

Forest View Fire District and Corning Joint Fire District

An Analysis of Sustainability & Future Options

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Prepared for
The Forest View Fire District

Prepared by
Paul Bishop & Kieran Bezila
Project Directors

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Executive Summary

The Corning Joint Fire District, (hereafter “CJFD”, which serves the entire Town of Corning and the Village of South Corning) and the Forest View Fire District (hereafter “FV/GM”, which serves approximately 70% of the Town of Erwin’s square mileage) have been discussing the possibility of sharing services or merging in an informal manner for several years. The Corning Joint Fire District has three fire companies (East Corning, North Corning and South Corning) that operate as a single fire department -the Corning Joint Fire Department (CJFD). The Forest View Fire District is served by the Gang Mills Fire Department.

There are a number of factors encouraging the two districts to consider a merger, including the increasing challenge of having enough volunteers to respond to calls, growing demand for services, and increasing costs for all aspects of the fire service.

The Forest View Fire District initiated this study with the cooperation of the Corning Joint Fire District and the support of a NYS DOS Local Government Efficiency Grant to examine the existing operations of the two departments, to consider the potential impacts of reorganization, and to identify a potential path forward for the fire districts to consider.

Key Findings

Department Profiles

Category	Corning Joint	Gang Mills
Total Membership	53	27
Interior Qualified	22	13
EMS Certified	19	2
Stations	3	1
Engines	3	2
Ladder Trucks	0	1
Rescue	1	1
Tanker	2	1
Other Vehicles	4	3
ISO PPC Score	4/4Y	4/4Y
Calls for Service	485 annual average	258 annual average

CJFD

- CJFD has 53 members, with about 40% qualified as interior firefighters and a bit more than a third qualified as EMTs. The department operates three engines and seven other assorted vehicles out of two stations – the East and South Corning fire stations – and currently leases a third station, North Corning, to AMR ambulance.

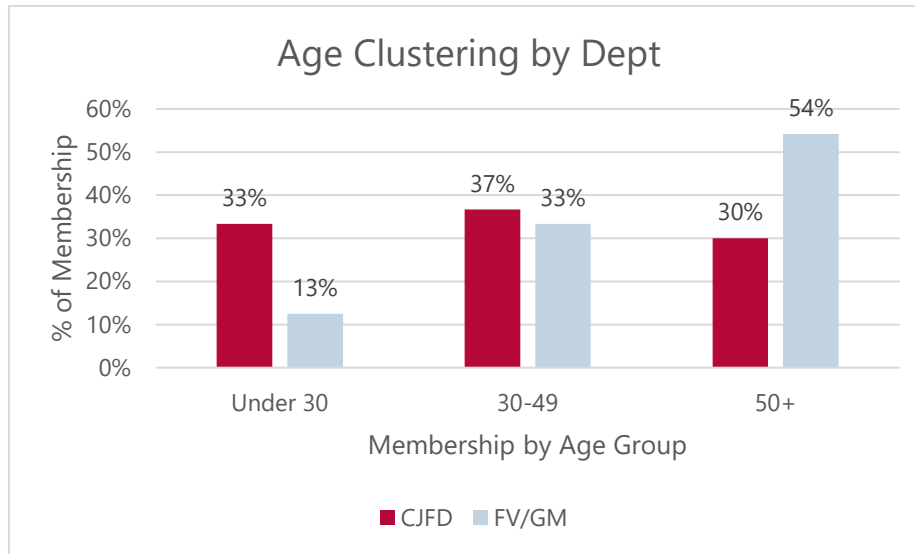
- The department finds it challenging to route members to, and respond from, three separate stations and would prefer responding from one unified, centrally located station.
- Over the last five years, CJFD has responded to an average of 485 calls annually, or about 1.3 calls per day. Over a third of these calls (37%) are EMS medical emergency calls. Motor Vehicle Accident (MVA) calls are the next largest category of calls, at about 8% of all calls, followed by False Alarms, at about 7% of all calls.
- In 2025, CJFD's income was approximately \$697,000, with 81% coming from property taxes. Expenses were \$721,000, resulting in a \$24,000 deficit for the year. The largest category of expenses was vehicle apparatus costs, inclusive of purchase/leasing and maintenance/fuel costs, which accounts for a third of total expenses. CJFD currently has \$2.2 million in current and long-term debt for apparatus, which will be paid off according to a structured schedule over the next decade.

FV/GM

- FV/GM has 27 members, with nearly half qualified as interior firefighters and 2 members qualified as EMTs. The department has two engines and one aerial, plus five other assorted vehicles. The department operates out of one station.
- Over the last five years, FV/GM has responded to an average of 258 calls annually, or about 0.7 calls per day. Because the department only responds to a restricted set of EMS calls, these are only 5% of its overall call volume. By call type, False Alarms are the largest share of calls, at 17% of calls, followed by Motor Vehicle Accident (MVA) calls, at 13% of calls.
- In 2025, FV/GM's income was approximately \$661,000, with 91% coming from property taxes. Expenses were \$217,000, resulting in a \$444,000 surplus for the year. The largest category of expenses was for new equipment, at nearly a quarter of total expenses. FV/GM currently has no long-term debt.

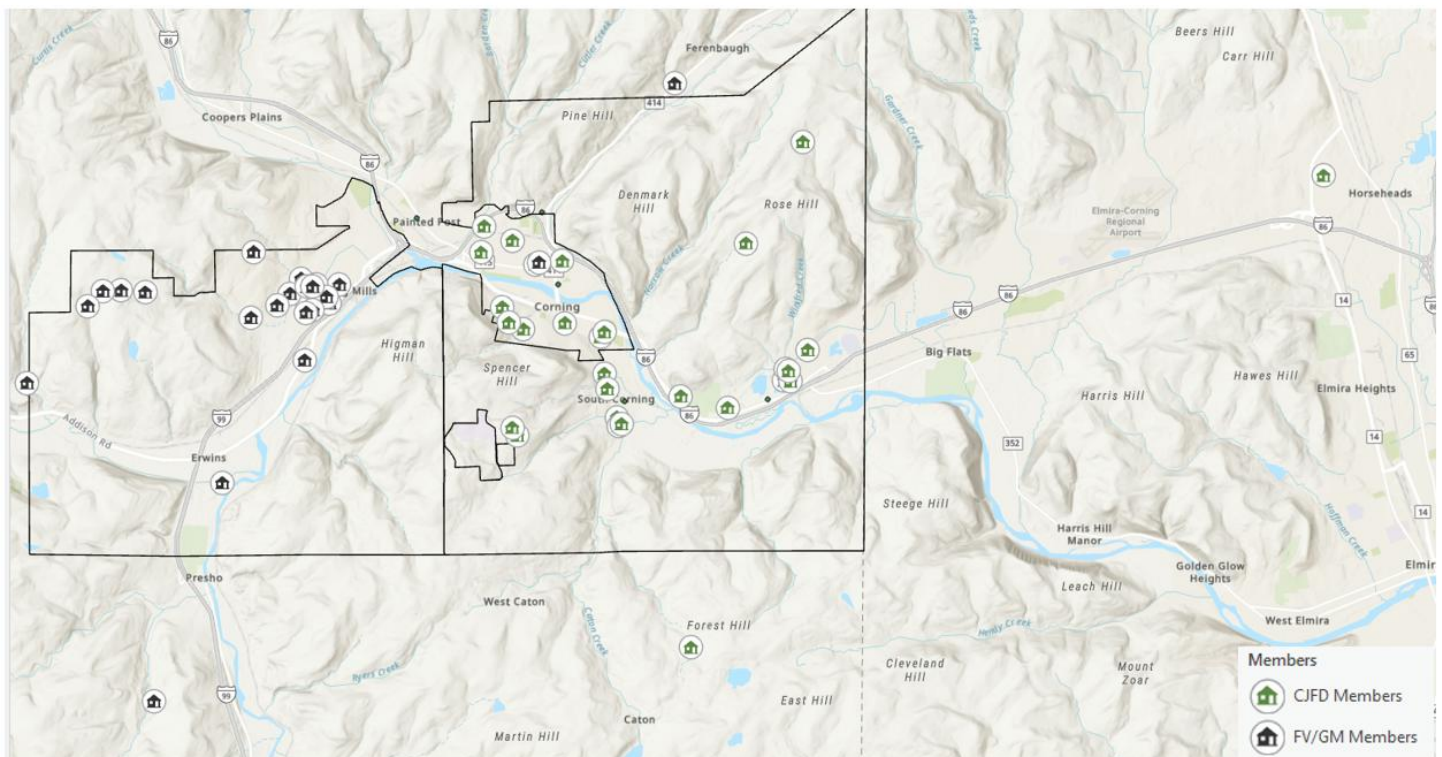
Age Distribution

CJFD has a balanced age distribution in its department, with a good share of younger members. FV/GM's membership skews older, raising concerns about future staff levels.



Geographical Distribution of Membership

The home addresses of each department's members are plotted on the map below. While FV/GM's membership is largely based within its district area, a fair number of CJFD's members reside in the City of Corning's area. CJFD's members do not use the North Corning Station for emergency response and use the East Corning Station the most. If a new station is considered, a location that is more central to the department's service area (such as the northern area of the Village of South Corning) would also be closer to the current volunteers.



Fire Service Context

- Volunteer departments everywhere are facing a slow but steady decline due to social and cultural changes, including new governmental requirements and regulations.
 - Volunteers are always a more cost-effective option than paid staff, and all measures should be used to maintain a volunteer base up to the point where they are no longer maintaining an adequate response.

Other Area Departments

City of Corning

- The City of Corning FD leadership is very attuned to the challenges of neighboring volunteer departments, who it relies on to supplement its career staff in the event of major structure fires.
 - They are interested in the possibility of further discussions on a possible regionalized approach, but want towns and rural communities to drive the discussion, so that the City is not perceived as trying to control things or force anything on surrounding communities.
 - The city is interested in researching the possibility of constructing a joint public safety facility that would be shared by the City and the Town of Corning Fire Department (CJFD).

Painted Post

- PPFD leadership cited a positive working relationship with Gang Mills and provides automatic aid to FV/GM on 2nd alarm activations.
 - They feel they have little working relationship with CJFD, which would not be the first or second department they would request for mutual aid themselves in most cases.
- PPFD does not see any benefit to FV/GM merging with CJFD, and likewise does not feel that a merger of PPFD with FV/GM makes sense at this point.
 - Instead, PPFD suggests they could best support FV/GM through a formalized, paid agreement where PP automatically supplements FV/GM on certain calls, such as smoke in a residential area, high speed crashes on interstate, or fires at Corning Inc. facilities.
 - They would prefer this structured arrangement instead of the ad hoc, uncompensated mutual aid response approach that currently exists.
- PPFD's current overall priority is creating a collective solution for the entire Town of Erwin, which would also involve Coopers Plains and Long Acres at the table, along with FV/GM, and they are looking to move forward on studying what this would involve.

Recommendations

The following recommendations are divided into shorter-term and longer-term recommendations which can be implemented by the two commissions. There are some tradeoffs in terms of costs and implementation for most of the recommendations. However, the overall trend in volunteer firefighting is declining volunteerism and increased costs across the board and this is an opportunity for the two departments/districts to prepare for the future and ensure their organizations' continued success – either separately or together. If the two departments/districts chose to merge, all recommendations would effectively become cheaper due to combined resources and efficiencies of scale.

Overall Reorganization

Reorganizing the two existing fire districts into a single fire district has the potential to benefit the community in both the short and long term with few drawbacks, but a larger regional fire service is an even better long-term solution.

Benefits

- Larger tax base to share upcoming capital needs and potential staffing costs
- More volunteers to draw from for response and administrative work
- Opportunity to reduce fleet size while maintaining ISO rating

Drawbacks

- Substantial work for current volunteers to implement merger
- Some current volunteers may choose to leave rather than adjust to new organization
- LOSAP programs would have to be reorganized and a new combined benefit level decided
- Response districts are not cohesive

Key Factors

- Debt can be isolated to the originating district in a merger
- CJFD leadership has recent experience with a merger of districts

Short-term Recommendations

Merging CJFD & FV/GM

A merger of the fire districts and departments makes sense now:

- Both departments/districts are open to it, including members
- Both districts' finances appear to be in good shape

- The tax rates for the two districts – when adjusted to full-value equalization at 100% of fair market property value – are virtually identical (CJFD was \$0.970 per \$1,000 in 2026 and FV/GM was \$0.955 per \$1,000)
- Increased efficiencies in areas such as in apparatus and equipment will result from the merger and improved coordination

Segmenting Workload Based on Geography

If a merger occurs, the new district should continue to segment the workload based on the current district boundaries.

- Each company should continue to be individually responsible for handling “single company¹”-level events that occur in their current districts on their own, when possible.
 - CJFD should continue to handle all single-company events within its traditional boundaries when possible, and likewise for FV/GM.
- The two companies should regularly train together and respond to large or high-risk events together.

Additionally, CJFD chooses to respond to more EMS call types in their district.

- CJFD should continue this practice as long as they are able to mount an adequate response, in order to honor the community expectation for maintaining this level of service.
- The resulting different levels of services should be monitored for desired effectiveness.

Staffing

The decision to add staffing should have two main goals:

- Relieve the work burden on volunteer administrative and operational staff.
- Ensure a prompt and robust response, especially for high-risk events.

Administrative Support

- There is apparent need for administrative support from a paid person.
- A shared position would be helpful.
 - A “District Manager” could help both districts or a combined district with administrative requirements and finances.

¹ A single company event is an incident that requires limited manpower and equipment to resolve, such as an medical emergency, a residential smoke detector without smoke or fire, or most traffic accidents.

Firefighter Staffing

The decision to add firefighter staffing requires careful consideration of the need for an appropriate response given the substantial increase in cost. Both departments report episodic struggles to get enough personnel to respond to events and there are some calls with extended response times. Both departments could articulate that they need to have paid firefighters on duty at certain times of the day and days of the week, including overnights and weekdays during normal business hours.

- If the merger occurs, a joint district should consider a 24/7 staffing model that combines duty shifts for volunteers with paid staff to respond to “single company” events
 - A SAFER grant could soften the impact of hiring.
 - Contract staffing with the City of Corning could ease HR burdens.

LOSAP

- CJFD and FV/GM have two different types of LOSAP programs.
- State law does not allow two separate LOSAP programs to be merged.
 - Options are:
 - Terminate one program and merge members of that program into the other.
 - Terminate both programs and start a new program (this is the option most merging districts choose).
 - FV/GM’s program appears to offer the more generous overall benefit.
 - Members of a terminated program would be divided into two groups: Group 1 – those who have reached entitlement age and are already receiving payments – would continue to receive their monthly payments as before over their lifetime; Group 2 – those who have not reach entitlement age – would be paid out lump-sum amounts based on actuarial calculations of their expected lifetime benefit in the event that their original program was closed.
 - Members coming from the terminated program could still get service credit towards vesting in the new program – that is, credit towards the five service years required for vesting, but not monetary credit – which would require a resolution of the remaining district’s board.
- LOSAP benefits are not a strong incentive or attractor for newer/younger members.
 - Consider whether to freeze or reduce LOSAP for new members in order to redirect funds to other incentives.

Stations

FV/GM

- FV/GM’s station is well-maintained and has no immediate needs but would need renovation to accommodate 24/7 staffing.

CJFD

- North Corning Station
 - Consider leasing or selling the property, since the department is not currently using it and does not want to be burdened by maintenance issues.
- South Corning Station
 - The lease should be set for three to five years, with an option to renew.

Apparatus

- CJFD's Engine 92 and Engine 70 are over 20 years old and should either be replaced or moved to reserve status.
- A merged department should have:
 - 3 to 4 frontline engines (1 per station, depending on number of stations), plus 1 reserve engine
 - 1 aerial
 - 2 tankers, and
 - a squad/utility vehicle for each station.
- A joint boat purchase is a good solution to the aging current unit.

Long-term Recommendations

New Station

- CJFD should plan for a new single station centrally located in its response area.
- A centralized, shared fire station, owned by the City of Corning, and jointly leased by CJFD & FV/GM, may enable the best coverage:
 - Potentially, AMR might also operate out of the space.

Regional Fire Service

- A regionalized fire service solution makes the most sense long-term. This could include any of several neighboring departments.
- This would provide a better structure for possible hybrid/combination departments.
 - Career firefighters could be hired through the City and work for the fire districts through contractual staffing.

The projected tax impact of recommendations is presented in the respective section in the body of the report.

Table of Contents

Executive Summary.....	i
Key Findings.....	i
Recommendations.....	v
Table of Contents	ix
Introduction	1
Background	1
National and Regional Fire Context.....	4
Fire Service Overview.....	6
Communications	6
Response Adequacy	6
Training.....	7
Personnel	7
Calls for Service	9
Finances	12
Departmental Interviews	17
Area Maps	19
Detailed Recommendations	21
Short-term Recommendations.....	21
Long-term Recommendations.....	27
Projected Tax Impact of Recommendations	28
Corning Joint Profile	31
Overview from Leadership.....	31
Personnel	33
Stations.....	34
Equipment and Apparatus Profile.....	36
Training Overview	38
ISO Report	39
Calls for Service Summary	41
Budget Overview	45
LOSAP	48

Member Perspectives.....	49
Forest View/Gang Mills Profile	51
Overview from Leadership.....	51
Personnel	52
Station	54
Equipment and Apparatus Profile.....	54
FVGM Training Overview.....	58
ISO Report	58
Calls for Service Summary	60
Budget Overview	64
LOSAP	67
Member Perspectives.....	68
Painted Post & City of Corning Interviews	70
City of Corning FD	70
Painted Post FD	70
Appendix: Demographic Details	73
Appendix: NYS Office of Fire Prevention and Control (OFPC) best practices.....	78

Introduction

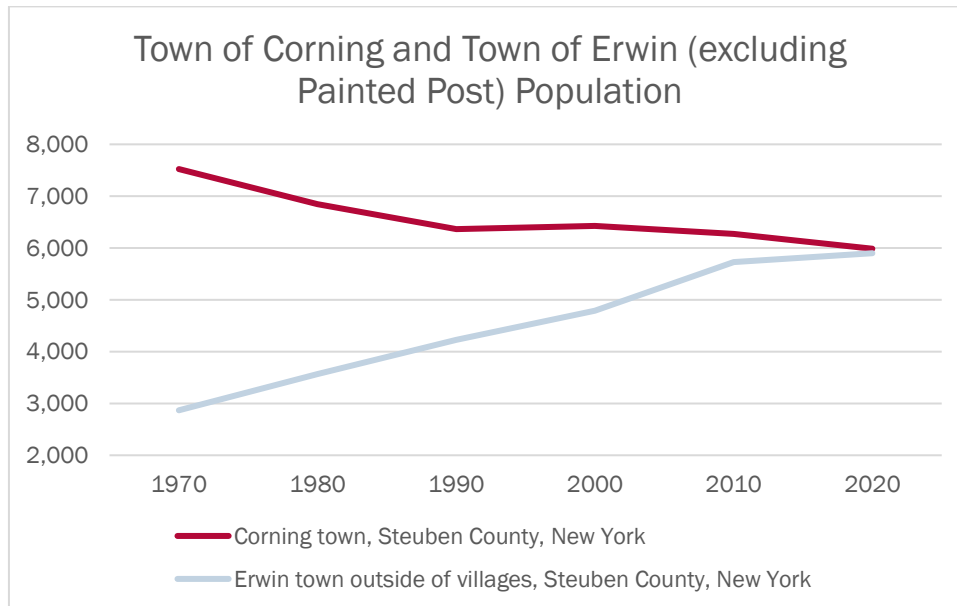
The Corning Joint Fire District (which serves the Town of Corning, except for the Village of Riverside) and the Forest View Fire District (which serves approximately 70% of the Town of Erwin's square mileage) have been discussing the possibility of sharing services or merging in an informal manner for several years.

There are a number of factors that pushing the two districts to consider a merger, including the increasing challenge of having enough volunteers to respond to calls, growing demands for services and an increasing costs. The Forest View Fire District initiated this study with the cooperation of the Corning Joint Fire District and the support of a NYS DOS Local Government Efficiency Grant to examine the existing operations of the two departments, to consider the potential impacts of reorganization, and to identify a potential path forward for the fire districts to consider.

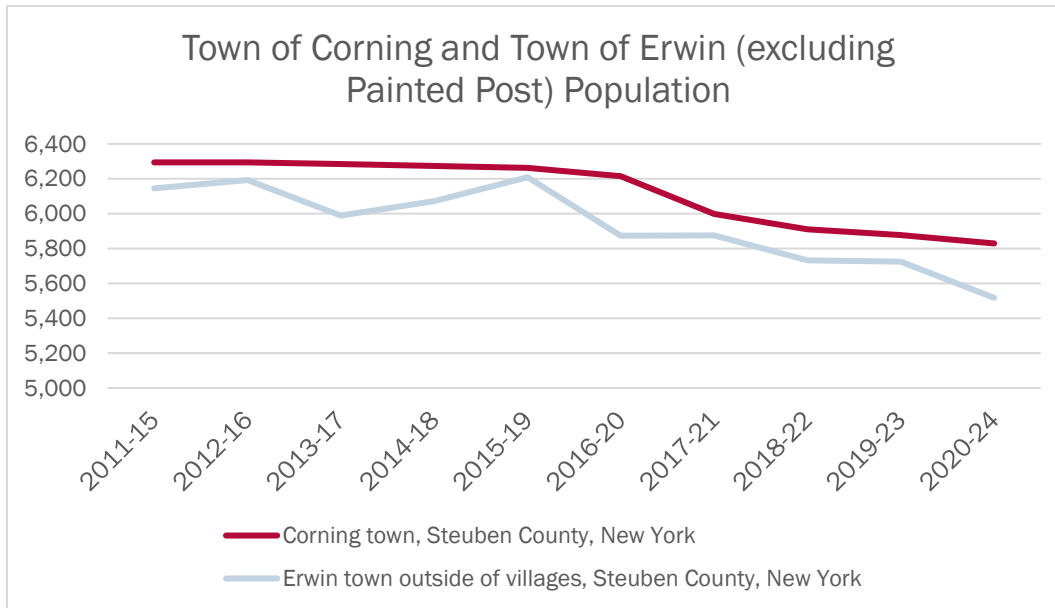
Background

Demographics Overview

Recent trends suggest modest population change and an aging population. The Town of Corning has experienced a gradual population decline since 1970, while the Town of Erwin saw steady growth through 2020 before stabilizing in recent years.



More recent ACS estimates indicate slight population declines in both municipalities from the early 2010s through the 2020–2024 period.



Both communities are predominantly White and reflect characteristics typical of small-town, middle-income areas. A notable demographic trend is the increasing share of older residents. Between the 2013–2017 and 2020–2024 ACS periods, the proportion of residents age 60 and older increased in both towns, indicating a gradual aging of the population. As this trend continues, the demand for emergency medical services (EMS) and related services may increase, which has implications for local fire and emergency response agencies. Additionally, the relative scarcity of working age residents limits the population to draw on for volunteer firefighters.

Local Development Patterns

Town of Corning

The Town of Corning’s 2018 Comprehensive Plan identifies several development trends and anticipated growth areas that may directly or indirectly impact fire and other emergency services. While the Town has traditionally functioned as a “bedroom community,” the plan laid out by LaBella Associates highlighted a shift to targeted economic development using regional assets, infrastructure improvements, and emerging industries.

A major driver of growth was the development of the Guthrie Corning Hospital. It was projected to serve as a regional healthcare hub and spur development of additional healthcare-related office space, ambulatory services, and commercial uses in East Corning. LaBella suggested that growth in the healthcare industry would generate the largest demand for new building space regionally, including nursing and residential care facilities. This has clear implications for fire service demand (particularly EMS), as more healthcare facilities and an aging population are generally associated with increased call volume.

Additionally, the 320-bed student housing development at Corning Community College was another key development that increased residential density and activity. LaBella’s plan

encouraged small-scale commercial development near the college, such as restaurants and retail, which may introduce new occupancy types and fire service considerations.

The report identified a tight rental market, projecting the need for 140–170 new units regionally. This suggested further residential development, including potentially higher-density housing if sewer infrastructure is expanded. Increased residential density and new housing stock would expand the existing fire service area and could increase demand for EMS services.

Infrastructure improvements are a critical factor in enabling development. For example, extending the sewer infrastructure along Route 352 westward from the Town of Big Flats connection to the hospital was highlighted as necessary to support higher-density and commercial development, especially near the hospital. The plan explicitly noted that sewer expansion would make higher density development feasible, which could increase fire protection needs and response demands.

From an industrial perspective, projected manufacturing growth was very low. While baseline demand was low, the Town could play a role in larger regional industrial attraction efforts. The Town was encouraged to develop attraction and retention strategies for relevant industry sectors that could be involved in the redevelopment of sites such as the former Hickling Power Plant. Such uses may introduce hazards that require preparedness for industrial emergency responses, including incidents involving machinery, storage materials, or hazardous conditions.

Retail and commercial development was projected to be targeted but modest. Approximately 21,000 square feet of retail demand was projected over 10 years in 2018. Growth was expected to focus on capturing existing retail leakage, particularly in sectors like automotive services, building materials, and small-scale food establishments.

Finally, the plan emphasized broader regional trends, including growth in healthcare, professional services, education, tourism, and agriculture, alongside continued population aging and workforce challenges. The increasing proportion of older residents and expansion of healthcare services together point toward rising EMS demand, while dispersed and corridor-based development along Route 352 may also affect response coverage, travel times, and access points for emergency vehicles. Overall, the Town's future development was expected to be slow and incremental but focused, with the greatest impacts on fire services stemming from healthcare expansion, residential development, infrastructure improvements, and targeted commercial and industrial growth.

