\$2,000,000) – This program would have provided zero to low interest loans to fire departments for the purpose of making critically needed safety renovations.

Decrease in Small Equipment Grant Program (\$800,000) - Since 2007, 638 fire departments have received a maximum of \$26,000 grants for needed firefighting equipment for a total of \$11, 224, 00.00. Program was decreased \$800,000 due to the fund sweep.

Elimination of needed State Fire Museum Repairs (\$1,000,000) – The state fire museum at the state fairgrounds is in an extreme state of disrepair. This funding would have provided for badly needed repairs.

PLEASE CONTACT YOUR LEGISLATORS AND ASK THEM TO SUPPORT THE RESTORATION OF THE \$10 MILLION SWEEP FROM YOUR FIREFIGHTERS AND THE FIRE PREVENTION FUND

New CWG® Fire/EMS PAK Illinois State Director!

We are pleased to announce Tyler Devonshire of Weber Insurance & Realty Brokers Inc. in Robinson has been appointed CWG Fire/EMS PAK State Director in Illinois.

Tyler will conduct Fire/EMS PAK business through Weber Insurance Agency, Inc. and Crawford County Insurance Agency Inc. in Oblong, Illinois. Weber Insurance & Realty Brokers has been in business for over 100 years and is committed to helping you insure your local fire department.

**For a quote, ask your agent to contact
Tyler Devonshire today!**



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|-------------------------------------|--------------------------------------------------------------------|
| • Property & Commandeered Property | • Fire Trucks & EMS Autos |
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Products and services are provided by one or more insurance company subsidiaries of W. R. Berkley Corporation. Not all products and services are available in every jurisdiction and the precise coverage afforded by any insurer is subject to the actual terms and conditions of the policies as issued. | 1868CWG-AD-FDK-03-17



California Casualty Offers Special Protection for Illinois Firefighters



Firefighters do it all: they educate the public about fire danger and other safety issues, provide lifesaving response to crashes, charge into burning buildings at their own peril to rescue others, and man the lines when raging wildfires threaten property and communities. It's a necessary but dangerous job.

Unfortunately, a number of these first responders never return home again. Two firefighters from Illinois have died this year in the line of duty. Two others who were lost in

2016 will be honored as the nation pauses to remember fallen firefighters this October at the National Fallen Firefighter Foundation Memorial.

California Casualty has partnered with IFA since 2012, offering auto and home insurance tailored to their members' professional needs. Recognizing the risk firefighters face every day, it was all too evident of the need for extra protection for the surviving families of those who gave their lives in the line of duty.

The Fallen Officer/Fallen Hero Survivor Benefit is one of the exclusive benefits provided with each policy from California Casualty – should a firefighter lose his or her life in the call of duty, California Casualty will waive the premium due for the surviving partner or spouse for the remainder of that year and for the next. There is no extra cost or activation. It's a peace of mind offer for the families of those who put their lives on the line.

California Casualty is currently the only property and casualty insurance company to offer this type of premium waiver for fallen public safety professionals.

California Casualty's ties to the IFA run deep and you can rest assured that we will continue to walk hand-in-hand with firefighters.

Just as emergency personnel dedicate themselves to protecting their neighbors, California Casualty dedicates itself to living up to promises to protect American heroes like you. California Casualty is more than an insurance company. It's a fourth generation, family owned institution based on a strong moral code. CEO, Beau Brown, says, "People who commit to make a difference for our communities deserve financial protection with the highest levels of care, service, compassion and understanding."

To find out more about California Casualty's auto and home insurance tailored exclusively for Illinois firefighters, including the Fallen Hero Benefit program, visit www.calcas.com/IFA or call 1.800.800.9410.

TRI-STATE EMERGENCY RESPONDER CONFERENCE

OCTOBER 20-21, 2017
GRAND RIVER CENTER
DUBUQUE, IA



www.nicc.edu/fireems

FEATURED SPEAKERS



Michael Kaduce: EMS Instructor, University of Iowa EMSLRC

Dave Dodson: Battalion Chief, Eagle River Fire District

Dane Carley: Battalion Chief, Fargo Fire Department

Jason Dush: EMS Manager for the Texas Department of Public Safety

Billy Goldfeder: Deputy Fire Chief, Loveland-Symmes Fire Department

Steve Murphy: Battalion Chief/Paramedic,
West Pierce Fire & Rescue (Ret.)

SAVE THE DATE!
THE MIDWEST
REGION'S 7TH ANNUAL
CONFERENCE

Fire Lectures
EMS Lectures
Hands On Training:
Fire Attack and Rope Rescue

REGISTER AT www.nicc.edu/fireems

Complete daily schedule and course descriptions available online.



Continuing Education Hours (CEHs) have been approved by Iowa, Illinois and Wisconsin. Nursing and allied health CEUs will be available.