Town of Erwin

The Town of Erwin's 2010 Comprehensive Plan Update and the 2017 South Hamilton Erwin Town Center Vision, Land Use and Zoning Recommendations document shows that Erwin was anticipating continued growth in a managed and concentrated way. The 2010 plan described the Town as having experienced "intense and consistent growth" tied to the expanding economy and expected Erwin to face another surge of development pressure as the economy

rebounded. It framed the central challenge as balancing growth with preservation of Erwin's rural character, open space, and quality of life.

A major development pattern the Town anticipated was the continued buildout of the Gang Mills / Town Center / South Hamilton area as Erwin's commercial, civic, and service hub. The 2010 plan called for the Residential and Commercial Hub to continue accommodating dense commercial and residential development, mixed uses, light industrial uses, and EPIC-related activity, while the 2017 Erwin Town Center study tried to refine that vision into a more realistic regional shopping, entertainment, and tourism center. The study also acknowledged that actual market conditions were more auto-oriented than the original pedestrian-oriented vision. Its concept plans included an Arnot Health development, potential office space, additional commercial and retail buildings, redevelopment of the former Lodge on the Green parcel, Family Life Network reuse and expansion of the former Harley-Davidson/P&C Plaza building, two additional hotels, restaurant buildings, a new office building, and higher-density residential or mixed-use development along South Hamilton Street. Those uses would likely increase daytime visitor traffic, lodging demand, and potentially EMS demand, especially if healthcare uses expanded.

The 2010 plan also anticipated more residential growth, particularly low to medium-density growth south of Gang Mills and east of the steep ravine as emerging residential areas, provided that water and sewer could be extended. It specifically noted that Gang Mills was nearing build-out capacity and identified the need to funnel future residential development into other expansion areas. That points to future growth in calls for service in expanding neighborhoods and the need to think about access to fire service in new residential areas.

Industrial growth was another major theme. The 2010 plan expected the Route 417 corridor to continue serving established and emerging industrial uses, with additional neighborhood commercial nodes near the interchange and proposed regional high school. It also noted the Town's focus on industrial growth in the southern portion of town, including industrial lands around Erwin Industrial Park and Corning-related operations. From a fire-service standpoint, that means continued need to plan for industrial occupancies, floodplain-adjacent sites, truck traffic, and potential hazards. Mining operations were also discussed and the Town's concern with both their appearance and their long-term reuse.

Infrastructure is crucial. The 2010 plan called for expanded municipal water and sewer, continued road improvements, and ongoing assessment of whether the Town could provide adequate safety and social services as it grew. The 2017 South Hamilton study likewise emphasized new road connections, Town Center Road extension, access improvements, and even a possible roundabout to improve circulation. For the fire service, that means the growth Erwin anticipated was not just about more buildings, but about reshaping where people, businesses, and traffic are concentrated.

National and Regional Fire Context

- The cost of operating any fire department has grown at rate that is at least 3 to 4 times the rate of inflation driven by new standards for key material (turnout gear, nozzles,

SCBAs- Self Contained Breathing Apparatus), higher insurance premiums, and higher utility costs. Additionally, new fire apparatus costs have grown so much that they are subject of congressional and media inquiries. An apparatus ordered today will take 2 to 4 years for delivery, and the costs have roughly doubled over the past 5 years.

- The number of people volunteering to serve their community in all organizations has been in decline for the last two decades and has begun to cross a critical threshold for EMS and fire agencies.
- Volunteering in the fire service has taken on the feel of a second career with high training standards, growing demand for service, increased regulations and heightened community expectations for response.
 - The types of fires calls have substantially evolved over the course of the last few decades. Departments respond to a more dynamic type of situation than they previously did, requiring specialized training and equipment not previously needed, such as Haz-Mat, technical rescue (water, trench. structure collapse, confined space and extrications), and EMS calls.
- Across New York State and the Northeast, there has been increasing attention to the need for recruiting new firefighters and retaining the current ones. New programs like property tax exemptions, income tax rebates, and training stipends have all been introduced.
 - The State Assembly & Senate are currently considering twin bills allowing pay-per-call and pay on call stipends for volunteers, along with travel expense reimbursements.² The bill is still in its initial committee stages, and in the current version, incentives for volunteer firefighters could be up to 20% of the prevailing wage paid to career firefighters in the area where the incentives are offered.³
 - As part of the bills, the state would establish a “volunteer fire service nominal compensation assistance fund” operated by the State Comptroller, with an initial capitalization of \$15 million in state appropriations. Fund monies would be used to support eligible fire districts and fire companies in establishing, administering, and funding nominal fee programs.

² Assembly Bill A10630: <https://www.nysenate.gov/legislation/bills/2025/A10630>.

³ <https://www.firerescue1.com/volunteer-fire-service/should-volunteer-firefighters-get-paid-new-york-debate-grows-as-ranks-hit-40-year-low>.

Fire Service Overview

Communications

The Steuben County fire communication center is in Bath, New York, and provides an Enhanced 911 communications facility with newly upgraded technology and communications equipment. It is a centralized public safety answering point that manages calls from receipt to dispatch to reporting. The new digital repeater systems provided excellent radio coverage to the southern portions of Steuben County. In addition, a new Computer Aided Dispatch (CAD) system is in place and provides real-time data to the apparatus, voice pagers and cellular phones. This information is crucial for emergency responders to keep pace in real-time with the evolving incident.

All communication circuits are monitored in the event of a technical failure of the system. The repeater system will immediately change over to the next available transmitter site and broadcast the fire alarm location. All communications systems have emergency back-up power in the event of a loss of electricity to their locations.

Primary communications to the firefighters are through a voice pager system which is tone activated and then voice announced for the location of the incident. This is the primary circuit for both fire departments. Simultaneously, each department utilizes a secondary circuit relying on a third-party vendor that transmits the alarm to the cellular phone carried by their members.

Response Adequacy

Defining an adequate response is important for ensuring that the departments are maintaining a standard of performance that will protect their communities. While each community ultimately chooses how much to invest in its fire service, there are industry standards that provide reference to consider.

The National Fire Protection Association (NFPA) defines national standards for fire response for suburban and rural communities, at large. According to NFPA Standard 1720, with the Towns of Corning and Erwin classified as Suburban Areas due to their population density, for a fire incident, departments should be meeting the goal of having 10 staff on scene in 10 minutes or less in at least 80% of their responses.

In terms of apparatus, the standard response for a first-alarm structure fire should be two engine companies and one ladder or rescue company. Each apparatus should be staffed with a minimum of 4 qualified firefighters at all times.

There is no similar standard for Emergency Medical Services in terms of response times from a medically focused organization, but general guidance, and general practice, is that serious calls should have a response in under 10 minutes and that critical calls (CPR in progress or similar) should have a trained person on scene to do CPR in about 5 minutes. American

Medical Response is the ambulance and primary EMS provider for both Towns. The two fire districts choose to respond to only the more serious EMS calls in their districts.

Training

Ongoing training at every level in a fire department is critical towards assuring safety of firefighting personnel and the safety of the community they serve. Training is the primary factor behind effective and efficient fire ground operations. New York State Office of Fire Prevention and Control (OFPC) define the minimum standards for training for career and volunteers' firefighters.

The training currently available and provided to members of each of the departments is comprehensive, detailed and designed to assure that members have the knowledge, skills and abilities to safely provide various services to their community. Both departments have a very active and well-rounded training program. The departments should continue to utilize the outline for firefighter training based on the NYS Office of Fire Prevention and Control (OFPC) best practices⁴.

FV/GM and CJFD have started joint training, twice a month. There are opportunities for more coordination on a wider variety of training classes and sessions to avoid duplication and a wider variety of development training that would be of benefit to both of the departments.

The department should also continue to conduct all training that is required by the NYS Professional Employees Safety and Health administration (PESH). These standards help provide for the best practices for the safety of firefighters operating on the fire ground, in addition to a safe work environment around the fire stations.

The agencies' training records clearly demonstrate the increase in the amount of training that members of these agencies have had available and have received over the years. The training records demonstrated the increasing demands on volunteer's time commitment to fire rescue services. It is important to note that each of the agencies conducts independent and ongoing training for its members. That training has immediate impact on the personal time demands of active volunteer members.

Personnel

CJFD currently has 53 active members, of whom 22 are interior-qualified and 19 are EMS-certified. CJFD's leadership noted a decline in overall volunteer numbers, from in the 70's in years past to in the 50's recently. Twelve members are career firefighters at other departments. Turnout to calls can be highly variable, with a good number of members

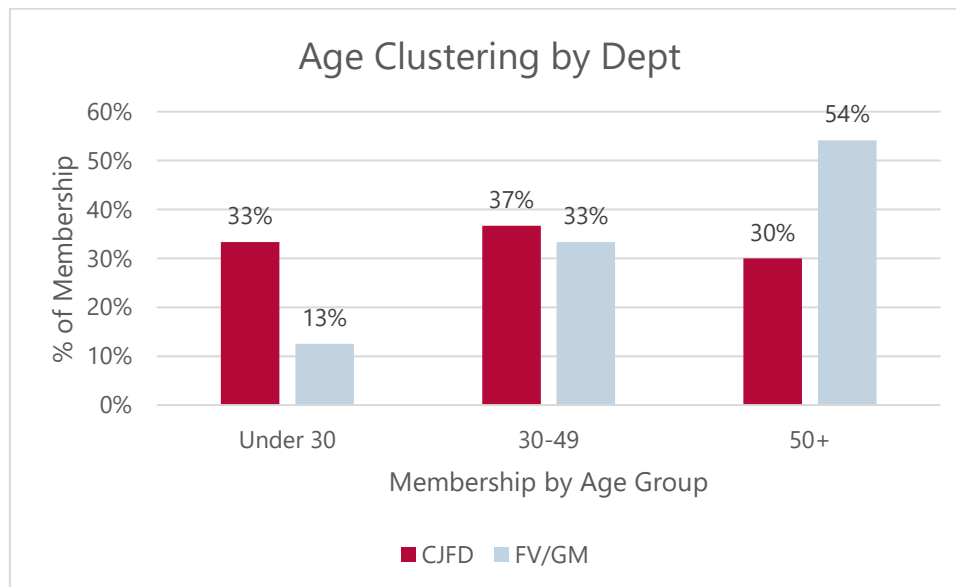
⁴ The best practices documents is attached as Appendix II.

responding to some calls, and very few at other times. According to leadership, about 20% of the membership provides the majority of turnout and responses.

Gang Mills currently has 27 active members, of whom 13 are interior-qualified and 2 are EMS-certified. Three members are career firefighters at other departments. Leadership is concerned with a declining number of volunteers: whereas in previous years, Gang Mills had membership averaging in the 40's, today this number is in the 20's, and the average age of the volunteers is increasing, with a larger share being 65+. However, they note that they have a good group of young members, even if the overall number is smaller than desired.

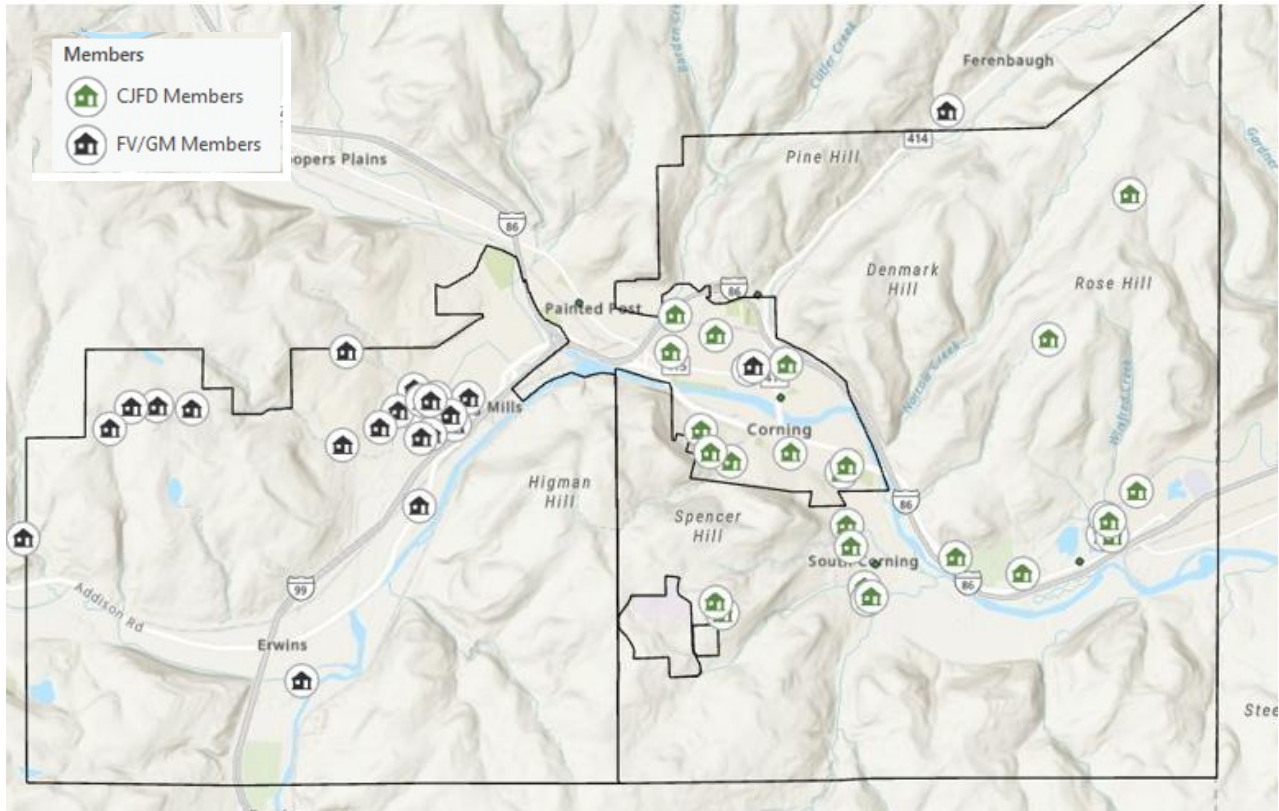
Member Age Distribution

The two departments have similar numbers of active volunteers (30 for CJFD in 2026 and 24 for FV/GM), but there is a noticeable difference in age distribution of members between the two, with FV/GM having more older members compared to CJFD. The figure below breaks down the distribution (under 30, 30 to 49 and 50 or more years of age).



Geographic Spread of Membership

For these two fire departments, the firefighters are not typically at the station when an alarm is received and need to respond to the station in order to mount an apparatus to respond to the calls. This is referred to as a two-way response time. The map below shows the location of the firefighter's homes as well as the station locations. This map gives an indication of the distance that might be traveled by firefighters in order to respond to an alarm.



Calls for Service

Calls by Type

The following table breaks out calls received by type, along with five-year total, annual average, and percentage of total calls. The five highest call types for each department are indicated in orange.

CJFD responds to an average of 486 calls annually, while FV/GM responds to an average of 258 calls annually. Approximately 37% of CJFD's calls are for EMS Medical Care, while only 5% of FV/GM's calls are.

Calls by Type	CJFD			FV/GM		
	Total Calls '21-'25	Annual Average	Percent	Total Calls '21-'25	Annual Average	Percent
False Alarm-Malicious	8	1.6	0.3%	8	2.7	1.0%
False Alarm-No Fire	164	32.8	6.8%	222	44.4	17.2%
False Alarm-Other	5	1.0	0.2%	11	3.7	1.4%
False Alarm-System Malfunction	82	16.4	3.4%	103	20.6	8.0%
Fire-In Structure	133	26.6	5.5%	94	18.8	7.3%

Calls by Type	CJFD			FV/GM		
	Total Calls '21-'25	Annual Average	Percent	Total Calls '21-'25	Annual Average	Percent
Fire-Other	15	3.0	0.6%	27	5.4	2.1%
Fire-Outdoor	37	7.4	1.5%	27	5.4	2.1%
Fire-Vehicle or Transport	35	7.0	1.4%	15	3	1.2%
Good Intent Call-Cancelled En Route	136	27.2	5.6%	82	16.4	6.3%
Good Intent Call-No Incident Found	43	8.6	1.8%	29	5.8	2.2%
Good Intent Call-Other	78	15.6	3.2%	25	5	1.9%
Hazardous Condition-Electrical	161	32.2	6.6%	59	11.8	4.6%
Hazardous Condition-Other	90	18.0	3.7%	28	5.6	2.2%
Hazardous Condition-Structural	1	0.2	0.0%	0	0	0%
Hazardous Condition-Toxic Chemical, Gas, Liquid	65	13.0	2.7%	43	8.6	3.3%
Overpressure rupture, explosion, overheat	3	0.6	0.1%	7	1.8	0.7%
Rescue & EMS-Medical Care	904	180.8	37.2%	68	13.6	5.3%
Rescue & EMS-Assist, Standby	109	21.8	4.5%	129	25.8	10.0%
Rescue & EMS-MVA	206	41.2	8.5%	172	34.4	13.3%
Rescue & EMS-Water & Ice Related	6	1.2	0.2%	4	1.3	0.5%
Service Call-Assist Other Agency	10	2.0	0.4%	3	1.5	0.6%
Service Call-Cover Assignment	37	7.4	1.5%	23	5.8	2.2%
Service Call-Odor Investigation	24	4.8	1.0%	7	2.3	0.9%
Service Call-Other	35	7.0	1.4%	32	8	3.1%
Service Call-Public Assist	16	3.2	0.7%	47	11.8	4.6%
Service Call-Water/Ice Problem	10	2.0	0.4%	21	4.2	1.6%
Severe Weather	5	1.0	0.2%	1	1	0.4%
Special/Other	10	2.0	0.4%	5	1.7	0.7%
Total	2,428	485.6	100.0%	1,292	258.4	100.0%
Number/Share that are <i>not</i> Rescue EMS - Medical Care	1,524	304.8	62.8%	1,224	244.8	94.7%

Response Times

The following tables show, by percentage, how quickly calls are responded to by time of day in 2025. These times represent when the first individual arrives on-scene, which is not necessarily the first apparatus to arrive. Specific apparatus arrival times are not part of the available data, but on serious incidents, the departments should review the timeliness of arrival of both personnel and apparatus.

The most commonly used industry guideline for operations of a volunteer fire department is NFPA Standard 1720. This standard suggests that a volunteer department serving a suburban area should have 10 firefighters on scene in 10 minutes or less 80% of the time for the report of a structure fire.

CJFD

For example, for CJFD in the table below, during the Overnight period from 12 am to 4 am, 50% of calls are responded to within 14 minutes. This time interval is from when the 911 call center receives the call to when the first unit is reported on scene. This is the caller's response time interval and includes the call processing time at the 9-1-1 center, which is out of the control of the fire department. Industry wide, the call processing time varies from one to three minutes depending on amount of information gathered.

In general, almost all calls (90%) are responded to within approximately 20 minutes, regardless of the time of day. In a typical pattern, call responses are slightly faster for some calls during regular awake hours (8 am to midnight), and slowest during overnight and morning hours.

CJFD Response Times (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Response Time
Overnight 00:00-03:59	14 mins	19 mins	20.9 mins	14.7 mins
Early Morning 04:00-07:59	12.5 mins	18.6 mins	20 mins	13.5 mins
Morning 08:00-11:59	10 mins	14 mins	16 mins	11 mins
Afternoon 12:00-15:59	10 mins	13.8 mins	16.9 mins	10.5 mins
Evening 16:00-19:59	10 mins	14.6 mins	16.8 mins	10.3 mins
Night 20:00-23:59	10.5 mins	15 mins	17.3 mins	11.6 mins

FV/GM

In general, for FV/GM, almost all calls are responded to within approximately 15 minutes during every period except the Overnight period, when response times can take up to half an hour for about 1 in 10 calls.

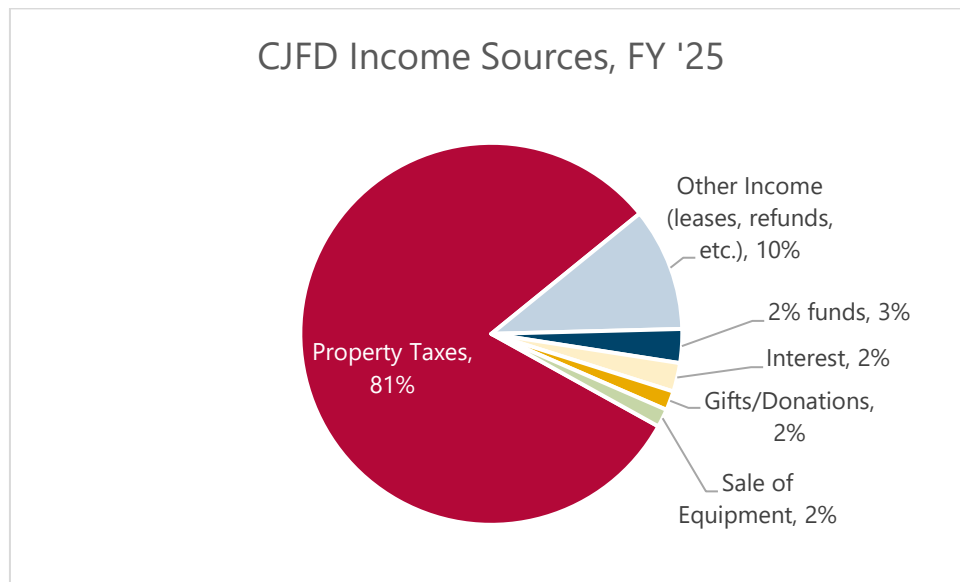
FV/GM Response Time (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Response Time
Overnight 00:00-03:59	9 mins	18.2 mins	28.6 mins	12.6 mins
Early Morning 04:00-07:59	7 mins	9 mins	11 mins	8.6 mins
Morning 08:00-11:59	5 mins	9 mins	12.9 mins	6.6 mins
Afternoon 12:00-15:59	5.5 mins	12.6 mins	16 mins	8.3 mins
Evening 16:00-19:59	5.5 mins	8.2 mins	14.1 mins	7.3 mins
Night 20:00-23:59	7.5 mins	11 mins	14.8 mins	7.9 mins

Finances

CJFD

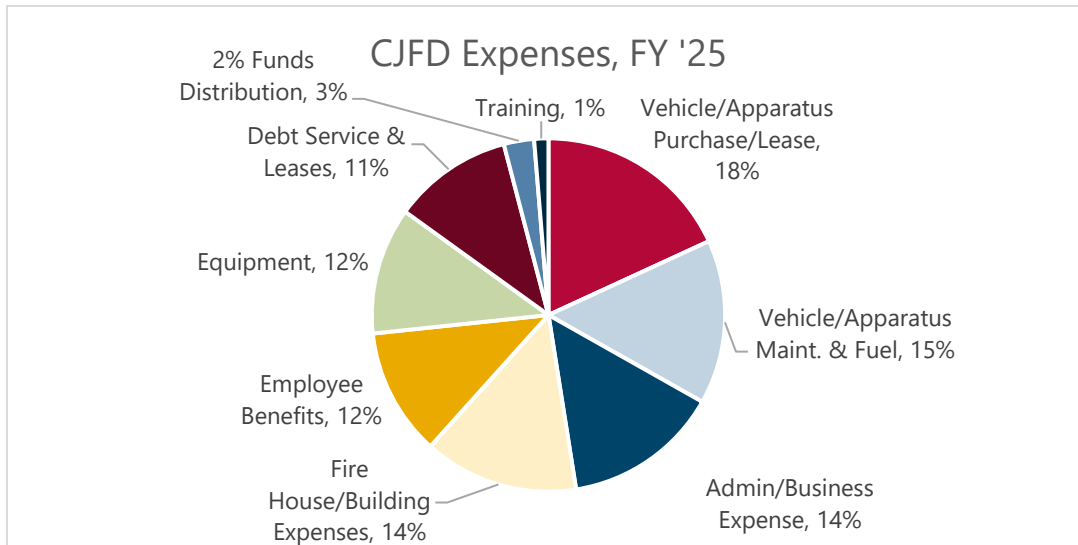
Income

CJFD's top two budgetary sources, accounting for 91% of its total income in FY '25, are: Property Tax Revenue (\$565,300), and Other Income sources, (\$72,731), which includes income from the GMR lease (\$49,500), donations of \$5,000 from each of the three fire companies to the district to buy a new rescue boat (\$15,000), money from the sale of two UTVs and a trailer (\$6,500), and other small assorted items. Property taxes are the lion's share of revenue each year, accounting for an average of 83% of income over the past three fiscal years. Additionally, CJFD acts as a pass-through for state 2% fire insurance monies, which are remitted in full to the individual fire companies.



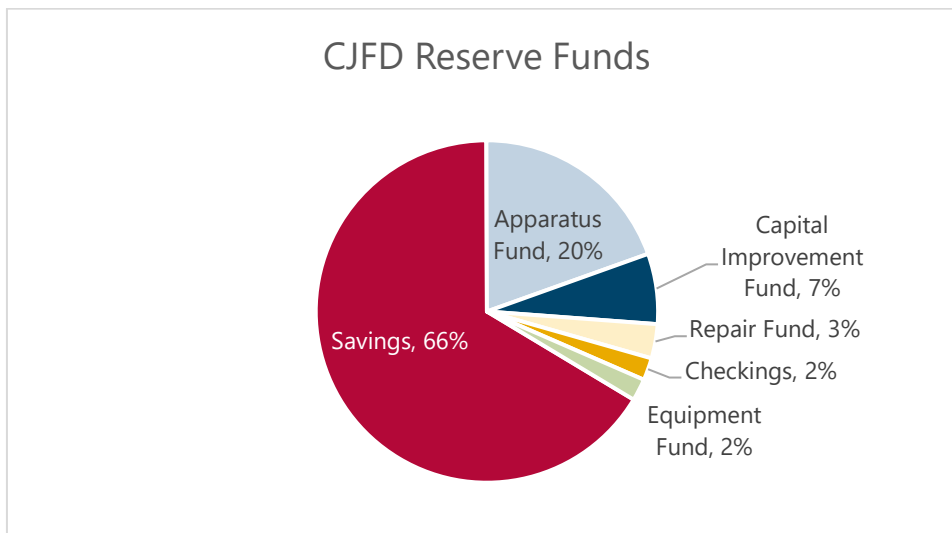
Expenditures

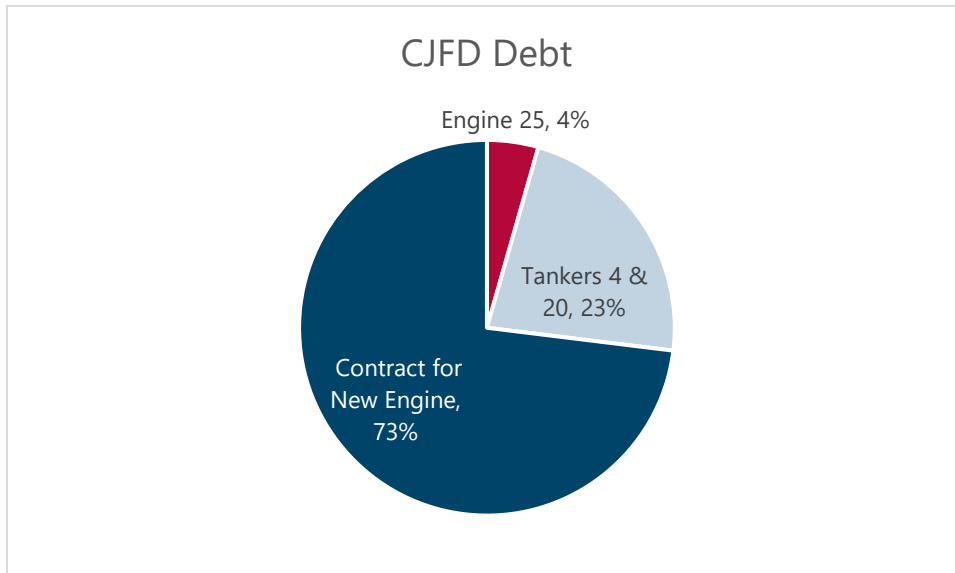
CJFD's four largest categories of expenditures in its 2025 fiscal year, representing 62% of all expenses, include Vehicle & Apparatus Purchases & Leases (\$130,771); Vehicle & Apparatus Maintenance & Fuel (\$108,475); Administration & Business Expenses (\$103,205), a category including personal and professional services such as accounting, IT, and health exam costs, plus all administrative costs; and Fire House/Building expenses, such as building maintenance costs.



Current Funds & Debt

CJFD has approximately \$760,000 in its reserve accounts. Apart from general savings, the largest dedicated amount, \$150,000, is for apparatus costs. CJFD also has approximately \$2.1 million in outstanding debt covering vehicles/apparatus. The bond for the two tankers will be paid off in July 2031, while Engine 25 will be paid off in December 2027. The newest engine will be paid off over a decade starting in 2028.

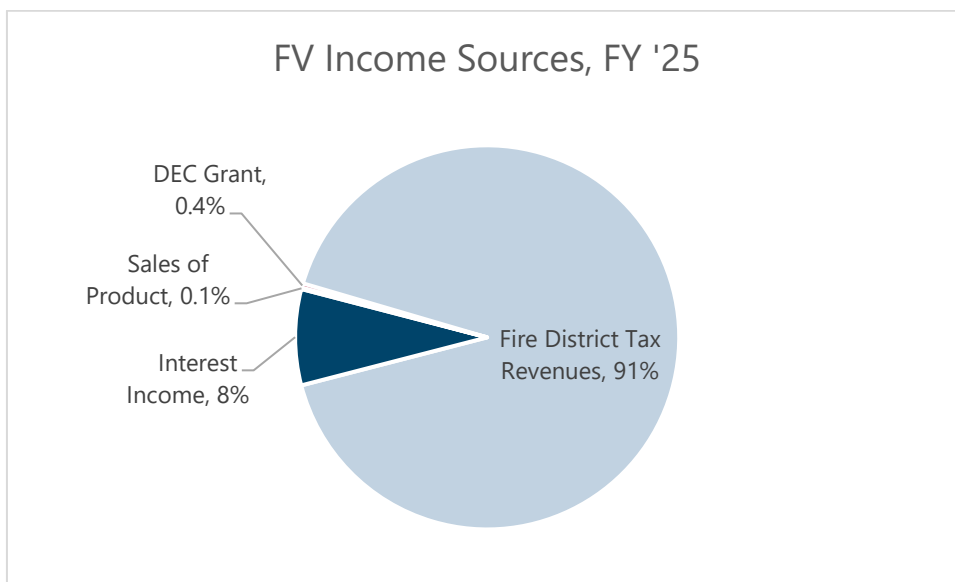




FV/GM

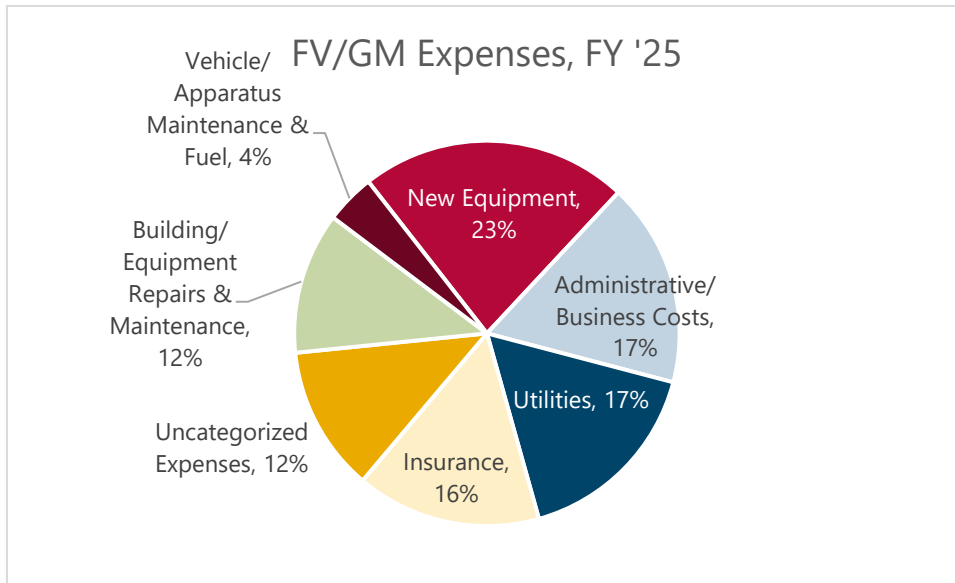
Income

FV/GM's top budgetary source, accounting for approximately 91% of its total income in FY '25, is from Fire District Tax levies (\$605,000), followed by Interest Income, at just over 8% (\$53,000). Two other small amounts came from a DEC Grant (\$2,500) and Sales of Products (\$731).



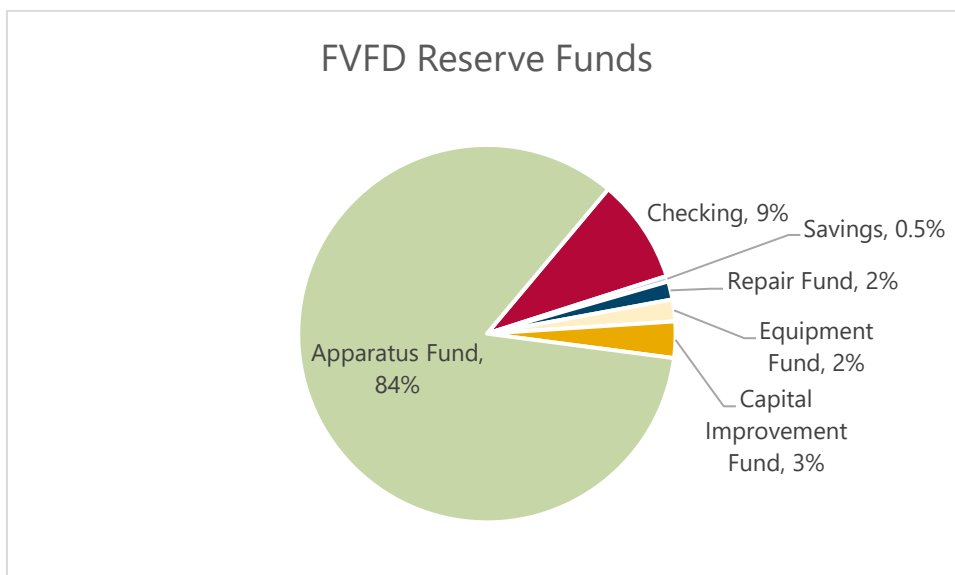
Expenditures

FV/GM's four largest categories of expenditures in its 2025 fiscal year include expenses for New Equipment (\$49,000); Administrative/Business Costs (\$37,000); Utilities (\$36,000); and Insurance (\$34,000).



Current Funds & Debt

FVFD currently has approximately \$3.2 million in their reserve accounts. The largest amount, \$2.7 million, is for apparatus costs. The district does not have any current or long-term debt.



Length of Service Awards Programs (LOSAP)

CJFD and FV/GM both have LOSAP plans but they differ in some key details. Most significantly, CJFD has a defined contribution plan, while FVFD has a defined benefit plan. FVFD's defined benefit plan is the more generous plan on paper, because it starts paying earlier and pays out for a remaining lifetime after eligibility age, while CJFD's simply pays the accrued lump sum at eligibility age.

LOSAP programs require a minimum of five years of service credit in order to “vest” – to be eligible for future cash payments.

LOSAP Comparison	CJFD	FV/GM
Award Type	Defined Contribution	Defined Benefit
Award Amount	\$1,000 per qualifying year	\$10 per month of qualifying service, capped at 40 years
Award Payout	Lump sum at 62 or 65 (with deferral)	Lifetime annual payments from age 60
Eligibility Age	62	60
# Qualifying Members, 2025	23	12

Options and Consequences in a Merger

Under state law, separate LOSAP plans originally operated by separate entities cannot be merged, so if CJFD and FV/GM were to merge, there are two options: either have everyone move to one of the existing plans and terminate the other, or terminate both plans and create a new plan for then new combined entity.

FV/GM and CJFD would have two different scenarios if their respective LOSAP programs were terminated:

If Forest View’s LOSAP program were terminated, members would be divided into two benefit groups:

- Group 1 – those who have reached entitlement age and are already receiving payments – would continue to receive their monthly payments as before over their lifetime.
- Group 2 – those who have not reach entitlement age – would be paid out immediately in an amount based on actuarial calculations of their expected lifetime benefit. This would be a single taxable lump-sum event and could not be deferred.

In contrast, if Corning Joint’s LOSAP program were terminated, all members would be paid out a lump sum based on their accrued benefit. Because Corning Joint’s members already receive a lump sum at entitlement age, rather than annual payments, this would not represent a significant change in outcome for CJFD members. In other words, terminating one or both of the programs would not cause much change to the status quo and current conditions, depending on what they were replaced with. The members most affected would be Forest View members who have not yet reached entitlement age, depending on what the LOSAP program is replaced with.

The amount paid out is dependent on the percentage of complete funding for existing LOSAP liabilities. For instance, Forest View’s LOSAP is currently 97% funded, so if it were terminated right now, all Forest View eligible members would be paid \$.97 per dollar of their calculated lifetime benefit.

Members coming from the terminated program could still get service credit towards vesting in the new program – that is, credit towards the five service years required for vesting, but not monetary credit. The remaining district’s board would have to pass a resolution to enable this vesting credit for merging members.

Departmental Interviews

CGR met with leadership and members of both FV/GM and CJFD. Separate findings for each department are presented in the “Firefighter Perspectives” sections at the end of each department profile. There were also a number of common themes shared across both departments.

Common Themes from Interviews & Meetings

Financial stability

Both departments report having solid finances, with most of the equipment and apparatus they need up to date and in good shape, and good levels of financial support from local government. FV/GM notes it is serving a comparatively wealthy area, with high home values and a good tax base.

Manpower/staffing issues

For both departments, the primary concerns are membership, recruitment and retention. These are rooted in a familiar set of issues that are affecting all volunteer departments across the state and nationally. The current membership base is averaging older, while fewer younger people are coming in to balance out the rosters. Consequently, it is becoming increasingly challenging to field a crew of ready members during the daytime, to provide an adequate call response.

When young people do come in, they are less likely to commit to the same level of time and involvement as older members. As well, young members who are genuinely interested in the fire service may opt to use volunteer service as a springboard to becoming a career firefighter, and working for a paid department. This makes sense from their perspective, and, on the positive side, both departments include members who are current or past career firefighters at other departments, so they are benefiting from this shared experience and the level of professionalization that occurs in career departments. On the negative side, the departments speak of investing a lot of time and resources into training young members who do not stay with them, making them question whether it is worth it as a personal and departmental investment.

Social and cultural factors affecting volunteering

Volunteers identified a number of changes occurring over the past decades that are making volunteer firefighting feel less rewarding and more burdensome.

American culture as a whole is switching towards an emphasis on home life, family time and private entertaining, and away from the group social events and collective activities that

characterized previous generations and helped drive large-group volunteerism. Simultaneously, there has been a decline in shift work and in employers who will release their members to respond to calls, making it increasingly difficult to fill some time blocks.

At the same time, more is being asked of volunteers: in the name of safety, basic training and certification classes have increased in scope to require more and more of a volunteer's time. It is expected that new standards from OSHA will come with even more requirements.

As well, volunteer companies also rely on members to step into leadership positions on the business side, managing finances and handling required paperwork like records and reporting, training, etc. Departmental leadership spoke about how some good candidates with families declined to take leadership positions because of the extra work and hours they would entail.

Another common complaint across volunteer departments is the perception that calls are increasingly shifting away from 'true emergencies' to more trivial quality-of-life calls. Volunteers are often highly motivated to go on serious calls, like structure fires and motor vehicle accidents. However, repeated false alarms, malfunctioning smoke alarms, and calls for minor medical issues, such as panic attacks or gastrointestinal distress, sap volunteers' energy and enthusiasm.

These increasing demands are not the fun and rewarding side of volunteer firefighting: people join to serve their communities by fighting fires and providing medical aid, not to spend time on paperwork, cleaning, false alarms, or seemingly endless training requirements. It is tough to balance increasing demands with personal and family life, and even harder to personally justify when service does not provide the same level of excitement and satisfaction that previous generations gained from it.

Opinions About a Potential Merger

Both departments are open to a potential merger. Some members and leadership express eagerness to move ahead with it, and others would like more detail about the potential benefits versus maintaining the status quo. For example, in discussions with departmental members, one stated that in financial terms it made sense to merge, but they were not sure how it would work operationally. Another member stated that perhaps better coordination – such as special alarm boxes, shared SOPs and matching training schedules – might make more sense than a full merger.

Among other reservations, some members stated that they were unsure a merger would meaningfully change the manpower situation. Some FV/GM members stated it might make more sense to merge with Painted Post, as a directly adjacent department.

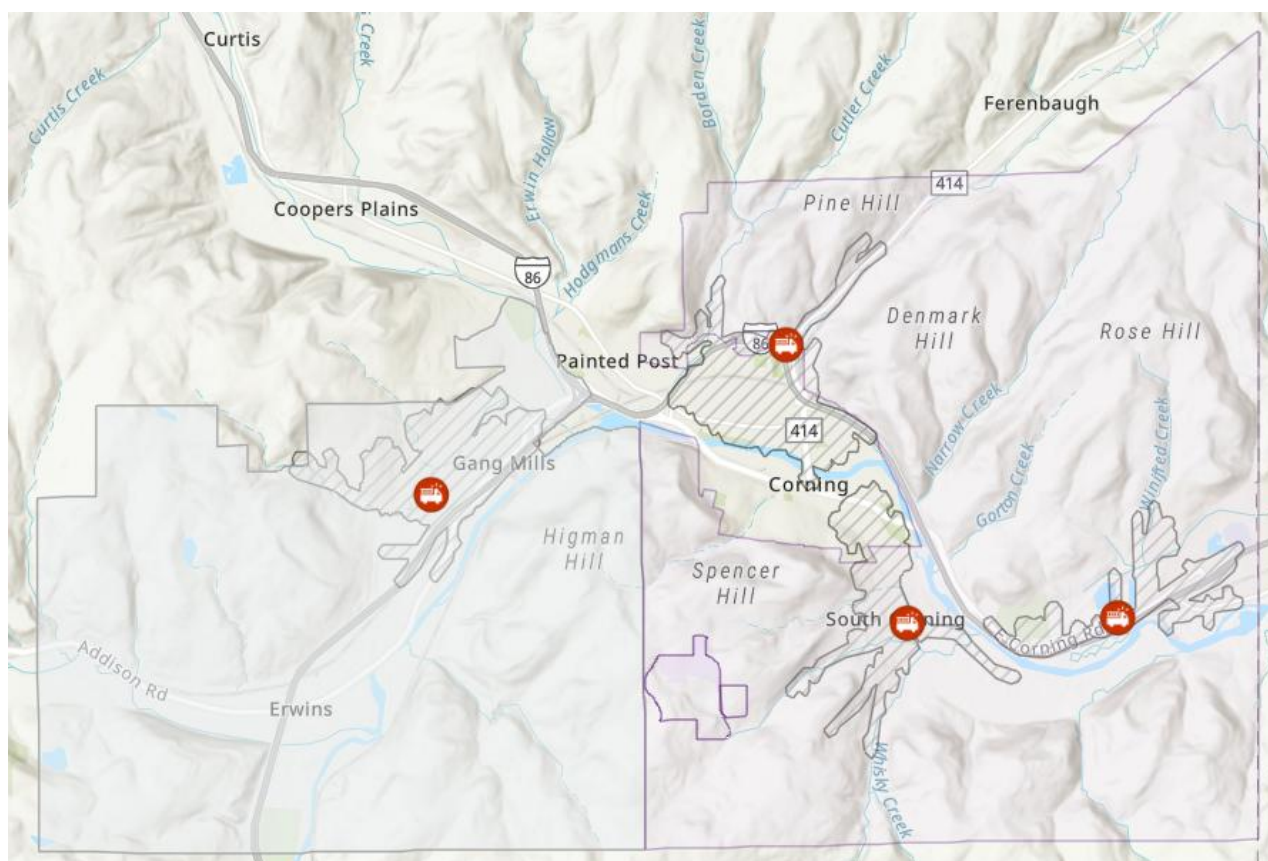
Other members and leadership felt that mergers and consolidation were essential for ensuring viability and survivability, and would likely happen by necessity in the near future, if it did not happen by choice in the present.

Area Maps

The following maps are available online at <https://bit.ly/CJFDFVGMStudy>. Using the menu buttons on the right side, filter layers can be turned on and off to add different features such as drive distance and calls-for-service heat maps.

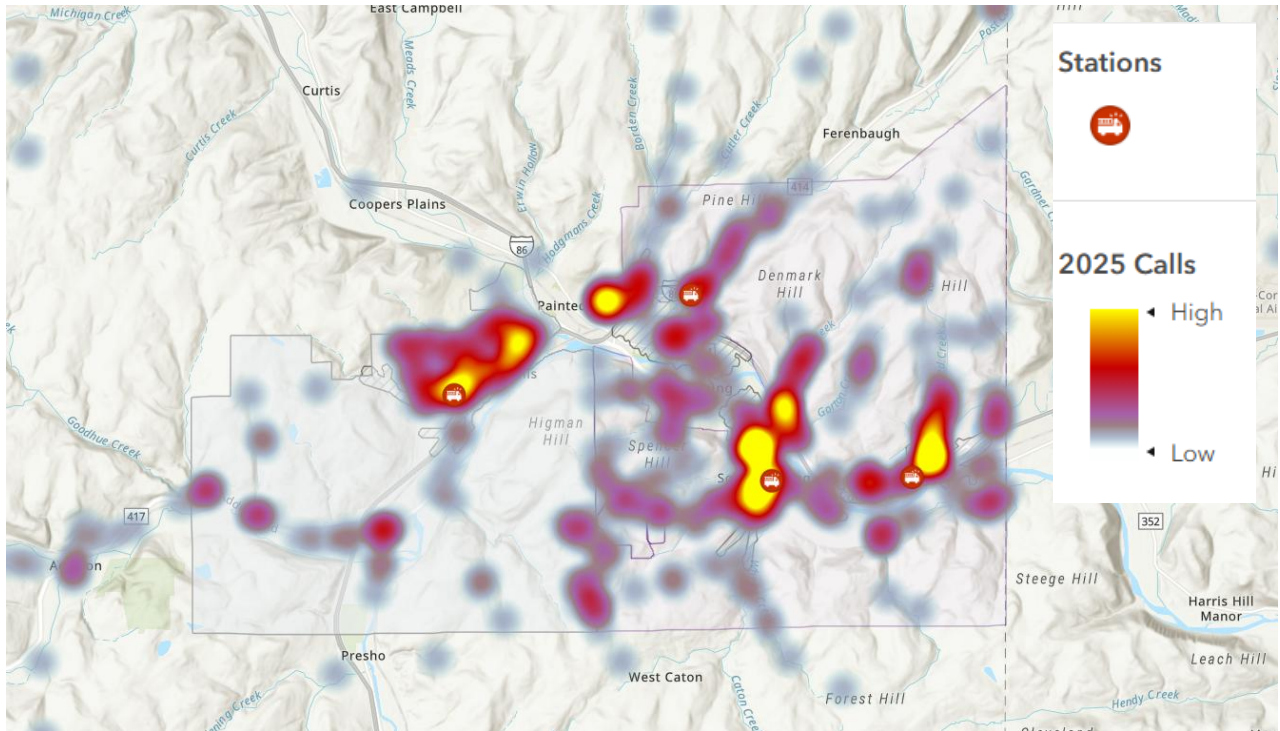
1.5-Mile Drive Distance

The map below shows areas within a 1.5-mile drive distance of each station, calculated on actual street distances, rather than a simple 1.5-mile radius.



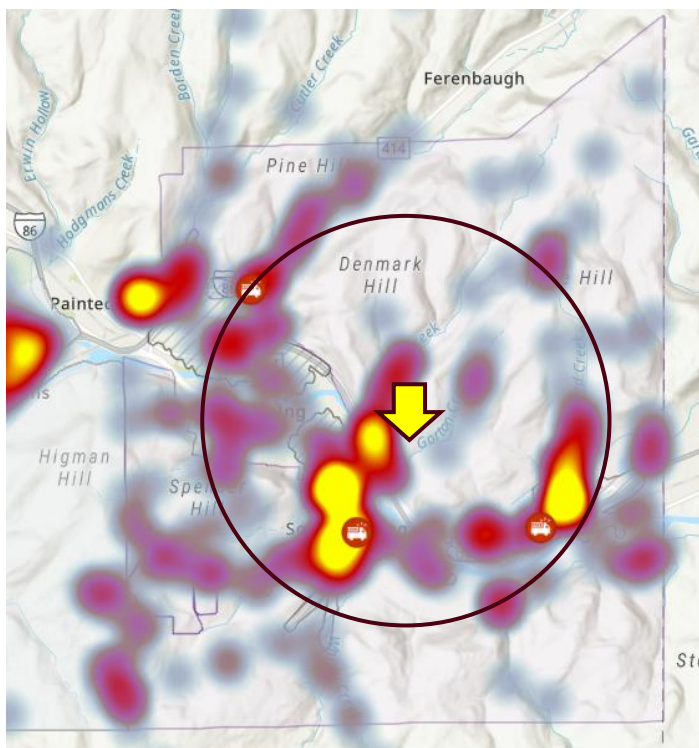
Heat Map of 2025 Calls

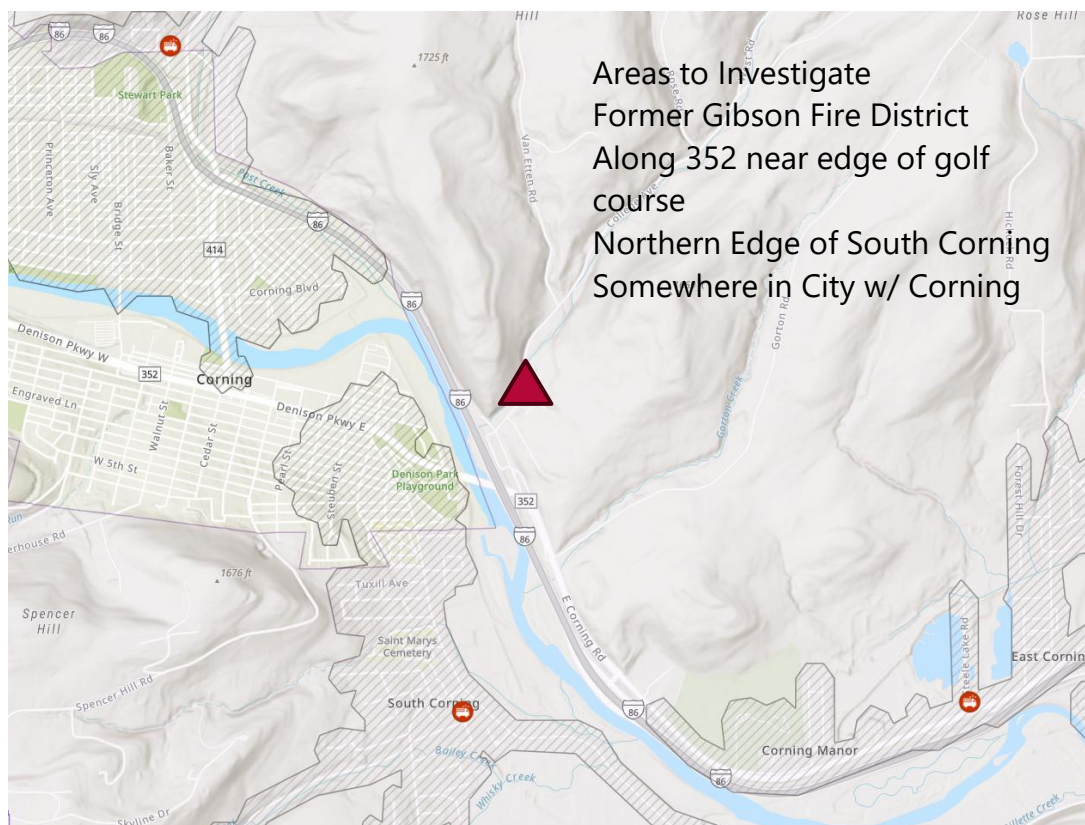
The map below shows how calls are clustering, from high-density to low-density, by area.