FRIDAY, OCTOBER 20

Junk FM



Genre-bending mashups and juxtaposing styles, Junk FM delivers an infectious high energy show by a crack team of musician-performers. From Garth Brooks to Lady Gaga in one slamming step, simultaneous Eminem and Green Day, Cee Lo Green meets Rod Stewart all while stealing your drink!

SATURDAY, OCTOBER 21

Arch Allies



Featuring the hits of REO Speedwagon, Journey and Styx, Arch Allies rocks the crowd with a collective set of 80's favorites.



CONFERENCE SPONSORS



ENTERTAINMENT

MORE INFORMATION: www.nicc.edu/fireems



Illinois Firefighters Association

Prescription Assistance Program / Community Health Initiative

- You are likely overpaying for your prescriptions even if you have a low insurance co-pay. The Illinois Firefighters Association offers you the opportunity to purchase your prescription at the guaranteed lowest price by comparing your insurance co-pay price to a negotiated discount price through the Discount Drug Network (DDN). *Pricing examples are on the back of this page.*
- **You are eligible to participate in this free program simply by presenting the card below to your pharmacist.**
- This program is accepted at almost every pharmacy in the U.S.
- There is no cost to the patient and there is no patient information required to participate.
- Discounts are available to all participants regardless of current insurance status. (Insured, Uninsured, Medicare)
- All FDA approved brand name drugs and generics are covered by the plan.
- The program is HIPAA compliant requiring no patient data for participation.
- Generic drugs offer substantial savings over their brand equivalent. Ask your doctor if there is a generic drug alternative that provides you with the same medical benefit of the brand drug.

***Guarantee yourself the lowest price
on your prescription drugs!***

**CONTACT US!
www.discountdrugnetwork.com**

**Key in your prescription information
and your zip code.**

**The pharmacies with the lowest price
for your prescription will be displayed.
No patient information required.**

**Don't have internet access?
Our Customer Service number is**

877-537-5537

**The customer service representative will
provide you with the same information.**



Illinois Firefighters Association receives a donation from the Discount Drug Network each time a patient receives a discount. Everyone participating in this free program benefits. Thank you for your participation.



Boost Your Health: Start a Morning Routine.

For more tips just for firefighters
visit www.MyCalcas.com/Fire

Disciplining off-duty misconduct

by James G. Wargo

Ottosen Britz Kelly Cooper Gilbert & DiNolfo, Ltd.

One of your department's firefighters was arrested for an incident that occurred at a bar over the weekend. As fire chief, you question whether you have the authority to discipline the firefighter for this off-duty misconduct. The answer is yes. Off-duty misconduct may in certain circumstances constitute sufficient cause for the imposition of discipline, including discharge.

Generally, disciplinary actions will be sustained so long as the misconduct constitutes sufficient cause for the imposed discipline. Reviewing courts and arbitrators are generally reluctant to sustain or uphold disciplinary measures based on off-duty misconduct absent some nexus to the job and a demonstrable effect on the employer's business or organization.

In addressing off-duty misconduct, fire departments must recognize the special nature of the duties of fire department personnel. Firefighters are entrusted with protecting the public from harm. In order to be effective, firefighters must have the public trust and confidence. Firefighters are highly skilled employees that perform important health and safety duties, and have direct contact with the public on a daily basis. The well-being and safety of the public and other firefighters are dependent on self-disciplined firefighters who are able to conduct themselves in positive, productive and mature manner at all times.

Many fire departments have enacted rules that make certain off-duty misconduct subject to discipline. For example, many department policy manuals prohibit employees from violating any federal, state or local law or ordinance and withholding information on criminal activity. Many departments also prohibit conduct unbecoming of a firefighter, which often involves off-duty conduct.

Suspension

Fire chiefs are given broad discretion in determining proper cause for suspension so long as such discipline is based upon "substantial misconduct or incapacity." *Zinser v. Board of Fire and Police Commissioners of the City of Belleville*, 28 Ill. App.2d 435 (4th Dist. 1961). Such misconduct must be rooted in "substantial shortcomings" and excludes any conception of misconduct that is "so trivial as to be unreasonable and arbitrary." *Hruby v. Board of Fire and Police Commissioners of the City of Berwyn*, 211 Ill.App.3d 445 (1st Dist. 1974).