Potential Station Locations

A fourth station could be sited in a central area to improve coverage.





Detailed Recommendations

The following recommendations are divided into shorter-term and longer-term recommendations which can be implemented by the two commissions. There are some tradeoffs in terms of costs and implementation for most of the recommendations. However, the overall trend in volunteer firefighting is declining volunteerism and increased costs across the board and this is an opportunity for the two departments/districts to prepare for the future and ensure their organizations' continued success – either separately or together. If the two departments/districts chose to merge, all recommendations would effectively become cheaper due to combined resources and efficiencies of scale.

Short-term Recommendations

Merging CJFD & FV/GM

A merger of the fire districts and departments makes sense now for a number of reasons. First, and most importantly, both fire districts and both departments are open to it, including the membership. Consolidation or closure of smaller departments due to diminishing volunteer numbers is the wave of the future, in that it is coming whether volunteer

departments want it or not. Proactively and intentionally addressing this issue on your own terms now is better than being forced into it later.

Financially, both districts' finances appear to be in good shape. Debt can remain with the originating district, even after a merger, and tax rates for the two districts – when adjusted to full-value equalization at 100% of fair market property value – are virtually identical. This means that a merger will not be financially unfair to one set of residents or unduly burden one of the districts.

Likewise, some efficiencies are likely to result from the merger and improved coordination. Both departments currently have compatible gear, including the same brand of turnout gear and SCBAs. Combined bulk orders can reduce cost. A merged department can also generate apparatus savings through a reduced fleet size, as explained below.

While department members were generally positive on the possibility of a merger, some members expressed concern that a high combined call load could burn volunteers out. One potential answer for this problem is to designate duty crews for single-company alarms. Volunteers can sign up on a rotating basis to handle situations like an alarm activation with no reported smoke or fire and only one company needs to be sent to those calls. Very active volunteers and those that live or work relatively close to the stations of the other company should be cross trained to respond to facilitate response from the most appropriate station. Acquisition of additional turnout gear to have at each station will facilitate this process.

Segmenting Workload Based on Geography

If a merger occurs, the new district should continue to segment the workload based on the current district boundaries. The distance between stations and the further edges of the districts are not supportive of a prompt response from resources in the other district. Therefore, each company should be responsible on its own for responding to “single company” level events in its current district. These single company events include medical emergencies, residential smoke alarms without sign of smoke or fire, and most motor vehicle crashes. The two companies should regularly train together and respond to large or high-risk events together.

Additionally, CJFD chooses to respond to many EMS calls in their district while FV/GM does not. Therefore, having two different levels of service based on community expectations should be honored for the time being. The resulting different levels of services should be monitored for desired effectiveness.

Staffing

The primary goals with staffing should be retaining existing volunteers, relieving the burden on volunteer administrative and operational staff and ensuring a prompt and robust response, especially for high-risk events.

Volunteer Retention

Both departments seek to retain volunteers through traditional methods including recognition dinners, department attire, state training reimbursement and team building activities. As noted below, the departments also have Length of Service Awards Programs (LOSAP). The two towns also have enrolled in the property tax abatement program available to volunteers. The departments should also consider the following best practices:

- Stay interviews – where department leadership meets with existing volunteers on an annual or more regular basis to identify any challenges the volunteer is experiencing with the organization and how the department can help them remain.
- New member mentorship – a formal program where a new member is teamed with an existing firefighter that is not an officer to help support their transition into the department. This type of relationship that is outside of the chain of command removes the common barrier of fear of communicating with officers.
- Expense reimbursement – while state law limits the amount of compensation given to volunteer firefighters, it does allow for reimbursement of mileage for training and for food and refreshments during a shift or after a call. Appropriate procedures would need to be followed.
- Support changes to law to allow for compensation – the NYS Legislature did not pass a proposed bill that would allow for pay for call for members of the fire department. This legislation will likely be presented again in the future and additional lobbying by volunteers might help its passage.

Review Process

Both departments should develop a formal review process on turnout numbers and response times for high-impact events to assess if and when the response is falling short, and if there is a need for some level of paid staffing, either immediately, or in the near future. A sample metric would be to evaluate the time the first engine arrived, when there were 12 qualified firefighters on scene, when an adequate water supply was established and how many of the key resources (personnel and apparatus) were provided by the primary agency versus mutual aid.

Administrative Staffing

In discussions with district leadership, the need for administrative support from a paid person is apparent and a shared “District Manager” could help both districts or a combined district with administrative requirements and finances. A sample set of responsibilities could include managing apparatus/equipment maintenance, arranging for services at the stations, completing NERIS and training records, and supporting the operational officers. A potential salary would be \$80,000 with estimated benefits package of \$60,000 putting the cost at \$140,000 per year.

Firefighter Staffing

A joint district should consider a 24/7 staffing model that combines duty shifts for volunteers with paid staff to respond to “single company” events. If going to a 24/7 staffing model is cost prohibitive, using part-time staff to address key hours of the day might be appropriate. If a

decision is made to hire, consider a SAFER grant to soften the impact. A contract staffing arrangement with the City of Corning – where paid staff are formally City of Corning employees working for the fire district under contract - could provide qualified staff while outsourcing some of the HR requirements and burdens around hiring.

Full-Time Staffing Cost Forecasts

In a 24/7 staffing model, there is a minimum of 4 firefighters needed to fill each desired position. If the district wanted to have 2 firefighters on duty, they would need to hire 8 individuals. Using the costs from the City of Corning FD as base for an estimate, a firefighter with about five years of experience would have a salary of \$65,000 and an estimated benefits package of \$47,750 for a full cost of \$113,750. Using 4 firefighters for each 24/7 position, a staffed position would cost \$455,000.

The table below provides illustrative costs ranging from staffing of 2 on duty at a time to 8 on duty at a time. The table does not include potential costs associated with supervision or overtime.

# of Positions 24/7	Estimated Cost	Staffing Model
1	\$455,000	Each Firefighter position
2	\$910,000	2 on duty at one station
3	\$1,365,000	3 on duty at one station
4	\$1,820,000	2 on duty at two stations
6	\$2,730,000	3 on duty at two stations
8	\$3,640,000	3 on duty at two stations, 2 on duty at third station

Alternatively, firefighters could work 12 hours a day in a full-time model which would cut the estimated costs in half. For example, 4 full-time individuals could work 12 hours a day in rotation from 0600 to 1800 two days on/two days off to have two on duty at a time during those peak hours for a cost of about \$455,000.

Part -Time Staffing Forecasts

A nearby fire department, Big Flats, pays part-time EMTs/Apparatus Operators to supplement their volunteer staff responding to calls. Their advertised hourly wage is \$18.00 per hour to \$24.00 per hour. This could be a less expensive alternative to full-time staffing or a bridge until full-time staff are hired. There are benefits of not having to pay benefits, but a substantial drawback is the transient nature of part-time staff. The staff could be fully qualified firefighters/EMTs or a narrower job description.

The table below uses the top end of the published wage scale as a model. This model would be focused on the times with the least reliable coverage.

Staffing Model	Weekly Hours	Annual Cost Projection
2 firefighters, 10 hours per day 5 days per week	100	\$156,000

2 firefighters, 12 hours per day 5 days per week	120	\$187,200
3 firefighters, 10 hours per day 5 days per week	150	\$234,000
3 firefighters, 12 hours per day 5 days per week	180	\$280,800

LOSAP

In the event of a merger, there would need to be changes to the Length of Service Awards Program (LOSAP) because each program is specific to the district that created it. The decision around LOSAP programs comes with pros and cons. There are essentially four options:

- 1) Close Forest View's program and move everyone to Corning Joint.
- 2) Close Corning Joint's program and move everyone to Forest View.
- 3) Close both programs and create a new LOSAP program.
- 4) Close both programs and do not create a new program – instead, move members to a different incentive program, like pay-per-call, if it has passed at this point.

Important Points on LOSAP

- Any change in the LOSAP program, such as termination, is likely to require a referendum under state law.
- In the event of a program termination, Members of a terminated program would be divided into two groups: Group 1 – those who have reached entitlement age and are already receiving payments – would continue to receive their monthly payments as before over their lifetime; Group 2 – those who have not reach entitlement age – would be paid out lump-sum amounts based on actuarial calculations of their expected lifetime benefit in the event that their original program was closed.
- Members of the terminated program who merged into a new department could receive service credit towards vesting – years counting to being eligible for LOSAP payouts – if the board passed a resolution enabling it, but they could not receive monetary credit for past service as they had already received that payout from their terminated program.
- While Forest View's LOSAP program has more generous benefits, it is also more expensive.
 - Merging into Corning Joint's program would have a cost of \$1,200 per member who qualifies for LOSAP.
 - Because Forest View is defined benefit, the costs of merging into its plan are uncertain:
 - Penflex's representative roughly estimated that a merger of Corning Joint members into Forest View's plan would at least triple the annual costs Forest View is currently paying.
 - Penflex can do an actuarial projection of the actual cost for a \$900 fee.

It has been broadly noted that LOSAP benefits are not a strong incentive or attractor for newer/younger members. The districts should consider whether it makes sense to freeze or reduce LOSAP for new members in order to redirect benefits to other areas that attract new members.

Stations

FV/GM

FV/GM's station is well-maintained and has no immediate needs but would need renovation to accommodate 24/7 staffing, including sleeping quarters. This could likely be accomplished by converting some existing spaces to other uses rather than adding on to the building.

CJFD

North Corning Station

There is no reason not to lease or sell North Corning Station, since the department is not currently using it and does not want to be burdened by maintenance issues. CJFD could lease the station to AMR for five years. One option is a Triple Net Lease (NNN) arrangement, where the tenant (presumably AMR) would be responsible for paying base rent plus all three primary property expenses: property taxes, building insurance, and maintenance. While the base rent would typically be lower under such an arrangement, it would unburden CJFD of associated costs. Alternately, CJFD could consider selling the property outright to AMR.

South Corning Station

The lease from the Village should be set for three to five years, with an option to renew since it will take at least that amount of time to identify a long-term plan for a station.

Apparatus

CJFD's Engine 92 and Engine 70 are over 20 years old and should either be replaced or moved to reserve status. If a merger of the departments were to occur, the new district should be comprised of 3 to 4 frontline engines (1 per station, depending on number of stations) plus 1 reserve engine, 1 aerial, 2 tankers, and a squad/utility vehicle for each station. A joint boat purchase is a good solution to the aging current unit.

FV/GM currently has 2 Engines, 1 Tanker, 1 Rescue, 1 Aerial Ladder and 1 brush, 1 ATV and 1 marine unit in service operating out of 1 fire station. CJFD has 3 Engines, 2 Tankers, 1 Rescue, 1 brush, 2 miscellaneous vehicles and 1 marine unit operating out of 3 fire stations.

FV/GM is in the process of writing specifications for a new aerial ladder and replacing the existing one with this unit. At the same time, they will decommission the rescue company and move the inventory of equipment over to the new truck ladder. Any duplicated items or equipment will be reduced in the current inventories. This will reduce operations cost along with maintenance cost of equipment and apparatus.

Any apparatus that is over 20 years of age and still in front line of service should be moved to reserve status and an appropriate replacement program plan should be established to replace apparatus on a regular basis based on current National Fire Protection Association (NFPA) standards and best practice for the fire service. By putting this plan together, it would help reduce the overall maintenance cost of operations, reduce breakdown times and enhance the safety of the general motoring public.

Apparatus in a Merger

If a merger of the departments were to occur, the new district should be comprised of 3 or 4 Engines (1 per station, depending on the number of combined stations), 1 Aerial/Ladder, 2 Tankers, and a squad/utility vehicle for each station.

The merging of the current Rescue and Ladder company equipment makes for sound and efficient fire operations based on the current conditions in the geographical response areas that are currently covered. The new aerial ladder will likely fulfill the needs of the community for the next 20-25 years. The existing rescue vehicle could be sold as surplus or held in reserve status if the department feels the need for a reserve company.

The miscellaneous support vehicles could be combined, based on needs and locations of equipment for specific types of emergencies the departments foresee them responding to. The 2 brush trucks, 2 marine units and several pieces of specialized equipment needed to serve the area should be evaluated to determine if duplication of resources can be reduced.

The suggested combined department apparatus fleet would be:

- 3 or 4 Engine Companies
- 1 Ladder Company
- 2 Tanker Trucks
- 1 Rescue Company (or appropriate equipment on other units)
- 2 Brush and 4 misc. vehicles, including the marine units.

All inventories and ancillary appliances on the apparatus should meet the requirements of equipment carried on specific types of apparatus in accordance with National Fire Protection Association (NFPA) Standard 1901. Departments should also refer to the Insurance Service Office (ISO) inventories to obtain maximum credit in the grading schedule.

Long-term Recommendations

New Station

CJFD should plan for a new single station centrally located in its response area. Potential locations for a new consolidated station include:

- The former Gibson Fire District, along Route 352 near the edge of the golf course

- The northern edge of South Corning
- A location in the City of Corning, shared with City of Corning FD. These locations are suggested based on their centrality to the district and also the active volunteers.

The department should plan for an engine, tanker, rescue/utility vehicle, water rescue and reserve apparatus at this station, along with space for administration, training and full-time staffing. Sufficient storage and training spaces need to be incorporated into this station.

New Combined Station

The two districts, along with the City of Corning, could utilize a single, modern firehouse. A joint, centralized fire station, owned by the City of Corning and with shared/leased space for the fire districts, may enable the best coverage of the area. Potentially, AMR might also operate out of the space.

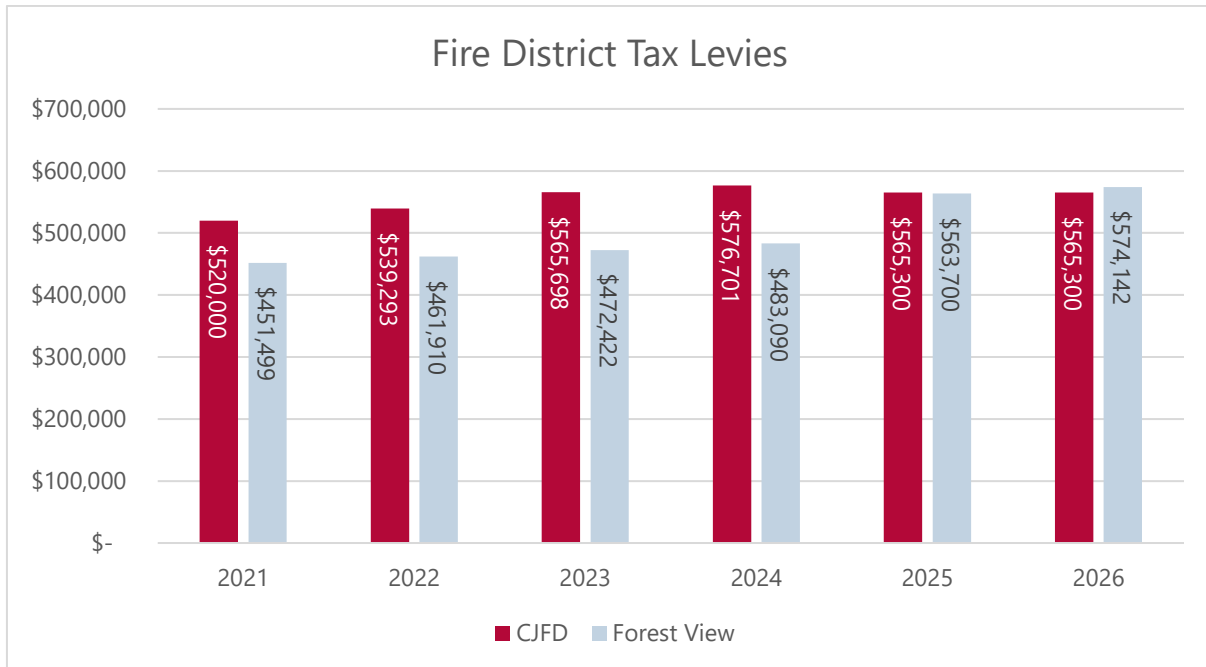
Regional Fire Service

A regionalized fire service solution makes the most sense long-term. This could include any of several neighboring departments including Cooper's Plains, Painted Post, Campbell, and the City of Corning. This would leverage joint financial resources and economies of scale to handle major expenses, such as new stations, apparatus, and likely forthcoming pay-per-call/pay-on-call incentives.

This would provide a better structure for possible hybrid/combination departments. Career firefighters could be hired through the City and work for the fire districts through contractual staffing. Steuben County could also be a "contract staffing" solution – similar to the way some New York State counties are already acting as contract staffing operators for local EMS service.

Projected Tax Impact of Recommendations

Both the Forest View and Corning Joint Fire Districts have been holding their tax levies relatively level for the last five years, with increases around 2% or less, except for a 15% jump between 2024 and 2025 in Forest View. Forest View is up 27% since 2021 and Corning Joint is up 9%.



Comparing the property tax rates is more complicated because the two districts have different real property assessment values. In 2025, the property in the Corning Joint district was assessed at 87% of its market value and Forest View's property at 95% of its market value. The table below shows the 2026 property tax rate based on the 2025 assessment for both districts, the impact of equalization and the tax cost to a home with a market value of \$200,000⁵.

2026 Property Tax	Tax Rate per \$1,000	Equalization Rate	Equalized Rate	Cost to a \$200,000 property
CJFD	\$1.12088	87.00%	\$0.970	\$194.00
FV/GM	\$1.00477	95.00%	\$0.955	\$190.91

In 2026, both communities went through a property reassessment process that resulted in an equal assessment value for any 2027 taxes. The table below goes through several potential scenarios and how they would impact the taxpayers in both fire districts. If the two districts merge, it is allowable under state law for the debt CJFD is obligated to pay to remain segregated to those properties that were formerly in the fire district.

The table uses 2026 as a starting point, then forecasts a future for a few different scenarios: no change in the levy; a 2% increase in each levy (about \$11,500 per district or \$23,000 if combined); and a 10% increase in the levy (\$56,530 for CJFD, \$59,490 for FV/GM or

⁵ The census indicates the median home in the Town of Corning is \$167,000 and in the Town of Erwin it is \$223,000. \$200,000 was selected as a convenient mid-point.

\$116,020 combined). To make a 10% increase, a fire commission would need to override the tax cap, but such changes or more will be necessary to implement any of the changes that involve adding staff. The table rounds to the nearest dollar. The decision on whether to merge the debt or not resides with the commissions as part of a merger plan.

Scenario	Corning Joint District	Forest View District
2026 Tax Bill	\$174.00	\$190.00
2027 No Change to Levy - Separate	\$172.00	\$189.00
2027 2% Levy Increase - Separate	\$175.00	\$193.00
2027 Combined No Change to Levy - Debt Shared	\$180.00	\$180.00
2027 Combined No Change to Levy - Debt Split	\$200.00	\$168.00
2027 Combined 2% Levy Increase - Debt Shared	\$184.00	\$184.00
2027 Combined 2% Levy Increase - Debt Split	\$203.00	\$172.00
2027 Combined 10% Levy Increase - Debt Shared	\$198.00	\$198.00
2027 Combined 10% Levy Increase - Debt Split	\$217.00	\$185.00

In percentage terms, a 10% increase in a tax levy seems dramatic, but in cash terms, the biggest potential change would be an annual \$43 increase for a home of \$200,000 in CJFD if the debt was segregated by district.

However, the recommendations related to staffing outlined above would require a tax levy increase higher than 10%. The cost of an administrator with benefits is estimated at \$140,000; part-time firefighters for 100 hours per week is estimated at \$156,000; and 2 full-time firefighter positions is estimated at \$910,000. The table below provides a rough illustration of the impact on the tax levy of those recommendations, looking at FV/GM property and a property in the combined district with all debt shared. The percentage increases would be slightly higher to CJFD.

Change Needed in a Combined Tax Levy	Estimated Cost	Approximate Levy Increase to Forest View	Cost to a \$200k property	Approximate Levy Increase Combined District	Cost to a \$200k property
Administrator	\$ 140,000	24%	\$233.91	12%	\$202.19
100 hours of part-time firefighters	\$156,000	27%	\$239.00	13%	\$204.68
2 full-time firefighter positions	\$ 910,000	157%	\$482.77	78%	\$325.54

The takeaway is that any increase in costs will have a lower impact on an individual property if the districts share the costs together.

Corning Joint Profile

The Corning Joint Fire District took over operations on January 1, 2020. It was formed from the merger of the two fire districts – (North Corning and East Corning) with the South Corning Village Fire Department. Although the district operates in a unified manner, the North Corning Volunteer Fire Department, East Corning Volunteer Fire Department, and the South Corning Fire Department still exist legally as distinct organizations. The Board of Fire Commissioners governs the operations of the three departments, and they effectively operate as companies under a single department structure. The CJFD also absorbed the Gibson Fire District in 2023 when it ceased operations. Each firefighter is a member of one of the three distinct fire departments and functions as a member of the district's fire department.

Overview from Leadership

CGR interviewed Chief Mike Brennan and Corning Joint Fire District Chairman Dave Shafer. Interviews with CJFD's leadership addressed a number of key issues for the district/department.

Volunteer Numbers and Commitment

CJFD's leadership noted a decline in overall volunteer numbers, from the 70s in years past to the 50s recently. Twelve members are career firefighters at other departments. Turnout can be highly variable, with a good number of members responding to some calls, and very few at other times. About 20% of the membership provides the majority of turnout and responses. Leadership described the conflict with work commitments as "On a Monday morning at 10 am, nobody is ready to go." The calls for service data looked at timeliness of response and there was not a noticeable difference during daytime hours compared to other times of day, but the number of firefighter was not analyzed.

Leadership also identified a generational divide, with more of the younger people doing a lot of training but not always responding to calls. Those with families are less likely to come spend time at the fire station and prefer to respond from home. They also state that some younger people seem to want something in return for their effort – being paid per call, or even just receiving food.

Incentives

LOSAP

A Length of Service Awards Program (LOSAP) benefit was started in 2024 and runs on a point system, with half the points coming from call response, and the rest from training, drill participation, fire camps, etc. Thirty-two members met the LOSAP requirement in 2024. Leadership reports that younger members are less interested in LOSAP and more interested in call-based incentives.

Stipends & Pay-per call

Leadership has considered the possibility of pay for responses, but leadership believes they cannot currently afford it on a wide scale and believes that the tax levy would have to be materially increased to add any level of paid firefighters. Twin bills authorizing volunteer firefighter stipends are currently in front of the New York State Senate and Assembly. A general reading of these bills suggests that volunteers could be compensated a “nominal” amount for their service, which under U.S. Department of Labor rules could be up to 20% of the prevailing wage offered to career firefighters in their area. This compensation would not be subject to NYS taxes. It would be up to the local fire authority – the fire district, department or municipality funding the volunteers – to provide this money to their volunteers.

EMS Calls

CJFD does C, D & E-level call responses (Charlie, Delta and Echo⁶), and the members feel that if they lose those calls, they will lose the overall EMT program. At the same time, EMT calls are not as satisfying as hoped: EMTs are mainly doing lift assists, with very few hands-on experiences providing care. Leadership describes this as “mostly standing back and wait for AMR to tell us what to do,” which is hurting volunteer morale, because they feel that there’s no reason to respond because they’re not being used on-scene. In part, this is due to AMR’s relatively quick response in CJFD’s district, as opposed to a slower AMR response in other outlying regions that makes those areas’ fire departments more essential as first responders. That said, leadership describes CJFD’s overall relationship with AMR as currently good and continuing to improve.

Merger Possibilities

Previous merger

CJFD views its previous merger of the different Corning companies into one department as a success, but it is still in the process of integrating the fire associations and trying to right-size equipment and apparatus. Leadership says there is still a lot of spending on upkeep for equipment and apparatus, some of which is redundant and can be eliminated to lower costs.

Potential merger with FV/GM

Based on this experience, leadership believes that a merger with FV/GM could go very well, although it would take some time and effort. CJFD sees its larger membership numbers and wider range of EMS response categories as strengths it would bring to a merger. Leadership has identified potential merger benefits including a stronger financial position, consolidated strategic planning, improved economies of scale, and an opportunity to eliminate

⁶ These call types represent the more severe EMS calls such as trouble breathing, chest pains, strokes and serious injuries.

redundancies in areas like the fleets and insurance coverages. In a merger, leadership sees FV/GM and Corning merging straight into the same command structure.

Trigger for Career Staff

Leadership is concerned about the impact of new OSHA rules, which it believes will cause a lot of smaller surrounding departments – for instance, perhaps Caton, Campbell and Hornby – to close. At the same time, a merger with FV/GM would add 50-60 square miles that the combined department needs to cover, and leadership does not believe that they can make the transition purely with current volunteers. They believe some paid staff may be required within the next decade.

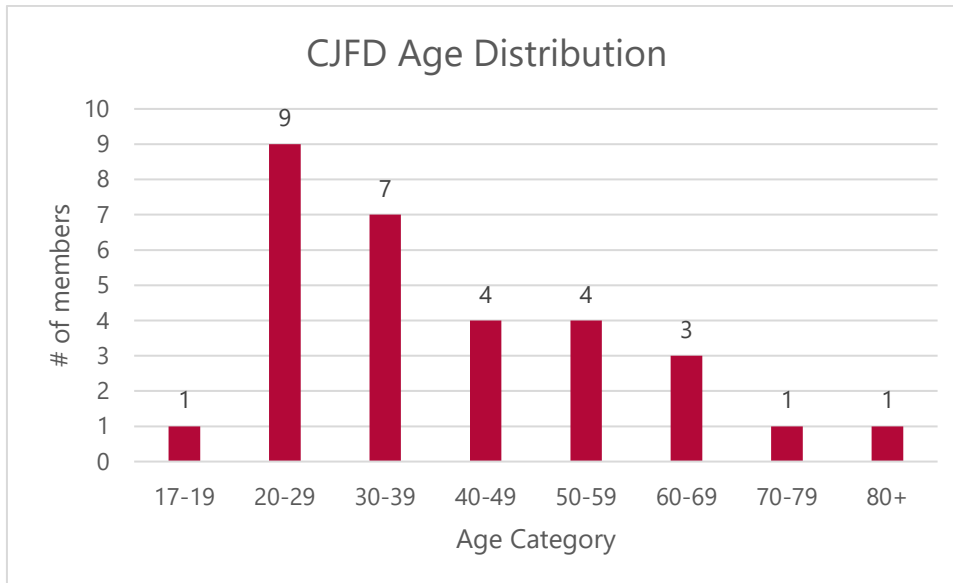
Personnel

CJFD has 53 members, four of whom are career at other area departments.

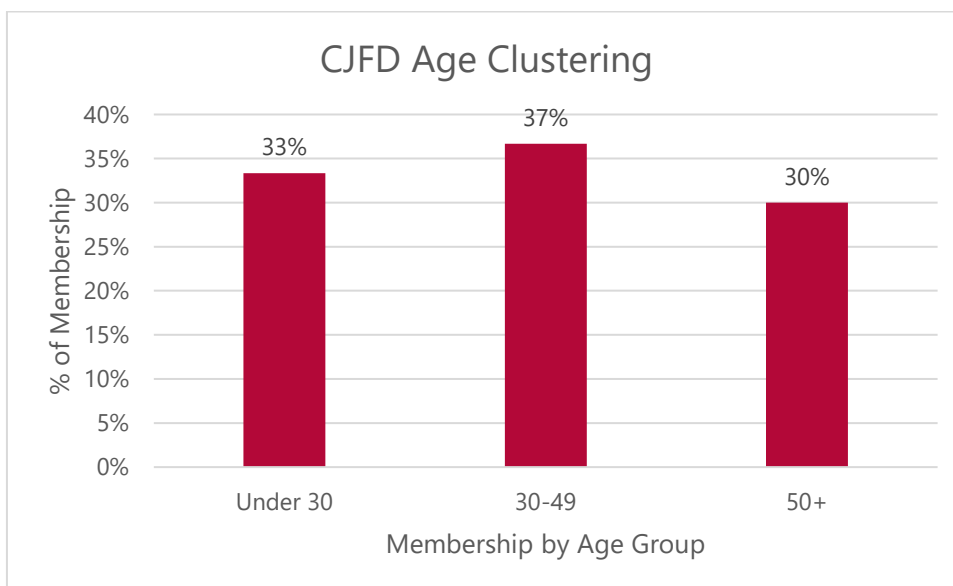
	Volunteers
Total number	53
Interior Qualified Firefighters	22
Certified First Responders	0
Certified EMTs (or higher)	19
Apparatus Drivers (Engine and/or Ladder/Quint)	16
Lieutenants	0
Captains	3
Safety Officer	1
Battalion/Deputy/Assistant Chiefs	3
Chief	1

Age Distribution

CJFD has a sizeable contingent of younger members, with those in the 20's being the most numerous age category by decade.



The overall membership is divided in almost even thirds between those under 30, those from 30 to 49, and those over 50, which indicates balanced prospects for the future.



Stations

CJFD currently has three (3) stations but only runs out of two of the stations.. CJFD also owns the North Corning fire station, at 3343 Baker Street but leases it to AMR ambulance (American Medical Response) for use as their ambulance base. The East Corning station, at 11873 East Corning Rd., was built in 1960. The South Corning station is part of the Village hall at 7 Clark St., and not a lot of members respond from this location. The Chief reports that this station needs substantial grade work to improve the lot and it may be listed as a

brownfield by the DEC, complicating efforts to upgrade and use it. As well, a former fourth station is now used as a cold storage space.

Overall, CJFD finds it a challenge to respond out of two stations – the current system is set up to route people to the best house to respond. They would prefer to be under one roof in a station geographically central in the Town of Corning.

CJFD leadership is open to the possibility of the Town and City of Corning creating a combined, centrally located station. Leadership reports a very good working relationship with the City of Corning and its fire department.

East Corning Station			
Address	11873 East Corning Rd, Corning, NY.	# of Bays	3
Typical Apparatus (Radio IDs)	Engine 25, Tanker 20 Rescue 47 M43	Year Built	1960
Offices (#)	2	Apx. Sq. ft.	
Sleeping Spaces (#) (typical)	0	Gear Wash	Yes
Breathing Air Cascade System	No	Exhaust Capture	No
Generator	Diesel Tested monthly Manual start	Security System	No
Fire Alarm	Central Station	Video Cameras	Yes, monitored
Sprinkler System?	No		
South Corning Station			
Address	7 Clark St, Corning, NY	# of Bays	3
Typical Apparatus (Radio IDs)	Engine 92, Tanker 4 Medic 37, Brush 34, Marine 34	Year Built	1965
Offices (#)	1	Apx. Sq. ft.	
Sleeping Spaces (#) (typical)	0	Gear Wash	Yes
Breathing Air Cascade System	Yes	Exhaust Capture	No
Generator	Natural Gas Tested weekly Auto start	Security System	No
Fire Alarm	Local	Video Cameras	Yes, monitored
Sprinkler System?	No		

North Corning Station			
Address	3344 Baker St Ext, Corning, NY	# of Bays	3
Typical Apparatus (Radio IDs)	Engine 70, M47	Year Built	1967
Offices (#)	2	Apx. Sq. ft.	
Sleeping Spaces (#) (typical)	0	Gear Wash	Yes
Breathing Air Cascade System	No	Exhaust Capture	No
Generator	Diesel Tested monthly Yes Manual start	Security System	No
Fire Alarm	Central Station, Local	Video Cameras	Yes, monitored
Sprinkler System?	No		

Equipment and Apparatus Profile

CJFD has been right-sizing its equipment and apparatus stock after the merger. Leadership reports spending significant money on upkeep and that they have still have redundant equipment that they are looking to dispose of. They have disposed of 15 fleet vehicles/apparatus since 2020. Three additional vehicles will go to auction in May, 2026, completing this reduction.

In terms of apparatus, leadership estimates that CJFD is one to two pieces of apparatus from where they need to be. CJFD will be reducing the size of the fleet as they move forward. This includes a new engine that they have filled out the specifications for and are looking to bond for.

CJFD's Engine 92 and Engine 70 are over 20 years old and are candidates for replacement or reserve status. The department put approximately \$50,000 into Engine 92 last year to bring it up to appropriate condition for continued use.

Apparatus # 1 Engine 25						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Engine 25	Engine	2017	Toyne	2000	1000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5"	1500 ft	1-3/4"	800'	N/A	Yes	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	24' 14' 10'	Yes	6	8	7	
Apparatus # 2 Engine 92						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Engine 92	Engine	2001	Saulsbury/ E-one	1500	500	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5"	1000'	1-3/4"	600'	50 gal	Yes	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	24' 14' 10'	Yes	5	6	6	
Apparatus # 3 Tanker 4						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Tanker 4	Engine/Tanker	2022	Toyne	1000	2000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5"	800'	1-3/4"	400'	N/A	No	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	24' 14' 10'	No	2	3	2	

Apparatus # 4 Tanker 20						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Tanker 20	Engine/Tanker	2022	Toyne	1000	2000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5"	800'	1-3/4"	400'	N/A	No	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
No	24' 14' 10'	No	2	3	2	
Apparatus #5 Engine 70						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Engine 70	Engine	2000	4 Guys	1250	1000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5"	1000'	1-3/4"	700'	40 gal	Yes	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	35' 12' 10'	No	4	2	4	

Equipment

Equipment, such as apparatus pumps, hoses, aerial and ground ladders, power tools, cascade systems and SCBAs, are all tested annually by a third-part vendor. SCBAs are tested in-house on a monthly basis.

Interior firefighters are assigned two sets of turnout gear and exterior are assigned one set. The department uses Morning Pride gear, Cairns helmets, and Scott SCBAs. Approximately 5% of in-service turnout gear is greater than 10 years old. SCBAs are all standardized as of 2020 and gas meters are up to date.

Training Overview

Per CJFD's policies, all active members must acquire fifty (50) hours of training annually to be considered an active member, of which 25 hours can come from state OFPC classes, and the remainder must come from District-approved training sessions. This includes OSHA training and Apparatus Driver training.

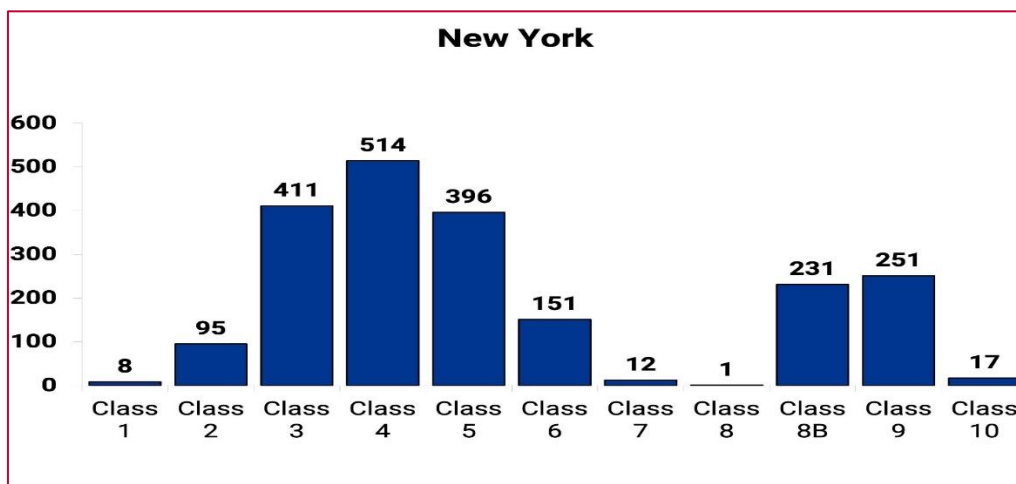
Over the past three years, firefighters were exposed to live fire training approximately three to four times, with no difference between career and volunteer firefighters. Physical exams and respiratory fit testing for firefighters are conducted annually by a third-party vendor, Occustar Medical.

ISO Report

The Insurance Services Office (ISO) last performed a Public Protection Classification (PPC) assessment of Corning Joint FD in 2021. A PPC review will evaluate fire department capabilities, fire service communications and water supply and distribution system. This produces a set of scores and an overall score that is used by many insurers to assess the adequacy of local fire protection, which in turn affects insurance rates. The overall score is from 1-10, with 1 being the highest score.

Corning Joint FD has been rated Class 04/4Y⁷. In New York, a Class 4 department falls in the top half of all state fire departments.⁸

Distribution of ISO PPC Scores in New York State⁹



⁷ The second part of the score, "4Y", reflects the increased risk level for properties more than 1,000 feet from an FSRs creditable water supply (i.e., a hydrant, suction point, or dry hydrant).

⁸ For more information on the rating system, go to the following link:

<https://www.verisk.com/resources/faqs/public-protection-classification-ppc-program/>

⁹ Source: <https://www.isomitigation.com/ppc/program-works/facts-and-figures-about-ppc-codes-around-the-country/>

As displayed in the table below, Corning Joint FD scored acceptably in most areas, except in relation to the fire department areas of deployment analysis, company personnel, and training. The water supply scored low for inspection and flow testing. The areas of company personnel and training are difficult for most volunteer companies to earn high credit in, given ISO's scoring criteria. The deployment analysis includes factors such as average road miles from stations to structures in the coverage area, which also makes it difficult to improve without adding more stations or changing station locations. It also factors in response times, which are potentially more under a department's control.

FIRS Feature	Earned Credit	Credit Available
Emergency Communications		
414. Credit for Emergency Reporting	3.00	3
422. Credit for Telecommunicators	1.92	4
432. Credit for Dispatch Circuits	3.00	3
440. Credit for Emergency Communications	7.92	10
Fire Department		
513. Credit for Engine Companies	5.20	6
523. Credit for Reserve Pumpers	0.48	0.50
532. Credit for Pump Capacity	3.00	3
549. Credit for Ladder Service	2.10	4
553. Credit for Reserve Ladder and Service Trucks	0.24	0.50
561. Credit for Deployment Analysis	4.78	10
571. Credit for Company Personnel	9.30	15
581. Credit for Training	2.37	9
730. Credit for Operational Considerations	2.00	2
590. Credit for Fire Department	29.47	50
Water Supply		
616. Credit for Supply system	24.13	30
621. Credit for Hydrants	2.78	3
631. Credit for Inspection and Flow Testing	1.52	7
640. Credit for Water Supply	28.43	40
Divergence¹⁰	-2.43	-
1050. Community Risk Reduction	3.72	5.50
	67.11	105.50

¹⁰ The Divergence factor mathematically reduces the total score based upon the relative difference between the fire department and water supply scores. The factor is introduced in the final equation.

Total Credit		
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Calls for Service Summary

Over the last couple of years, CJFD has been averaging just over 500 calls annually.

Calls by Time Period

Calls by Month

There is no clear pattern across years to CJFD's calls by month, as shown in the table below.

Calls by Month	2021	2022	2023	2024	2025
January	27	43	26	39	45
February	29	35	33	38	37
March	46	56	30	29	48
April	42	29	37	43	53
May	45	34	28	39	43
June	42	38	46	43	32
July	51	45	48	59	39
August	45	41	44	35	49
September	35	28	33	32	37
October	50	43	44	57	44
November	37	32	45	40	46
December	44	43	29	56	42
TOTAL	493	467	443	510	515

Calls by Day of Week

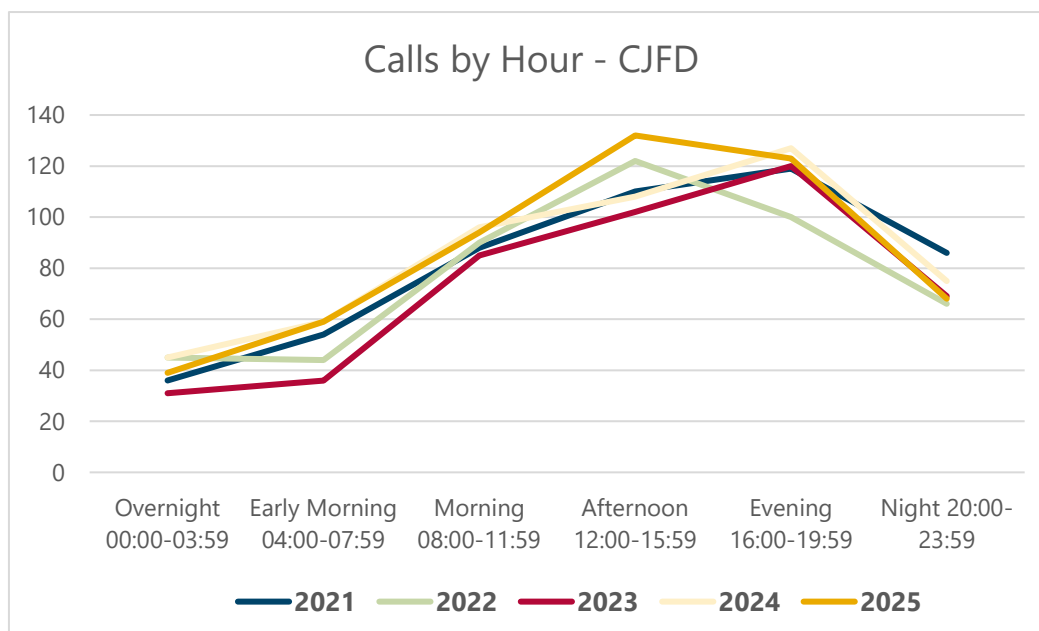
There is also not a clear pattern across years to CJFD's calls by day of week, as shown in the table below. While some other departments have spikes of calls during weekdays or weekends, this is not evident with CJFD's calls.

Calls by Day of Week	2021	2022	2023	2024	2025
Sunday	54	71	63	70	85
Monday	83	67	76	78	65
Tuesday	63	76	67	75	72
Wednesday	74	72	62	62	73
Thursday	73	60	47	71	81
Friday	75	66	70	83	72
Saturday	71	55	58	71	67
TOTAL	493	467	443	510	515

Calls by Hour

CJFD's calls demonstrate a typical pattern of rising during daytime hours, peaking in the afternoon and evening, and then falling to lows overnight. This reflects the common pattern of public daytime and evening activities which lead to service calls.

Calls by Hour	2021	2022	2023	2024	2025	Avg
Overnight 00:00-03:59	36	45	31	45	39	39.2
Early Morning 04:00-07:59	54	44	36	59	59	50.4
Morning 08:00-11:59	88	90	85	96	94	90.6
Afternoon 12:00-15:59	110	122	102	108	132	114.8
Evening 16:00-19:59	119	100	120	127	123	117.8
Night 20:00-23:59	86	66	69	75	68	72.8
TOTAL	493	467	443	510	515	2,428



Calls by Type

By type, the five highest categories of calls (highlighted in orange below) are *Rescue & EMS – Medical Care*, *Rescue & EMS – Motor Vehicle Accidents*, *False Alarms*, *Hazardous Condition – Electrical*, and *Good Intent – Cancelled en Route* calls. *Fire – In Structure* calls are sixth-highest.

Rescue & EMS – Medical Care calls are responses to provide direct medical care, while other *Rescue & EMS* call types are to provide backup for medical care delivered by ambulance companies or other kinds of assistance. In 2025, *Rescue & EMS – Medical Care* calls accounted for a third of CJFD's total call volume.

Calls by Type	2021	2022	2023	2024	2025	Average
False Alarm-Malicious	0	1	0	2	5	1.6
False Alarm-No Fire	36	32	22	40	34	32.8
False Alarm-Other	3	0	1	1	0	1.0
False Alarm-System Malfunction	22	18	25	12	5	16.4
Fire-In Structure	35	36	19	27	16	26.6
Fire-Other	5	2	5	3	0	3.0
Fire-Outdoor	11	7	6	4	9	7.4
Fire-Vehicle or Transport	7	9	1	13	5	7.0
Good Intent Call-Cancelled En Route	19	17	14	26	60	27.2
Good Intent Call-No Incident Found	5	6	10	12	10	8.6
Good Intent Call-Other	11	14	14	16	23	15.6
Hazardous Condition-Electrical	25	12	22	50	52	32.2
Hazardous Condition-Other	22	34	22	9	3	18.0
Hazardous Condition-Structural	0	1	0	0	0	0.2
Hazardous Condition-Toxic Chemical, Gas, Liquid	9	9	15	13	19	13.0
Overpressure rupture, explosion, overheating	1	0	0	1	1	0.6
Rescue & EMS-Medical Care	137	198	196	205	168	180.8
Rescue & EMS-Assist, Standby	55	14	13	1	26	21.8
Rescue & EMS-MVA	50	35	37	46	38	41.2
Rescue & EMS-Water & Ice Related	3	0	0	3	0	1.2
Service Call-Assist Other Agency	2	0	4	0	4	2.0
Service Call-Cover Assignment	14	8	6	3	6	7.4
Service Call-Odor Investigation	1	1	1	7	14	4.8
Service Call-Other	6	7	7	8	7	7.0
Service Call-Public Assist	3	0	1	4	8	3.2
Service Call-Water/Ice Problem	3	2	1	2	2	2.0
Severe Weather	5	0	0	0	0	1.0
Special/Other	3	4	1	2	0	2.0
Total	493	467	443	510	515	485.6
Number that are <i>not</i> Rescue EMS - Medical Care	356	269	247	305	347	304.8
Share that are <i>not</i> Rescue EMS - Medical Care	72%	58%	56%	60%	67%	63%

Response Times

The following table shows, by percentage, how quickly CJFD's calls are responded to by time of day in 2025. For example, during the Overnight period from 12 am to 4 am, 50% of calls are responded to within 14 minutes. This time interval is from when the 911 call center receives the call to when the first unit is reported on scene. This is the caller's response time interval and includes the call processing time at the 9-1-1 center, which is out of the control of

the fire department. The call processing time varies from 60 seconds to 3 minutes depending on amount of information gathered¹¹.

In general, almost all calls are responded to within approximately 20 minutes, regardless of the time of day. In a typical pattern, call responses are slightly faster for some calls during regular awake hours (8 am to midnight), and slowest during overnight and morning hours.

However, these times represent when the first individual arrives on-scene, which is not necessarily the first apparatus to arrive. Specific apparatus arrival times are not part of the available data, but on serious incidents, the departments should review the timeliness of arrival of both personnel and apparatus.

The most commonly used industry guideline for operations of a volunteer fire department is NFPA Standard 1720. This standard suggests that a volunteer department serving a suburban area should have 10 firefighters on scene in 10 minutes or less 80% of the time for the report of a structure fire.

CJFD Response Times (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Response Time
Overnight 00:00-03:59	14 mins	19 mins	20.9 mins	14.7 mins
Early Morning 04:00-07:59	12.5 mins	18.6 mins	20 mins	13.5 mins
Morning 08:00-11:59	10 mins	14 mins	16 mins	11 mins
Afternoon 12:00-15:59	10 mins	13.8 mins	16.9 mins	10.5 mins
Evening 16:00-19:59	10 mins	14.6 mins	16.8 mins	10.3 mins
Night 20:00-23:59	10.5 mins	15 mins	17.3 mins	11.6 mins

Similarly, Time On Task shows how long firefighters must spend completing a call. The table shows that overnight tasks (from midnight to 4 am), tend to take the longest to complete, with average times over an hour, whereas daytime calls tend to average a bit over a half-hour to complete.

The longer task times overnight will be challenging for members and would further discourage some members from responding: not many people want to wake up at 3 am to spend an hour or more responding to a call. This data does not clarify the cause of delays – whether overnight calls tend to be more serious, or whether they are extended because fewer members are responding. This is something for the department to look into further and see what factors may be in its control and improvable, if any.

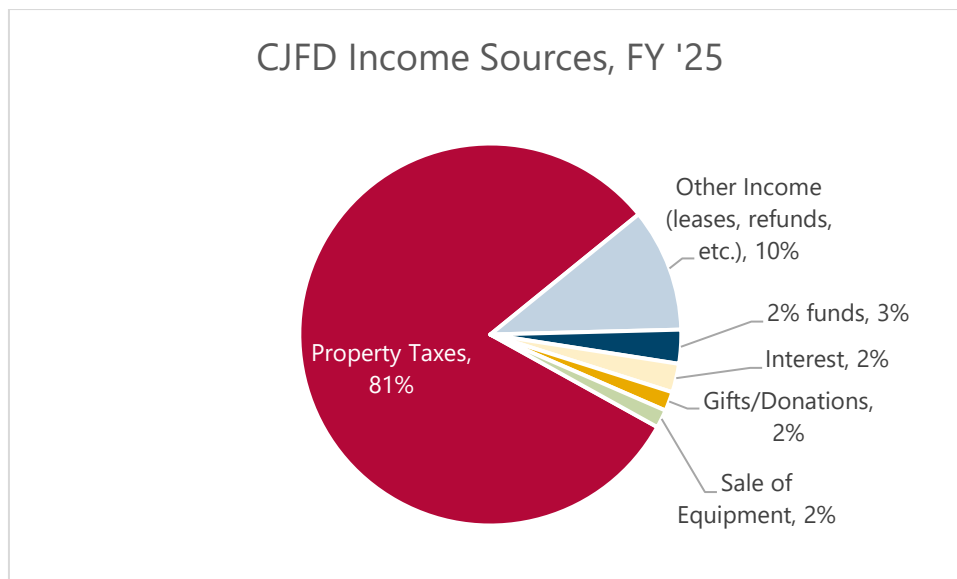
¹¹ The data for Clifton shown later in the report does not include this call processing time creating an apples to oranges situation when comparing the two. In general, call processing time can be assumed to be about 2 minutes.

Time On Task (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Time on Task
Overnight 00:00-03:59	34 mins	63.2 mins	145.6 mins	65.5 mins
Early Morning 04:00-07:59	23 mins	38.2 mins	49.8 mins	31.5 mins
Morning 08:00-11:59	24.5 mins	39.4 mins	65.5 mins	35.2 mins
Afternoon 12:00-15:59	24 mins	42.6 mins	77.5 mins	38.2 mins
Evening 16:00-19:59	25 mins	41 mins	64 mins	36.6 mins
Night 20:00-23:59	28 mins	55 mins	94.7 mins	40 mins

Budget Overview

Income

CJFD's top two budgetary sources, accounting for 91% of its total income in FY '25, are: Property Tax Revenue (\$565,300), and Other Income sources, (\$72,731), which includes income from the GMR lease (\$49,500), donations of \$5,000 from each of the three fire companies to the district to buy a new rescue boat (\$15,000), money from the sale of two UTVs and a trailer (\$6,500), and other small assorted items. Property taxes are the lion's share of revenue each year, accounting for an average of 83% of income over the past three fiscal years. Additionally, CJFD acts as a pass-through for state 2% fire insurance monies, which are remitted in full to the individual fire companies.