A fire chief has authority to suspend a firefighter for not more than five calendar days. Upon the imposition of such suspension, the fire chief must notify the board of fire commissioners (or the board of fire and police commissioners) in writing of the suspension and afford the firefighter the opportunity to appeal the suspension to the respective board of commissioners or arbitrator in the event the department and the labor organization representing the firefighter have agreed to submit disciplinary matters to arbitration. On appeal, the commissioners or arbitrator may sustain the suspension, reverse the suspension, suspend the firefighter for an additional period of not more than 30 days, or discharge the firefighter. (65 ILCS 5/10-2.1-17; 70 ILCS 705/16.13b)

Discharge

A firefighter may not be terminated or discharged from employment except for just cause. "Cause" for discharge must amount to some "substantial shortcoming" that renders an "employee's continued employment detrimental to the discipline and efficiency of the service and something which the law and a sound public opinion recognize as good cause for the employee no longer occupying the office." *Woods v. City of Berwyn*, 2014 IL App (1st) 133450. A board of fire and police commissioners' "decision as to whether cause for discharge exists will not be reversed unless it is arbitrary, unreasonable, or unrelated to the requirements of service." *Sheehan v. Board of Fire and Police Commissioners of the City of Des Plaines*, 158 Ill.App.3d 275 (1st Dist. 1987).

No firefighter may be removed or discharged from employment except for just cause, upon presentment of written charges and a hearing on those charges before the department's board of fire commissioners (or board of fire and police commissioners) or an arbitrator as required under the relevant collective bargaining agreement. (65 ILCS 5/10-2.1-17; 70 ILCS 705/16.13b)

The Bulletin

Cases involving off-duty misconduct

While the specific facts related to off-duty misconduct will ultimately determine the whether there is sufficient cause for discipline, the following cases illustrates how courts have addressed two incidents of off-duty misconduct involving a firefighter and a police officer.

- In *Sheehan v. Board of Fire and Police Commissioners of the City of Des Plaines*, 158 Ill.App.3d 275 (1st Dist. 1987), a police officer was discharged as a result of a pattern of deception he engaged in with respect to his off-duty employers. Upon a hearing before the city's police disciplinary board, the board found that on at least 12 separate occasions the officer falsely stated that he was working for two different employers at two different places at the same time and received compensation from both employers for the alleged work. Based on this conduct, the city's disciplinary board decided that the officer had committed the criminal offense of theft and attempted theft, which constituted violations of the department's rules and regulations that required compliance with the law and prohibited unbecoming conduct.

Based on this conduct the board found that the officer's conduct constituted "a substantial shortcoming which rendered his continuance in employment as a patrolman detrimental to the discipline and efficiency of the service and good cause for no longer being employed as a member of the police department." Based on this finding the board terminated his employment. On appeal, the appellate court affirmed the board's termination upon concluding that there was nothing in the record to conclude that the police officer's discharge was "arbitrary, unreasonable or unrelated to the requirements of service." The court reasoned that it was "apparent that a police officer who does not abide by the laws which he has a duty to enforce will impair the discipline and efficiency of the police force."

- In *Dauen v. Board of Fire and Police Commissioners of the City of Sterling*, 275 Ill.App.3d 487 (3rd Dist. 1995), a firefighter was discharged after he was criminally charged with possessing cocaine. Upon learning that the police had found cocaine at the firefighter's residence, the city's fire chief filed charges against the firefighter, including a charge for failing to conduct his private and professional life in a manner so as to avoid bringing the department into disrepute and for failing to obey State law by illegally possessing cocaine. Based on the charges, the board of fire and police commissioners convened a hearing.

During the hearing, the firefighter admitted possessing cocaine but challenged whether the conduct warranted dismissal based on protections under the Americans with Disability Act ("ADA") and that he had completed a drug rehabilitation program. The board determined that the firefighter had violated Illinois law by illegally possessing a controlled substance in violation of the department's rules. The board concluded that there was sufficient cause for termination based on the firefighter's violation of the department's rules. On appeal, the appellate court upheld the board's decision to discharge the firefighter. In its decision, the court reasoned that the board's discharge was an appropriate measure to protect the fire department's "integrity and its ability to perform its important social function."

As fire chief, you should fully investigate off-duty misconduct of any of your firefighters and not treat such incidents as merely private matters that do not affect your fire department. Any misconduct that raises questions regarding the integrity or character of a firefighter could have a significant detrimental impact on your fire department and should be addressed accordingly. Disciplinary measures should be taken when any off-duty misconduct constitutes substantial misconduct or just cause for discharge.

James G. Wargo is an associate with the law firm of Ottosen Britz Kelly Cooper Gilbert & Dinolfo, Ltd. in the firm's Naperville office. Mr. Wargo concentrates his practice in the areas of municipal law and general litigation. He has experience with police departments, fire department and fire protection districts on various issues.

State Fair 2017

Thanks to all that worked the IFSA/OSFM Fair Tent on Saturday, August 19, the day the IFA sponsors. Vistors got the chance to put out fires, dress up in child-sized bunker gear, slide down a fire pole, learn how to escape a fire, and learn some fire trivia. The most visited area was the popcorn table. The best value at the fair, FREE popcorn. Plan to help next year. All help is greatly appreciated.

Bob Reason
IFA State Fair Chairman





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