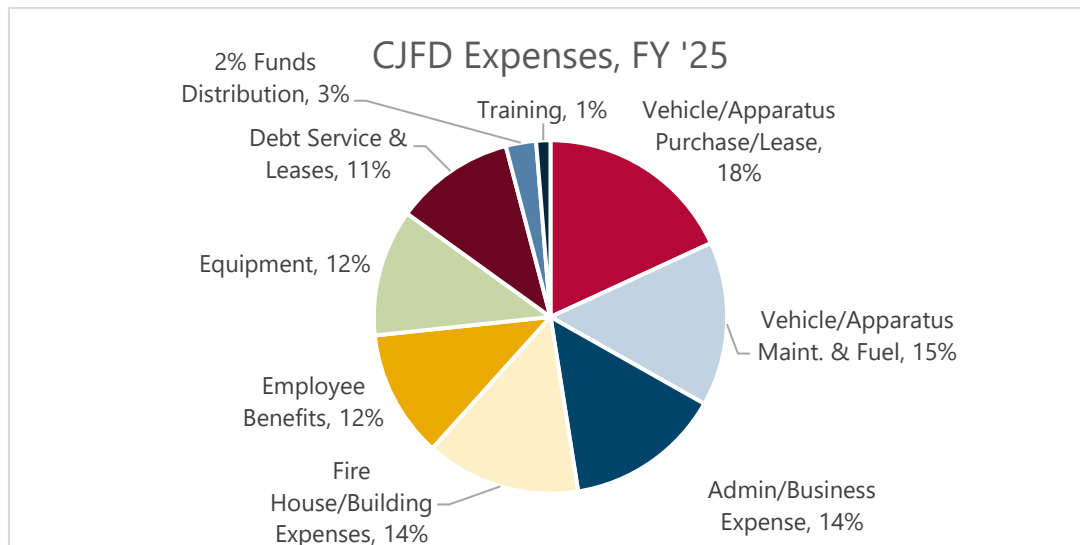


CJFD Income	2023	2024	2025	% of 2025 Actuals
Property Taxes	\$550,409	\$561,412	\$565,300	81%

Other Income (leases, refunds, etc.)	\$28,331	\$51,503	\$72,731	10%
2% funds	\$15,264	\$20,715	\$19,970	3%
Interest	\$13,251	\$22,036	\$16,944	2%
Gifts/Donations	\$3,110	\$3,600	\$11,373	2%
Sale of Equipment	\$26,384	\$45,550	\$10,714	2%
TOTAL	\$636,749	\$704,816	\$697,032	

Expenditures

CJFD's four largest categories of expenditures in its 2025 fiscal year, representing 62% of all expenses, include Vehicle & Apparatus Purchases & Leases (\$130,771); Vehicle & Apparatus Maintenance & Fuel (\$108,475); Administration & Business Expenses (\$103,205), a category including personal and professional services such as accounting, IT, and health exam costs, plus all administrative costs; and Fire House/Building expenses, such as building maintenance costs.



CJFD Expenditures*	2023	2024	2025	% of 2025 Actuals
Vehicle/Apparatus Purchase/Lease	\$56,556	\$56,556	\$130,771	18%
Vehicle/Apparatus Maintenance & Fuel	\$121,828	\$156,852	\$108,475	15%
Administrative/Business (Acctg, IT, health exams, other prof. svcs., Etc.)	\$100,567	\$81,941	\$103,205	14%
Fire House/Building Expenses	\$113,653	\$95,073	\$102,096	14%
Employee Benefits (LOSAP, Insurance, etc.)	\$56,797	\$67,979	\$84,175	12%
Equipment	\$83,593	\$35,959	\$83,776	12%
Debt Service & Leases	\$123,367	\$79,411	\$79,186	11%
2% Funds Distribution	\$15,264	\$20,715	\$19,970	3%
Training	\$6,409	\$6,015	\$9,387	1%

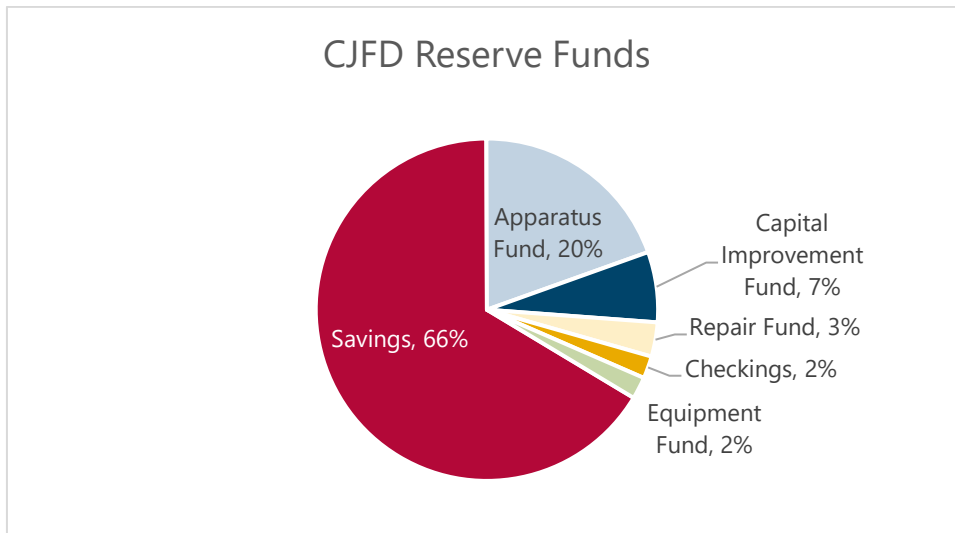
TOTAL	\$678,034	\$600,501	\$721,041	
Net Operating Income (after Expenses)	\$(41,285)	\$104,231	\$(24,009)	

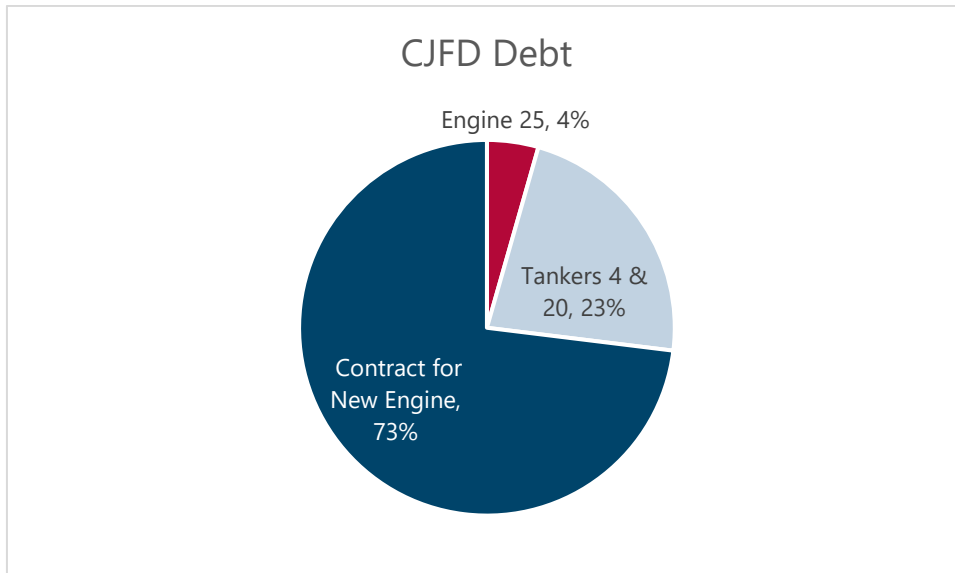
*Note: some figures may differ slightly from CJFD's account sheets due to rounding.

Current Funds & Debt

CJFD has approximately \$760,000 in its reserve accounts. Apart from general savings, the largest dedicated amount, \$150,000, is for apparatus costs. CJFD also has approximately \$2.2 million in outstanding debt covering vehicles/apparatus. The bond for the two tankers will be paid off in July 2031, while Engine 25 will be paid off in December 2027. The newest engine will be paid off over a decade starting in 2028.

While CJFD's total debt, including long-term debt, presented in the table below exceeds the current funds total, including reserve funds, this is not an issue at present, as continuing annual positive net income should be available to pay off long-term debts on a scheduled basis.





CJFD Accounts summary, as of 3/21/26	
FUNDS	Balance
Checking	\$16,138
Savings	\$506,247
R1 Repair Reserve Fund	\$24,673
R2 Equipment Repair/Replacement Reserve	\$15,865
R3 Capital Improvement Reserve	\$50,750
R4 Apparatus Repair & Replacement Reserve	\$149,449
TOTAL	\$763,122
CURRENT & LONG-TERM DEBTS	
Engine 25	\$94,240
Tanker 4 & Tanker 20	\$480,000
Purchase Contract for new Engine payable 2028-2038	\$1,556,688
TOTAL	\$2,191,643

LOSAP

CJFD participates in the Length Of Service Award Program (LOSAP), which provides a modest payment to volunteers after a defined period of service. CJFD operates a “defined contribution” program, meaning eligible active members are credited a standard amount each year they meet the requirements.

Under the program, members are able to earn points by participation in emergency responses, training classes, drills, by holding specific positions, and other activities. Anyone who accumulates a minimum of 50 points in a year and is in good standing as an active member earns a contribution of \$1,000 for that year. In 2024, 34 members qualified for the contribution and in 2025, 23 members qualified.

Participants become eligible for payouts at age 62, at which point they receiving a payout of their account balance, or can defer any payout once for three years until they are 65, for tax reasons.

CJFD is currently catching up on a prior service liability balance that stood at approximated \$47,000 at the end of 2025. Per its plan with Penflex, CJFD will cover the remaining amount due within four years, although this may be addressed faster if CJFD makes larger contributions, as they did in 2025.

Member Perspectives

In a general meeting of the membership, volunteers raised many of the same issues identified by leadership.

Recruitment & Retention

Younger members

CJFD members feel that they are training a lot of young people who then leave to become career firefighters elsewhere, which is a loss of the investment of time, energy and resources. They termed themselves “an initial firefighter factory”, and some argued that people who are established in the community represent the best investment, while younger people who are going to college and moving elsewhere afterwards may not be worth investing in, which may make connections to Corning Community College and other schools not yield great returns.

Burnout

Members discussed how they experience burnout especially from the load of administrative tasks, including maintenance, clerical work, developing training plans, devising schedules, and producing reports. For example, one member stated that a significant portion of the time for an EMS call is spent on related paperwork, such as completing Patient Care Reports (PCRs) required by the state.

New Facilities

Members mentioned the need for a single new firehouse in a strategic location – ideally close to the middle of the town, by key connector roads and near the bridge project. They believe a single firehouse will be important for unifying the departments. However, everyone acknowledges a shortage of good sites for a new building.

Strong Partnerships

Members mentioned good partnerships with the City of Corning FD, with whom they have an automatic aid agreement for structure fires, and FV/GM, who CJFD is just starting to train together with on a regular basis.

Merger Possibilities

While members noted that the City of Corning FD is CJFD's number one partner currently, in terms of operations and fires, members also generally expressed positive sentiments on FV/GM, noting good relationships between the two departments, the new joint training initiative, and personal friendships.

Some members thought that better coordination and support between the two departments made more sense than a full merger. Others thought that a merger may be necessary for the survival of the departments – that only the combined scale of the merged departments would be enough to continue operating.

One member stated that merging makes sense at a high level, but they were unclear how it would work in operational terms. One suggested ideal scenario involved cross-training and cross-membership, so that any member of either department could respond to either department. The example given was that a CJFD member at Walmart when a call came in could run over to the Gang Mills station and jump on a truck.

If a merger occurred, members said that it would be best to have a single, centralized station, which would draw the membership together and help unify the two departments.

Forest View/Gang Mills Profile

Overview from Leadership

CGR interviewed Chief Peter Bierwiler and Forest View Fire District Chairman Evan Brown. Interviews with FV/GM's leadership addressed a number of key issues for the district/department.

Volunteer Numbers and Commitment

Leadership is concerned with a declining number of volunteers: whereas in previous years, Gang Mills had membership averaging around 40 individuals, today this number is in the 20's, and the average age of the volunteers is increasing, with a larger share being 65+. However, they note that they have a good group of young members, even if the overall number is smaller than desired.

Likewise, in previous years, leadership reports a good turnout for routine calls, with perhaps more than a dozen members prepared to respond, but recently it seems that robust turnout only happens for structure fires. In their estimation, when a volunteer department starts to get more than 250 calls per year, it begins to overtax the members, and FV/GM is now seeing 300-400 EMS calls, annually.

In some cases, the department may invest a lot of time and energy into training new members who do not end up staying with the department. In decades past, the department could count on new members sticking around for roughly 5-7 years after joining, but now it seems that 3-5 years may be what they can hope for.

FV/GM's LOSAP program is credited with helping to retain older members, but younger members are not particularly interested or incentivized by it. However, leadership believes that state stipends for fire classes will be a big attractor for getting younger members to train.

If the state authorizes general volunteer stipends of the type discussed previously in the report, FVFD would consider offering these to members. However, they are concerned about the overall cost, and feel the resources of a larger-scale combined department, such as a merger with CJFD, would be needed to support stipends.

EMS Calls

Gang Mills has had a mixed experience providing EMS service. GM previously operated an ambulance, but eliminated this over concern that patients were using it as a "taxi service" to the hospital, rather than for genuine critical calls.

After bringing back a response to C, D and E-level EMS calls, the department found that the volume of calls was still burning members out, so it chose to move to only E-level (Echo) call response. Echo calls are typically a report of a person in cardiac arrest or a similar extreme situation.

Concern about New Fire Service Requirements

Leadership is concerned that new federal and state requirements for additional training and oversight will impose additional burdens on members' time and energy and may be especially difficult for older members to meet.

Similarly, it takes so much initial training just for new members to qualify to ride on the truck, that this kills some of the initial enthusiasm – new members join to answer exciting fire calls, not to spend all of their time training before they get a chance to see any action.

Improving Training

Leadership mentioned a desire to further standardize and structure their training sessions – both in terms of more ideas for training and formalizing how training is conducted, to make it more hands-on and more approachable and attractive to younger members.

FV/GM and CJFD recently started joint training twice a month.

Financial Stability

FV/GM has a good tax base, which allows them to have good equipment, and offer LOSAP. They mentioned that LOSAP is not an incentive which attracts new members, but it does help with retention of current members.

Merger Possibilities

FV/GM leadership believes their membership would be split over a potential merger with CJFD. They believe most of the younger members would stay in the event of a merger, but some of the older members would resign.

Trigger for Career Staff

Leadership foresees the possibility of local departments contracting with a small number of career staff, such as full-time drivers, in the next several years if volunteer numbers continue to decline. The contracted staff person could perform truck checks and take care of other responsibilities that the membership may not have time or enthusiasm for.

Overall, leadership believes that a lot of local volunteer departments are at risk of folding within the next decade as their members decline – for example, Hornby, Caton and Campbell FDs – and sees a gradual transition to hybrid or career staffing as inevitable in the future.

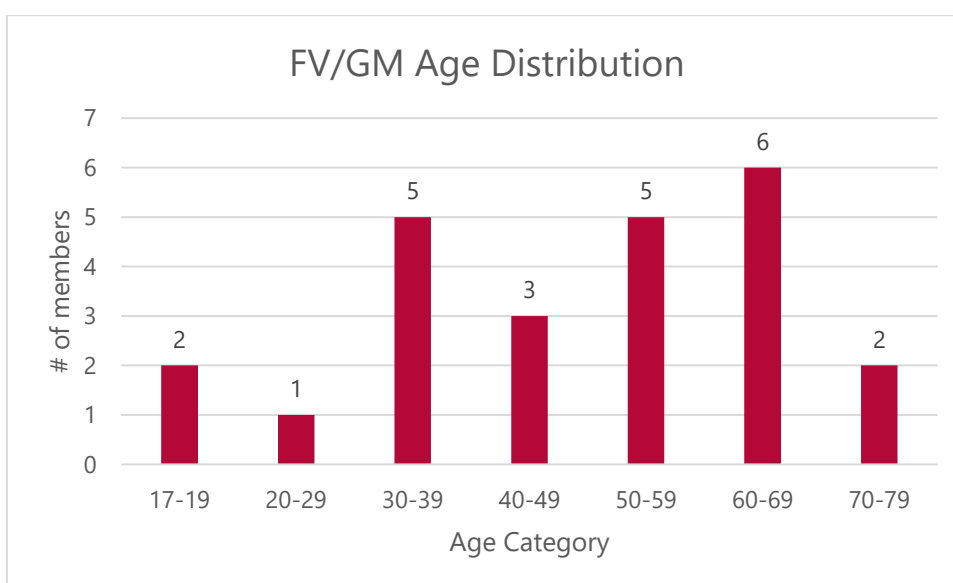
Personnel

	Volunteers
Total number	27
Interior Qualified Firefighters	13
Certified First Responders	0
Certified EMTs (or higher)	2

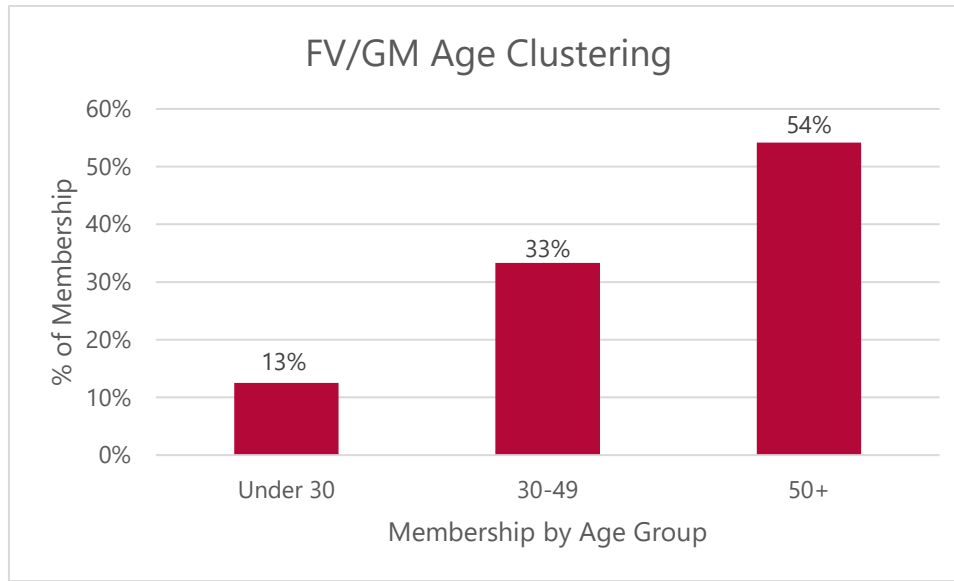
Apparatus Drivers (Engine and/or Ladder/Quint)	13
Lieutenants	2
Captains	4
Safety Officer	1
Battalion/Deputy/Assistant Chiefs	2
Chief	1

Age Distribution

FV/GM's membership skews older. More than half of the membership (54%) is over 50, with members in their 60's being the most numerous age category by decade.



While having half of membership at 50+ is not bad in itself, the age clustering of FV/GM's membership is more concerning, as it is not evenly balanced, with fewer younger members and predominantly middle-aged and older members.



Station

The FV/GM station was built in 1980. The station has been well maintained and has had a number of updates over the years, including a substantial addition in 1997. It has six back-in bays capable of accepting all modern apparatus. The station is located on a sizeable plot of land that is owned by the fire district and is centrally located in the district compared to the population and commerce in the district.

Station Details			
Address #1	125 Forest Drive	# of Bays	6
Typical Apparatus (Radio IDs)	All	Year Built	1980 – Addition in 1997
Offices (#)	3	Apx. Sq. ft.	7464
Sleeping Spaces (#) (typical)	0	Gear Wash	Yes
Breathing Air Cascade System	Yes	Exhaust Capture	No
Generator	Natural Gas, Tested weekly, Auto start	Security System	Yes
Fire Alarm	Local	Video Cameras	Monitored? No
Sprinkler System?	No		

Equipment and Apparatus Profile

FV/GM is in the process of writing specifications for a new aerial ladder and replacing the existing one with this unit. At the same time, they will decommission the rescue company and move the inventory of equipment over to the new truck ladder. Any duplicated items or

equipment will be reduced in the current inventories. This will reduce operations cost along with maintenance cost of equipment and apparatus.

Apparatus # 1						
Radio ID	Type (Engine, Ladder/ Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Engine 20	Engine	2018	4 Guys	1500	1000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic / E-draulic Extrication Tools	Thermal Imaging Cameras
5" 3"	1200' 600'	2" 2 ½"	800' 200'	N/A	Yes	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	14' Roof 24' Ext. 10' Attic	Yes	6	6	6	
Apparatus # 2						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Engine 60	Engine	2014	Rosenbauer	1500	750	n/a
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5" 3"	1100' 300'	2" 2 ½"	400' 400'	N/A	No	No
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
No	14' Wall 24' Ext 10' Attic	Yes	5	5	5	
Apparatus # 3						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Tanker 3	Tanker	2019	Toyne	1250	2000	N/A
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5" 3"	600' 350'	2" 2 ½"	350' 350'	n/a	No	No
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
No	n/a	Yes	3	3	3	

Apparatus # 4						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Rescue 80	Rescue	2009	Pierce	n/a	n/a	n/a
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
n/a	n/a	n/a	n/a	n/a	Yes	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	14' Roof 20' Wall 24' Ext 8' Attic 9' Multi	Yes	6	6	12	
Other Apparatus Features	Vehicle to be sold in January 2026					
Apparatus #5						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Truck 7	Ladder	2004	Pierce	2000	300	100'
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
5" 3"	1000' 650'	2" 2 ½"	500' 100'	n/a	No	Yes
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
Yes	14' Roof 16' Roof (2) 14' Ext 24' Ext 35' Ext 10' Attic	Yes	6	6	6	
Other Apparatus Features	Currently preparing specs to replace this vehicle – bidding January 2026					
Apparatus #6						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
Brush 27	Brush Truck	2011	Chevrolet	n/a	n/a	n/a
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic	Thermal Imaging Cameras

					Extrication Tools	
n/a	n/a	1”	500’	n/a	No	No
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
No	n/a	Yes	n/a	5	n/a	
Other Apparatus Features	Slide-in Brush Unit					
Apparatus #7						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
ATV 50	Brush ORV	n/a	Polaris 6 x 6	n/a	n/a	n/a
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
n/a	n/a	1”	300’	n.a	n/a	n/a
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
n/a	n/a	n/a	n/a	3	n/a	
Other Apparatus Features	ATV with slide in Brush/stretcher unit Trailerred in SP 17 – Towed by either M-70 or B-27					
Apparatus #8						
Radio ID	Type (Engine, Ladder/Quint, Rescue, Other)	Year	Manufacturer	Pump Capacity (GPM)	Tank Size	Aerial Length (Bucket?)
SP 48	Boat	2013	16’ Alumacraft	n/a	n/a	n/a
Supply Hose Diameter	Supply Hose Length Carried	Suppression Hose Diameter	Suppression Hose Length Carried	Foam Capacity	Hydraulic /E-draulic Extrication Tools	Thermal Imaging Cameras
n/a	n/a	n/a	n/a	n/a	No	No
Gas Meter	Ground Ladders and Lengths	AED	SCBAs (#)	Seats	Spare Air Tanks	
No	n/a	No	n/a	n/a	n/a	
Other Apparatus Features	Trailerred by either M-70 or B-27 Center console 35 hp Yamaha jet drive					

Equipment

Equipment, such as apparatus pumps, hoses, aerial and ground ladders, and SCBAs, are all tested annually by a third-part vendor.

Firefighters are assigned one set of turnout gear. The department uses Morning Pride gear, Cairns helmets, and Scott SCBAs. Approximately 10% of in-service turnout gear is greater than 10 years old.

FVGM Training Overview

Training activities include an OSHA Refresher conducted by a third-party vendor, with all personnel completing the training. The department's typical training plan consists of training sessions held on the first two Mondays and the second two Sundays of each month, led by an officer. The department began combined training exercises with the CJFD in the fourth quarter of 2025.

Over the past three years, firefighters have been exposed to live fire training only through participation in a flashover simulator, with no difference between career and volunteer firefighters. The minimum training requirement for volunteer interior firefighters is NYS IFO; no percentage of completion was provided for the last full year. Training required to become an officer is outlined in the department bylaws (Article II and Articles X–XV). Apparatus operators must complete Apparatus Pump Operator training, conducted in service with officers, and receive required sign-off by the Chiefs. Physical exams and respiratory fit testing for firefighters are conducted annually by a third-party vendor, Occustar Medical.

ISO Report

The Insurance Services Office (ISO) last performed a Public Protection Classification (PPC) assessment of Forest View/Gang Mills in 2016. A PPC review will evaluate fire department capabilities, fire service communications and water supply and distribution system. This produces a set of scores and an overall score that is used by many insurers to assess the adequacy of local fire protection, which in turn affects insurance rates. The overall score is from 1-10, with 1 being the highest score.

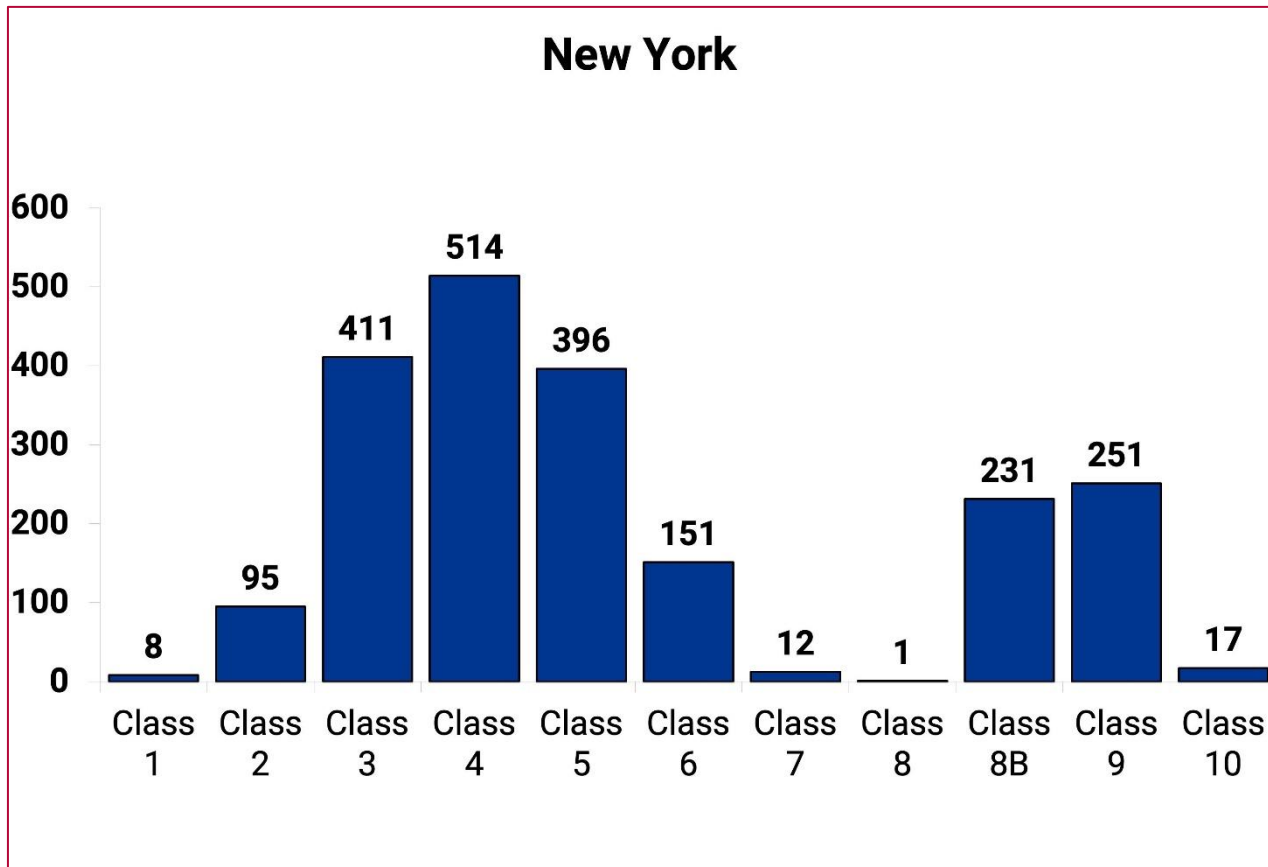
FV/GM has been rated Class 04/4Y¹². In New York, a Class 4 department falls in the top half of all state fire departments.¹³

¹² The second part of the score, "4Y", reflects the increased risk level for properties more than 1,000 feet from an FSRs creditable water supply (i.e., a hydrant, suction point, or dry hydrant).

¹³ For more information on the rating system, go to the following link:

<https://www.verisk.com/resources/faqs/public-protection-classification-ppc-program/>

Distribution of ISO PPC Scores in New York State¹⁴



As displayed in the table below, FV/GM scored acceptably in most areas, except in relation to the fire department areas of deployment analysis, company personnel, and training. The water supply scored low for inspection and flow testing. The areas of company personnel and training are difficult for most volunteer companies to earn high credit in, given ISO's scoring criteria. The deployment analysis includes factors such as average road miles from stations to structures in the coverage area, which also makes it difficult to improve without adding more stations or changing station locations. It also factors in response times, which are potentially more under a department's control.

FIRS Feature	Earned Credit	Credit Available
Emergency Communications		
414. Credit for Emergency Reporting	2.40	3
422. Credit for Telecommunicators	3.16	4
432. Credit for Dispatch Circuits	3.00	3

¹⁴ Source: <https://www.isomitigation.com/ppc/program-works/facts-and-figures-about-ppc-codes-around-the-country/>

440. Credit for Emergency Communications	8.56	10
Fire Department		
513. Credit for Engine Companies	5.84	6
523. Credit for Reserve Pumpers	0.11	0.50
532. Credit for Pump Capacity	3.00	3
549. Credit for Ladder Service	3.29	4
553. Credit for Reserve Ladder and Service Trucks	0.10	0.50
561. Credit for Deployment Analysis	6.39	10
571. Credit for Company Personnel	3.67	15
581. Credit for Training	2.14	9
730. Credit for Operational Considerations	2.00	2
590. Credit for Fire Department	26.54	50
Water Supply		
616. Credit for Supply system	30.00	30
621. Credit for Hydrants	3	3
631. Credit for Inspection and Flow Testing	2.40	7
640. Credit for Water Supply	35.40	40
Divergence¹⁵	-7.08	-
1050. Community Risk Reduction	3.76	5.50
Total Credit	67.18	105.50

Calls for Service Summary

Over the last several years, FV/GM has been averaging around 260 calls annually.

Calls by Time Period

Calls by Month

There is no clear pattern across years to FV/GM's calls by month, as shown in the table below.

Calls by Month	2021	2022	2023	2024	2025
January	23	16	16	19	27

¹⁵ The Divergence factor mathematically reduces the total score based upon the relative difference between the fire department and water supply scores. The factor is introduced in the final equation.

February	15	17	20	13	16
March	25	23	19	24	43
April	23	24	28	10	23
May	20	22	16	26	22
June	24	20	27	21	22
July	27	25	13	43	15
August	24	29	15	17	17
September	24	16	23	22	20
October	22	16	19	25	23
November	20	30	23	23	21
December	24	21	14	20	17
TOTAL	271	259	233	263	266

Calls by Day of Week

There is also not a clear pattern across years to FV/GM's calls by day of week, as shown in the table below. While some other departments have spikes of calls during weekdays or weekends, this is not evident with FV/GM's calls.

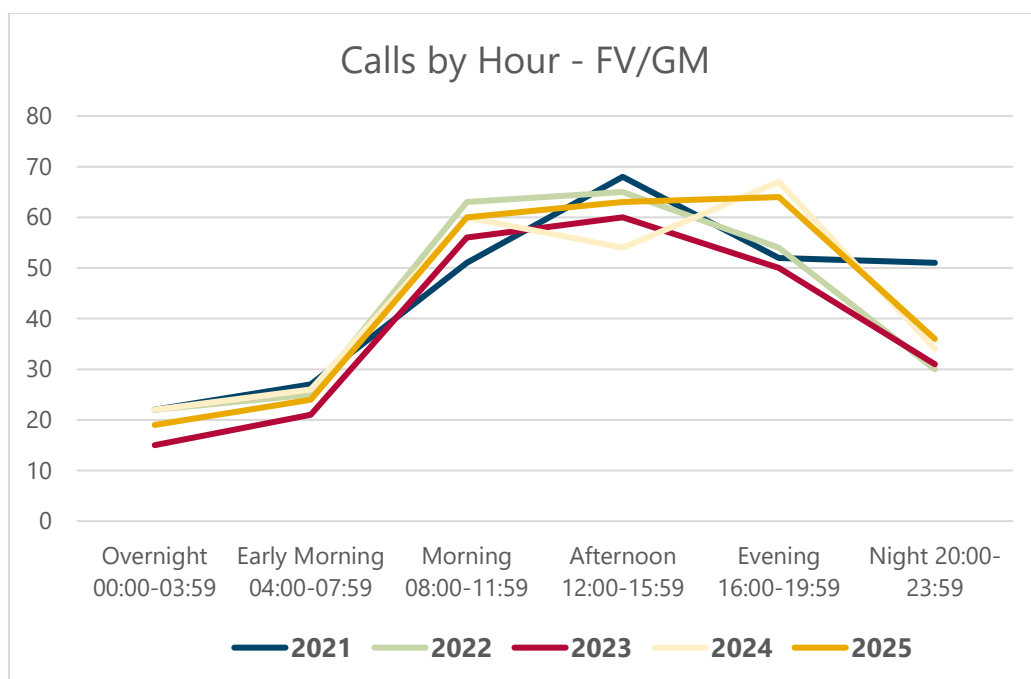
Calls by Day of Week	2021	2022	2023	2024	2025
Sunday	38	46	27	26	50
Monday	37	38	22	50	35
Tuesday	41	34	32	35	35
Wednesday	34	39	38	33	41
Thursday	44	35	33	48	26
Friday	40	38	44	42	45
Saturday	37	29	37	29	34
TOTAL	271	259	233	263	266

Calls by Hour

FV/GM's calls demonstrate a typical pattern of rising during daytime hours, peaking in the afternoon and evening, and then falling to lows overnight. This reflects the common pattern of public daytime and evening activities which lead to service calls.

Calls by Hour	2021	2022	2023	2024	2025	Avg
Overnight 00:00-03:59	22	22	15	22	19	20
Early Morning 04:00-07:59	27	25	21	26	24	24.6
Morning 08:00-11:59	51	63	56	60	60	58
Afternoon 12:00-15:59	68	65	60	54	63	62
Evening 16:00-19:59	52	54	50	67	64	57.4
Night 20:00-23:59	51	30	31	34	36	36.4

TOTAL	271	259	233	263	266	1,292
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Calls by Type

By type, the five highest categories of calls (highlighted in orange below) are general *False Alarms*, *Rescue & EMS – Motor Vehicle Accidents*, *Rescue & EMS – Standby*, *False Alarm – System Malfunction* and *Fire – In Structure* calls.

Rescue & EMS – Medical Care calls are responses to provide direct medical care, while other *Rescue & EMS* call types are to provide backup for medical care delivered by ambulance companies or other kinds of assistance. In 2025, FV/GM recorded only one single *Rescue & EMS – Medical Care* call.

Calls by Type	2021	2022	2023	2024	2025	Average
False Alarm-Malicious	1	0	2	0	5	2.7
False Alarm-No Fire	29	55	31	54	53	44.4
False Alarm-Other	0	0	2	1	8	3.7
False Alarm-System Malfunction	31	34	23	8	7	20.6
Fire-In Structure	19	15	20	20	20	18.8
Fire-Other	5	5	8	3	6	5.4
Fire-Outdoor	3	3	2	9	10	5.4
Fire-Vehicle or Transport	3	1	1	4	6	3.0
Good Intent Call-Cancelled En Route	19	16	13	13	21	16.4
Good Intent Call-No Incident Found	1	4	6	8	10	5.8

Good Intent Call-Other	11	6	3	1	4	5.0
Hazardous Condition-Electrical	9	10	7	20	13	11.8
Hazardous Condition-Other	4	5	6	7	6	5.6
Hazardous Condition-Toxic Chemical, Gas, Liquid	12	4	13	11	3	8.6
Overpressure rupture, explosion, overheat	0	2	1	2	2	1.8
Rescue & EMS-Medical Care	61	1	2	3	1	13.6
Rescue & EMS-Assist, Standby	20	30	31	15	33	25.8
Rescue & EMS-MVA	27	38	44	31	32	34.4
Rescue & EMS-Water & Ice Related	1	2	0	1	0	1.3
Service Call-Assist Other Agency	0	0	2	0	1	1.5
Service Call-Cover Assignment	0	7	7	7	2	5.8
Service Call-Odor Investigation	0	2	1	4	0	2.3
Service Call-Other	5	6	0	17	4	8.0
Service Call-Public Assist	0	9	4	18	16	11.8
Service Call-Water/Ice Problem	10	4	3	2	2	4.2
Severe Weather	0	0	0	1	0	1.0
Special/Other	0	0	1	3	1	1.7
Total	271	259	233	263	266	258.4
Number that are <i>not</i> Rescue EMS - Medical Care	210	258	231	260	265	244.8
Share that are <i>not</i> Rescue EMS - Medical Care	77%	100%	99%	99%	100%	95%

Response Times

The following table shows, by percentage, how quickly FV/GM's calls are responded to by time of day in 2025. For example, during the Overnight period from 12 am to 4 am, 50% of calls are responded to within 9 minutes. This time interval is from when the 911 call center receives the call to when the first unit is reported on scene. This is the caller's response time and includes the call processing time which is out of the control of the fire department. The call processing time varies from 60 seconds to 3 minutes depending on amount of information gathered¹⁶.

In general, almost all calls are responded to within approximately 15 minutes during every period except the Overnight period, when response times can take up to half an hour.

However, these times represent when the first individual arrives on-scene, which is not necessarily the first apparatus to arrive. Specific apparatus arrival times are not part of the

¹⁶ The data for Clifton shown later in the report does not include this call processing time creating an apples to oranges situation when comparing the two. In general, call processing time can be assumed to be about 2 minutes.

available data, but on serious incidents, the departments should review the timeliness of arrival of both personnel and apparatus.

The most commonly used industry guideline for operations of a volunteer fire department is NFPA Standard 1720. This standard suggests that a volunteer department serving a suburban area should have 10 firefighters on scene in 10 minutes or less 80% of the time for the report of a structure fire.

FV/GM Response Time (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Response Time
Overnight 00:00-03:59	9 mins	18.2 mins	28.6 mins	12.6 mins
Early Morning 04:00-07:59	7 mins	9 mins	11 mins	8.6 mins
Morning 08:00-11:59	5 mins	9 mins	12.9 mins	6.6 mins
Afternoon 12:00-15:59	5.5 mins	12.6 mins	16 mins	8.3 mins
Evening 16:00-19:59	5.5 mins	8.2 mins	14.1 mins	7.3 mins
Night 20:00-23:59	7.5 mins	11 mins	14.8 mins	7.9 mins

Similarly, Time On Task shows how long firefighters must spend completing a call. The table shows that overnight tasks (from midnight to 4 am), tend to take the longest to complete, with average times over an hour and a half, whereas daytime, evening and night calls tend to average in the 40-minute range.

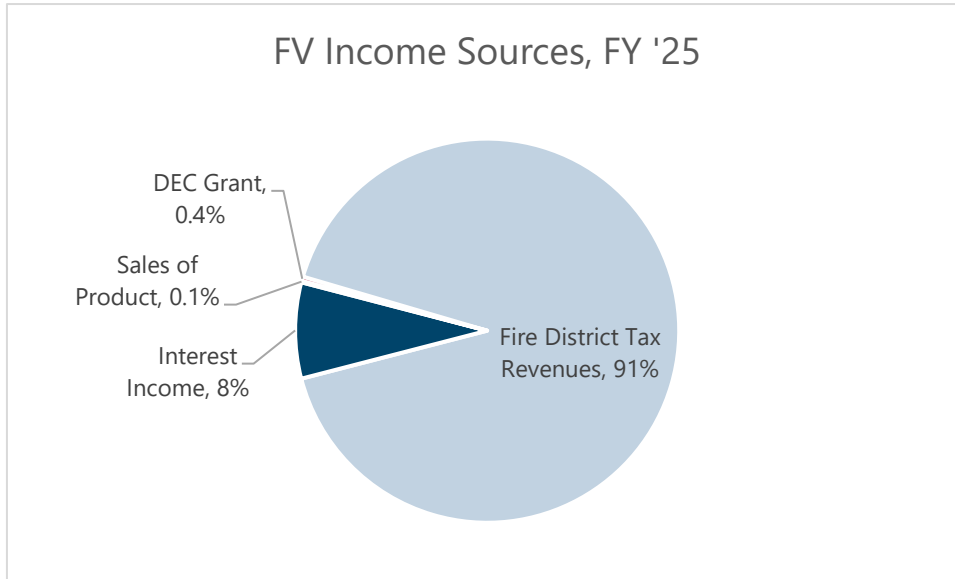
The longer task times overnight will be challenging for members and would further discourage some members from responding: not many people want to wake up at 3 am to spend an hour and a half or more responding to a call. This data does not clarify the cause of delays – whether overnight calls tend to be more serious, or whether they are extended because fewer members are responding. This is something for the department to look into further and see what factors may be in its control and improvable, if any.

Time On Task (2025)	50th Percentile	80th Percentile	90th Percentile	Avg Time on Task
Overnight 00:00-03:59	33 mins	104.8 mins	210 mins	93.4
Early Morning 04:00-07:59	18.5 mins	40.8 mins	66.4 mins	39.4
Morning 08:00-11:59	18 mins	32.8 mins	63.4 mins	29.3
Afternoon 12:00-15:59	31 mins	69.6 mins	126.4 mins	50.4
Evening 16:00-19:59	27 mins	71 mins	86.2 mins	39.4
Night 20:00-23:59	26.5 mins	43 mins	54.5 mins	29.9

Budget Overview

Income

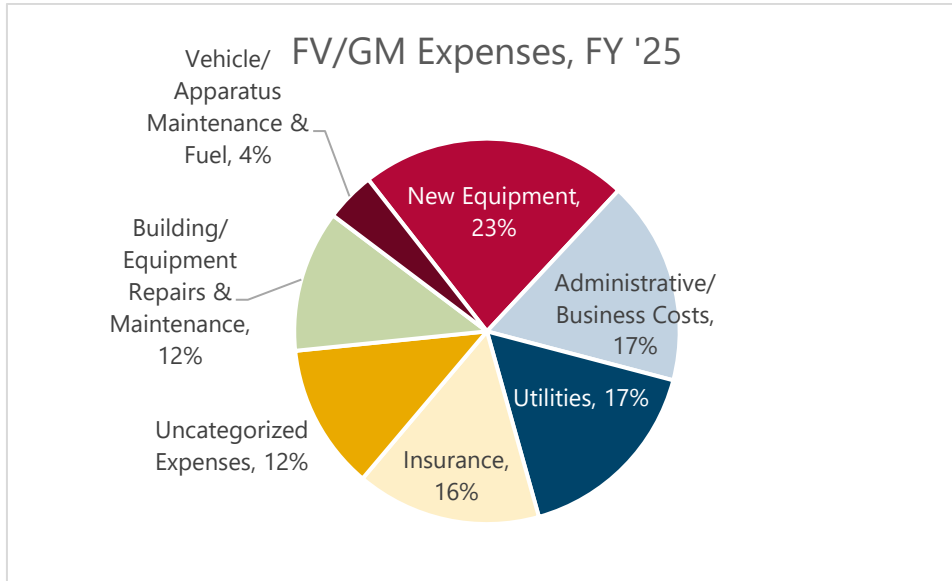
FV/GM's top budgetary source, accounting for approximately 91% of its total income in FY '25, is from Fire District Tax levies (\$605,000), followed by Interest Income, at just over 8% (\$53,000). Two other small amounts came from a DEC Grant (\$2,500) and Sales of Products (\$731).



FVFD Income	2024	2025	% of 2025 Actuals
DEC Grant	\$0	\$2,500	0.4%
Fire District Tax Revenues	\$523,097	\$604,507	91.4%
Interest Income	\$71,674	\$53,422	8.1%
Sales of Product Income	\$0	\$732	0.1%
Unapplied Cash Payment Income	\$0	\$0	0.0%
Uncategorized Income	\$13,632	\$0	0.0%
TOTAL	\$608,402	\$661,161	

Expenditures

FV/GM's four largest categories of expenditures in its 2025 fiscal year include expenses for New Equipment (\$49,000); Administrative/Business Costs (\$37,000); Utilities (\$36,000); and Insurance (\$34,000).

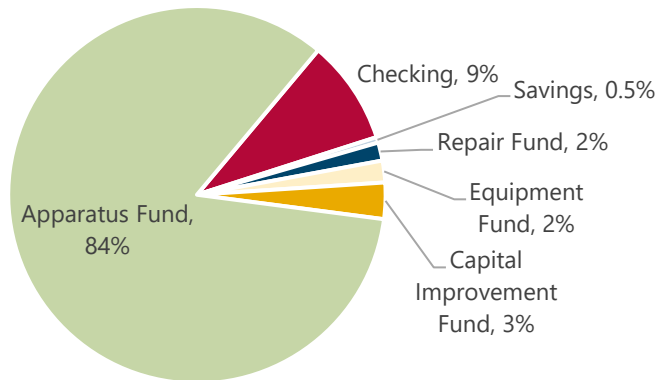


FVFD Expenses	2024	2025	% of 2025 Actuals
New Equipment	\$8,191	\$48,937	23%
Administrative/Business Costs	\$80,083	\$37,281	17%
Utilities	\$17,349	\$36,019	17%
Insurance	\$43,830	\$33,737	16%
Uncategorized Expenses	\$565	\$26,582	12%
Building / Equipment Repairs & Maintenance	\$72,963	\$25,851	12%
Vehicle/Apparatus Maintenance & Fuel	\$46,984	\$9,069	4%
TOTAL	\$269,963	\$217,477	
<i>Net Operating Income (after Expenses)</i>	<i>\$338,440</i>	<i>\$443,684</i>	

Current Funds & Debt

FVFD currently has approximately \$3.2 million in their reserve accounts. The largest amount, \$2.7 million, is for apparatus costs. The district does not have any current or long-term debt.

FVFD Reserve Funds



FVFD Accounts summary, 2026	
FUNDS	Balance
Checking	\$289,345
Savings	\$15,604
R1 Repair Reserve Fund	\$50,291
R2 Equipment Repair/Replacement Reserve	\$60,350
R3 Capital Improvement Reserve	\$100,583
R4 Apparatus Repair & Replacement Reserve	\$2,718,023
TOTAL	\$3,234,196
CURRENT & LONG-TERM DEBTS	
No current or long-term debt at present	n/a

LOSAP

FV/GM participates in the Length Of Service Award Program (LOSAP), which provides a modest payment to volunteers after a defined period of service. FVFD operates a “defined benefit” program, meaning eligible active members are eligible to receive a continuing amount per year once they vest and reach their entitlement age.

Under the program, members “vest” after five years of active participation. Anyone who is active can receive a credit of \$10 per month, capped at a maximum of 40 years. In 2024, 14 members were active in the program in 2024, and in 2025, 12 members were active. 16 members are vested but inactive.

Participants reach their entitlement age at 60, at which point they begin receiving annual payments based on their accrued service credits for the remainder of their life.

FV/GM had an unfunded liability balance of \$6,572 as of the beginning of 2026.

Member Perspectives

In a general meeting of the membership, volunteers raised many of the same issues identified by leadership.

Recruitment & Retention

Generational friction

Members identified a general decrease in volunteerism contributing to the problem with recruiting and retaining new members. One member stated that older members are passionate about the standards for the job, but the negative side of this is that they can sometimes be too tough on younger members, and retention losses can be due to generational and cultural “friction” between members.

Training requirements

New training requirements are changing the nature of the job and are making it hard to balance with full-time entry-level work. One member said that high school students or retired people are the only ones with the available time to really commit to volunteering.

Fewer “fun” calls

Likewise, another member stated that volunteering today involves “more annoying tasks and fewer fun tasks” and the true emergencies, the “cool and exciting calls are gone,” leaving mainly routine medical complaints or false alarms, or tasks like truck checks that take a lot of volunteers’ time but do not yield strong feelings of satisfaction or usefulness.

Difficulty recruiting

Members mentioned that they do not have great new ideas about improving recruitment and retention, beyond getting more involved with local schools. As an example, they pointed to other departments that had more aggressive recruiting efforts that were still not producing any better results.

Lack of area affordability

Another reason cited for difficulty in keeping members is the lack of affordable houses in the area, which impacts potential membership in a few ways. Young members who are trained cannot afford to live in the area, and so relocate to where the cost of living is less and volunteer there, or just are forced to buy farther away from the fire station, which makes responding harder. Or they have to take higher-paying jobs which do not allow them to leave during the day to respond to calls. And finally, the higher-income individuals who are buying into the area are not the kind of people who become volunteer firefighters or give time to their community in the same way.

Regional Solutions

Members expressed a desire to explore possible regional solutions. In terms of staffing, they noted that other departments are facing the same problems, so box alarms and mutual aid are not reliable backups – each department may only have two people show up for mutual aid when they need at least six. In terms of equipment, they wonder about the possibility of spreading out different apparatus types across local departments to reduce overlap and costs.

Merger Possibilities

Members expressed mixed opinions on a possible merger with CJFD. Some felt it would not meaningfully change the overall manpower situation, but others felt it would be a step in the right direction, even if it resulted in more modest efficiencies.

Some members questioned whether it made sense to merge with a department that is farther away, rather than with a nearer neighbor, like Painted Post. In general, members wanted to understand what better coordination with CJFD would look like, and what concrete gains it would produce.

Painted Post & City of Corning Interviews

CGR also spoke with the leadership of Painted Post FD and the City of Corning FD, to get their perspectives on regional issues and a potential merger.

City of Corning FD

CGR's discussion with the City of Corning included Mark Ryckman, City Manager, and Brad Davies, Corning FD Chief, who are collectively referred to as "Corning leadership" below.

Concern about Volunteer Sustainability

The Corning leadership expressed a keen interest in the future sustainability of volunteer departments, indicating that it is an issue they are closely monitoring and are concerned about. Because of Corning FD's relatively light staffing levels (four firefighters per shift), they rely on CJFD and FV/GM to respond with mutual/automatic aid in the event of any large structure fire. They are concerned about a decline in interior-qualified firefighters at volunteer departments, as well as the general training gap for volunteers in comparison to full-time career firefighters. In general, they expressed a sense that the system is becoming more fragile and something needs to be done soon to avoid having larger problems in the future.

Corning leadership noted that there is sensitivity in the region about the City pushing its way with things, and they want to let the towns lead the discussion and thinking about how to support their local fire departments.

Regionalizing Fire Service

Some kind of regionalized approach to fire service is a possibility the City would be willing to explore with support from other parties to see if it is a good option. There are concerns and a lack of clarity about who would be responsible the legal and insurance liabilities in such a combined entity, especially if it formally combined career City staff with volunteer firefighters from other departments.

Corning leadership indicated that they need to work to help the City Council better understand the inter-reliance of local departments, and that volunteer issues are not just a rural problem, but should be a concern for the City, as well.

The City's current station is an architectural landmark but is aging and less than ideal in practical use terms. The City has explored the costs of building a new station, which the Council is discussing in its upcoming Comprehensive Plan. The cost is potentially in excess of \$8 million dollars, making it challenging for the City to contemplate bearing on its own, without some kind of external funding.

Painted Post FD

CGR's discussion with Painted Post included Ralph Foster, Mayor, Joe Button, Fire Chief, and Brian McCarthy, Retired Fire Chief, who are collectively referred to as "Painted Post leadership" below.

PPFD serves the Village of Painted Post and the Village of Riverside under an inter-municipal agreement, currently on a five-year term. Riverside would like a more permanent arrangement, but that has not been worked out to this point.

Painted Post currently has an ISO rating of 3 and is aiming to achieve a 2 by the next audit, which would be a remarkable score for a volunteer department. PPFD describes their biggest challenge as replacement of heavy equipment/apparatus, which is a major budget item for the relatively small municipality.

Membership & Recruitment

PPFD has 30-some active members, of whom about two-thirds are under 50 years of age. It averages about 12-15 people responding per call, and is fortunate that at least 10 members work for Corning Inc., which is willing to release them from work to answer fire calls, as well as other members who are self-employed and also able to respond at will. Almost all members are interior-qualified. Three members are EMTs, and EMS calls are about 10-15% of call volume.

PPFD leadership does not have a clear idea of why their recruitment efforts seem to work better than other surrounding departments, but they note they "have enough structure fire activity to keep everybody satisfied", and they engage in active community outreach efforts, such as bringing a fire truck to the local Walmart and handing out pamphlets to everyone entering or leaving the store. They also have members encourage their friends and acquaintances to come by the department for meetings and training sessions.

Gang Mills & Mergers

PPFD leadership cited a positive working relationship with Gang Mills and provides automatic aid to GM on 2nd alarm activations. They feel they have little working relationship with CJFD, which would not be the first or second department they would request for mutual aid themselves in most cases.

PPFD does not see any benefit to GM merging with CJFD, and likewise does not feel that a merger of PPFD with GM makes sense at this point. Instead, PPFD suggests they could best support GM through a formalized, paid agreement where PP automatically supplements GM on certain calls, such as smoke in a residential area, high speed crashes on interstate, or fires at Corning Inc. facilities. They would prefer this structured arrangement instead of the ad hoc, uncompensated mutual aid response approach that currently exists. They believe this kind of formalized support could help GM maintain its current structure and model for five to 10 more years before needing any additional changes. They are concerned that if GM ultimately evolves into a hybrid or career department, that it would roll with only two firefighters on a truck, like Corning City FD currently does, which provides too much apparatus and not enough bodies at a real fire.

PPFD's current overall priority is creating a collective solution for the entire Town of Erwin, which would also involve Coopers Plains and Long Acres at the table, along with GM, and they are looking to move forward on studying what this would involve.

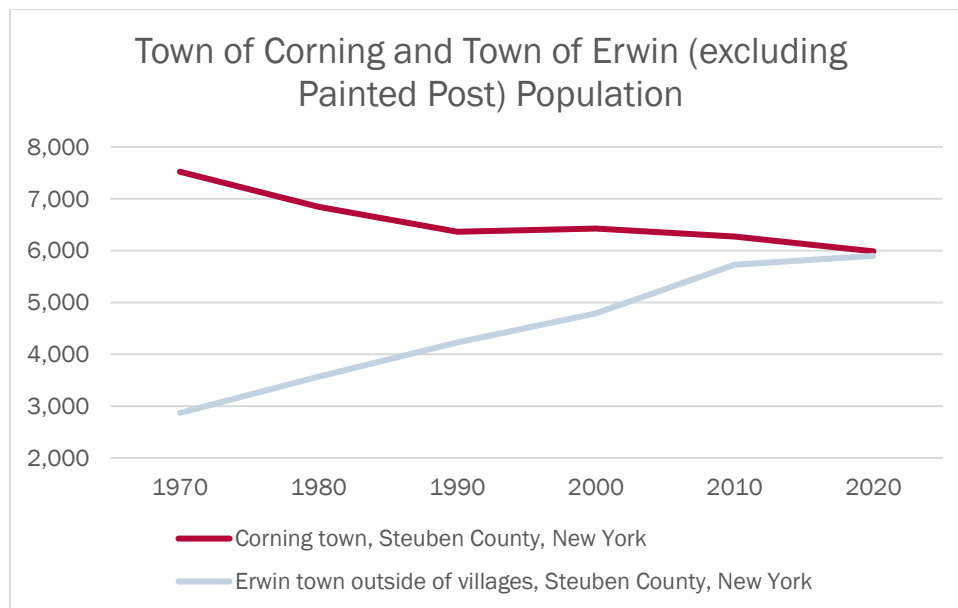
Appendix: Demographic Details

Demographics of the Community

The Town of Corning and the Town of Erwin are neighboring municipalities in Steuben County in the Southern Tier of New York State. Over the past five decades, the Town of Corning has experienced a gradual population decline, while the population in the Town of Erwin outside of its villages has grown significantly.

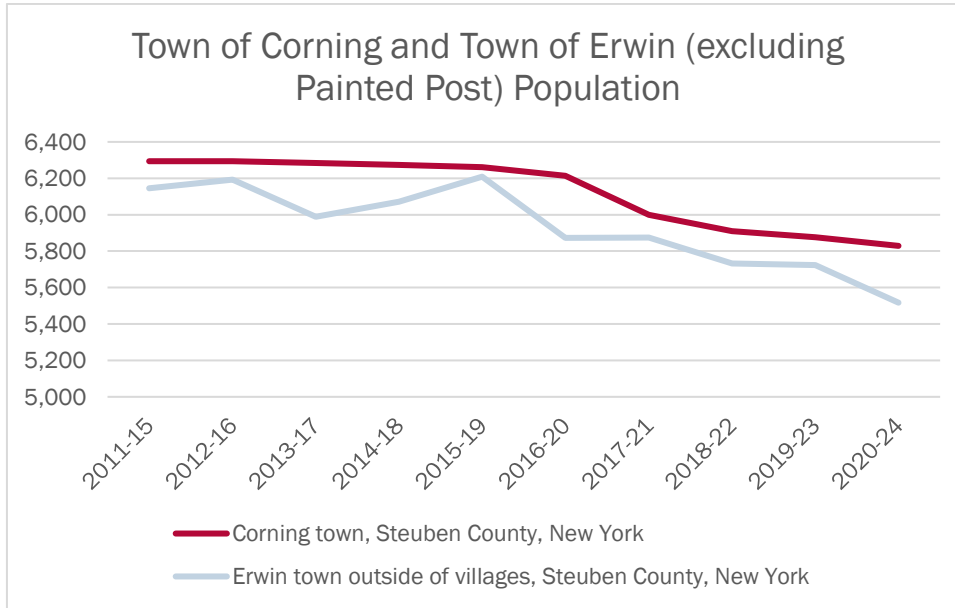
For the numbers below, we use the Town of Erwin population statistics “excluding villages” in order to subtract Village of Painted Post numbers from the count, as Painted Post is covered by its own fire department and therefore is not Gang Mills’ primary responsibility.

The Town of Corning’s population decreased from 7,523 residents in 1970 to 5,986 residents in 2020, representing a steady decline over the last several decades. In contrast, the Town of Erwin (excluding Painted Post and Riverside) has experienced substantial growth. The population increased from 2,868 residents in 1970 to 5,899 residents in 2020.



Source: Decennial Census

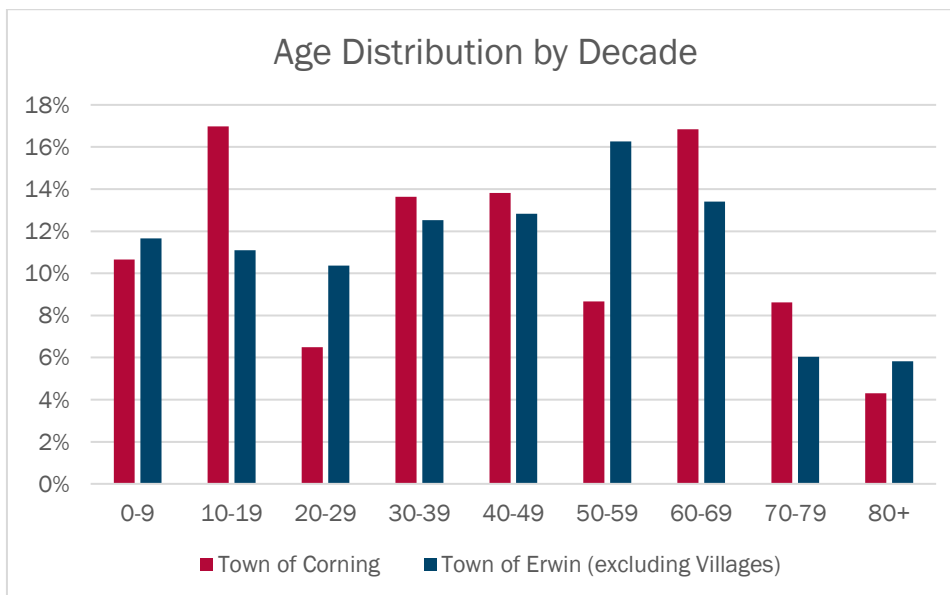
More recent ACS 5-year population estimates indicate a slow but steady decline in both Towns from the 2011–2015 ACS period to the 2020–2024 period.



Source: 2020-24 American Community Survey (ACS) 5-Year Estimates

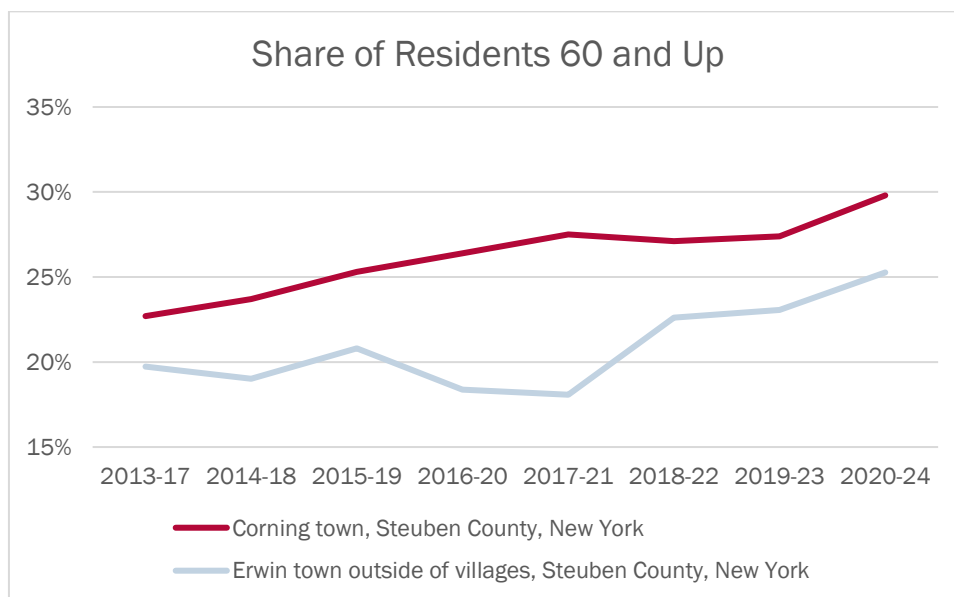
Age Distribution

The population in both towns is primarily concentrated among working-age adults and older residents. In the Town of Corning, approximately 1,445 residents are under age 18, 3,093 are between ages 18 and 64, and 1,291 residents are age 65 or older, with about 22% of residents age 65 and over. The median age is 41.6 years, reflecting a mature population structure. In the Town of Erwin (excluding Painted Post), approximately 1,117 residents are under age 18, 3,499 are between ages 18 and 64, and 901 residents are age 65 or older.



Source: 2020-24 American Community Survey (ACS) 5-Year Estimates

The populations of the Town of Corning and the Town of Erwin (excluding Painted Post) are gradually aging. In the Town of Corning, the share of residents age 60 and older increased from 23% in the 2013–17 ACS period to 30% in the 2020–24 ACS period, representing a 7-percentage-point increase. Similarly, in the Town of Erwin (excluding Painted Post), the share of residents aged 60 and older increased from 20% to 25% during the same period.



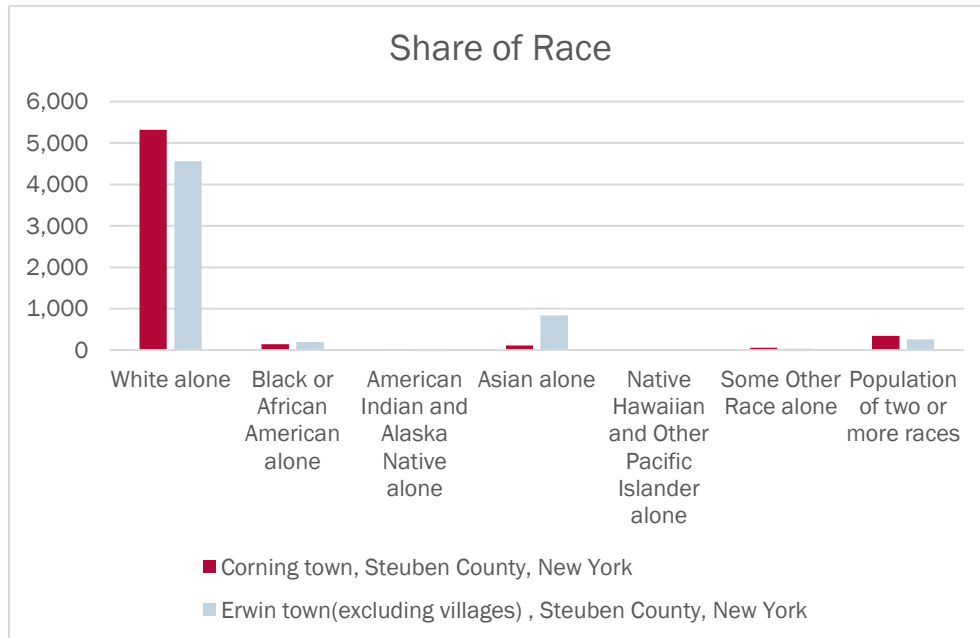
Source: American Community Survey (ACS) 5-Year Estimates

With a growing population of older adults, there is an increased risk for both fire and medical emergencies, posing a greater need for EMS agencies to meet demand. Although more than half of residents are between the ages of 18 and 64, the fire departments struggle to find volunteers which could diminish agency response frequency increasing the burden on paid staff.

Race and Ethnicity

The Town of Corning is predominantly White (approximately 89%), with smaller shares of Black or African American residents (2%), Asian residents (2%), some other race (1%), and two or more races (6%). Approximately 2% of residents identify as Hispanic or Latino.

The Town of Erwin (excluding Painted Post) is also majority White (approximately 77%), though it has a comparatively larger Asian population (about 14%). Other groups include Black or African American residents (3%), two or more races (4%), and some other race (0.6%), with 1.6% of residents identifying as Hispanic or Latino.



Source: 2020-24 American Community Survey (ACS) 5-Year Estimates

Income and Poverty

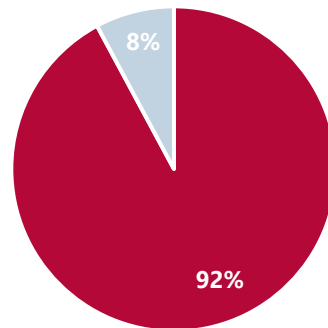
The median household income in the Town of Corning is approximately \$88,482, with about 7% of residents living in poverty. The median household income in the entire Town of Erwin (including Painted Post) is approximately \$88,333, with about 9% of residents living in poverty.

Housing Characteristics

The Town of Corning contains roughly 2,639 housing units; its vacancy rate is approximately 8%. Of the occupied-housing units, 92% are single-family housing units and 8% are multi-family units.

The Town of Erwin (excluding villages) contains roughly 2,603 housing units; its vacancy rate is approximately 7%. Of the occupied-housing units, 70% are single-family housing units and 30% are multi-family units.

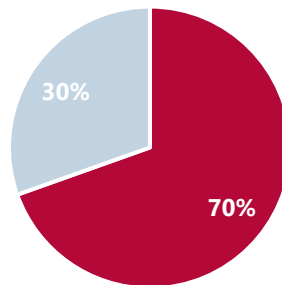
Share of Housing Units Town of Corning



■ Single-family Housing Units ■ Multi-family Housing Units

Source: 2020-24 American Community Survey (ACS) 5-Year Estimates

Share of Housing Units Town of Erwin (Excluding Villages)



■ Single-family Housing Units ■ Multi-family Housing Units

Source: 2020-24 American Community Survey (ACS) 5-Year Estimates

New York State Association of Fire Chiefs



Firefighter Best Practices

Model Program

Contents

Best Practices Document
Model Program Overview
Model Program
Applicable OSHA regs/NYS Laws
Good Sources of Fire “Stuff”
Sample Annual Training Schedule
Best Practices-Model Program “Training” In a Nutshell



Recommended Best Practices For Fire Department Training Programs

1. Purpose:

The NYS Office of Fire Prevention and Control, with input from the Department of Labor's Public Employees Safety and Health Bureau (PESH) and fire service organizations, has developed a recommended set of "Best Practices" for use by fire departments. The purpose of these "Best Practices" is to assist fire departments in complying with the Occupational Safety and Health Administration's (OSHA) Regulation 29 Code of Federal Regulations (CFR) 1910.156(c)(1), ["§1910.156(c)(1)"]. In New York State this regulation is enforced for firefighters and public employees by the DOL's Public Employee Safety and Health Bureau (PESH).

This document and guidance herein is not intended to formulate a regulatory mandate nor is the purpose of this document to dictate specific training courses. It is intended to identify "best practices" and core competencies that should be included in all training programs based upon the job duties of individual firefighters. These recommendations should not be considered to be all inclusive of the subject areas necessary to develop a comprehensive training program, but will be useful in developing a training program that meets the intent of OSHA Regulation 29 CFR 1910.156(c)(1), ["§1910.156(c)(1)"].

2. Scope:

OSHA Regulation Section 1910.156(c)(1), applies to all fire departments in New York State, and requires that members be provided with training and education commensurate with the duties and functions that such members are expected to perform. Further, §1910.156(c)(1) provides that those who may find themselves as or are designated as Incident Commanders and training instructors must be provided with training and education which is more comprehensive than that provided to the general membership.

Training and education is not required to come from any one particular source or class of instruction and may include experience, vendor training, department in-house training and training that is provided by the State's fire service organizations. Regardless of where the training is obtained it is imperative to document any and all training that is being utilized to satisfy the competencies listed in this policy.

3. Definitions:

For the purposes of this guidance "fire brigade" as referenced in the OSHA regulation means fire department. Fire department is defined as any entity providing fire and emergency rescue services including but not limited to career, paid, volunteer or combination fire departments; for example a village fire department, fire district, fire protection district, independent fire company providing fire protection, or a privatized fire brigade providing fire protection in an industrial or commercial environment.

4. Training Program Best Practices By Function:

Fire departments in New York State vary widely in type, function, capability and size. As such, each may establish training and education curriculum for their personnel which best reflects the hazards or complexity of their response area. Accordingly, a training and education curriculum which is developed in-house or by an outside consultant or vendor which addresses the specific competencies for each

category of duty or function as outlined below, would be deemed to satisfy compliance with §1910.156(c)(1). Nothing in these “Best Practices” is intended to limit a fire department from establishing training requirements which exceed these recommended core competencies or limit a fire department from developing and using past, current or future training classes, drills, or other classroom training and/or pertinent topical training subjects to satisfy section 1910.156(c)(1). It is imperative that all training curriculums and programs must be thoroughly documented as part of each fire departments recordkeeping policy(s) in order to afford training credit to its members.

The competencies listed in each section are not in order of importance or in any particular sequence. Included with the recommended core competencies for each category of firefighter are examples of specific training courses which could fulfill various core competencies and ultimately will help ensure compliance with §1910.156(c)(1). Contact information for each provider referenced herein, is listed on the last page.

4.1 Exterior Firefighters:

All firefighters should complete a training program(s) addressing these core competencies:

- 1) Complete a training program addressing the subject areas/core competencies associated with OSHA 29 CFR1910.120 requirements or Hazardous Materials First Responder Operations
- 2) Complete a training program addressing the subject areas/core competencies associated with Infection Control to achieve compliance with OSHA 29CFR1910.1030
- 3) Complete the objectives for Basic First Aid
- 4) Complete the objectives for Cardio-Pulmonary Resuscitation
- 5) Completion of the latest version of the National Incident Management System (NIMS) courses ICS-700 and ICS-100
- 6) Fire safety principles familiarization
- 7) Tool and scene safety awareness
- 8) Building Construction in relation to fire service operations
- 9) Understanding fire behavior and development
- 10) Familiarizations with personal protective equipment (PPE) and self-contained breathing apparatus (SCBA) as assigned;
- 11) Familiarization with fire service communication operations
- 12) Familiarizations with incident management principles
- 13) Familiarizations with fire prevention principles
- 14) Arson awareness
- 15) Familiarizations with fire extinguisher operations
- 16) Familiarizations with hose practices, nozzles and fire streams (excluding interior structural fire attack)
- 17) Understanding of water supply operations
- 18) Familiarization with ground ladder operations; and
- 19) Ropes and knots

Related training programs which may address some or all of the specific core competencies, stated above, for exterior firefighters include:

1. NYS Office of Fire Prevention and Control
 - a. Basic Exterior Firefighting Operations (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1); or
 - b. Firefighter I (Competencies 1 and 6 – 19), *[Competencies 3 – 5 are prerequisites for graduation from the FF1 Program]*
2. NYS OFPC Legacy (Historical) Training recognized as equivalent:
 - a. Scene Support Operations (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1)

- b. Firefighting Essentials (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1), or
 - c. Basic Firefighter (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1)
- 3. Suffolk County Fire Academy, Scene Support Operations (in addition, a Hazardous Materials Operations level training program will need to be completed)

4.2 Interior Firefighters:

In addition to core competency training provided for all exterior firefighters, interior firefighters should complete a training program(s) addressing the following core competencies:

- 1) How to Initiate a response to a reported emergency
- 2) Fire service communication operations
- 3) Familiarizations with assigned self-contained breathing apparatus (SCBA) during emergency operations
- 4) Safe fire apparatus response to an emergency incident
- 5) Scene safety and operating at an emergency incident
- 6) Familiarization with forcible entry techniques
- 7) Operating as a team member within a hazardous area
- 8) Familiarization with ground ladder operations
- 9) Familiarizations with safe operations at vehicle fires
- 10) Understanding outside or exterior fires and defensive operations
- 11) Familiarizations with structure fire search and rescue operations
- 12) Familiarization with interior fire attack operations
- 13) Familiarization horizontal and vertical ventilation operations
- 14) Understanding overhaul operations
- 15) Familiarizations with salvage and property conservation techniques
- 16) Familiarization with water supply operations
- 17) Understanding of fire chemistry and behavior
- 18) Familiarization with fire extinguisher operations
- 19) Ground cover fires
- 20) Fire equipment, hose and PPE inspection and maintenance
- 21) Building construction related to interior structural firefighting operations

Related training programs which may address some or all of the specific core competencies, stated above, for interior firefighters include:

- 1. NYS Office of Fire Prevention and Control
 - a. Firefighter I (Competencies 1 – 21)
 - b. Certified basic firefighter training program under NYS Firefighter minimum training standards (Competencies 1 – 19 of the Exterior Firefighter and 1 – 21 of the Interior Firefighter)
- 2. NYS OFPC Legacy (Historical) Training recognized as equivalent:
 - a. Firefighting Essentials or Essentials of Firefighting, Initial Fire Attack and Hazardous Materials Operations (Competencies 1 – 21)
 - b. Basic Firefighter, Intermediate Firefighter and Hazardous Materials Operations (Competencies 1 – 21)
- 3. National Certification for Firefighter I and National Certification for Hazardous Materials Operations- Core Competencies
- 4. Nassau County Fire Academy
 - a. Essentials of Firefighting and Primary Firefighting
- 5. Suffolk County Fire Academy, Firefighter I

4.3 Apparatus Operators:

In addition to core competencies for exterior firefighters, apparatus operators should complete a training program addressing the following core competencies:

- 1) Performing routine preventive maintenance, inspection and being capable of initiating the service of vehicle systems, components, equipment, tools and appliances assigned to the vehicle and be capable of initiating correction of any deficiencies noted.
- 2) Be capable of documenting routine maintenance, inspection and service of the vehicle's systems, components, equipment, tools and appliances mounted on or assigned to vehicle. Be capable of initiating correction of any deficiencies noted during this process or any corrective actions required to address deficiencies
- 3) Be capable of demonstrating safe operation of the vehicle in compliance with applicable laws, regulations and standards during routine driving and emergency responses
- 4) Be capable of demonstrating defensive driving practices
- 5) Be capable of demonstrating safe maneuvering of the vehicle around obstructions and in restricted spaces both forward and reverse
- 6) Be able to demonstrate safe backing procedures and the use of a spotter
- 7) Be knowledgeable of operational capabilities and limitations of the vehicle, its systems and components, equipment, tools and appliances mounted on or assigned to that vehicle
- 8) Understand the operation of the functional systems, tools, equipment and appliances mounted on or assigned to the vehicle; and
- 9) Be capable of demonstrating the ability to operate the pump or other functional systems on the apparatus.

Related training programs which may address some or all of the specific core competencies, stated above, for apparatus operators include:

1. NYS Office of Fire Prevention and Control
 - a. Apparatus Operator- Emergency Vehicle Operator's Course (EVOC), (Competencies 1 – 9, in addition to local training specific to the fire department's vehicles)
2. Insurance Company sponsored EVOC programs with a practical skills driving course component, in addition to local training specific to the fire department's vehicles
3. Suffolk County Fire Academy
 - a. Emergency Vehicle Operations (EVOC), in addition to local training specific to the fire department's vehicles
4. National Certification for any of the Apparatus Operator series, in addition to local training specific to the fire department's vehicles

4.4 Incident Commanders:

As outlined in section 1910.156(c)(1) of the OSHA regulations, those chiefs, officers or firefighters who have been designated or may perform the duties of a fire service incident commander must receive training which is superior than that provided to the general membership of the fire department. In addition to the training provided to the general membership those who may be acting as an Incident Commander should have received training prescribed for an interior firefighter, general knowledge of apparatus/pump operations, as well as education in incident command operations. Incident command training and education is not required to come from any one particular source or class. The training to educate those designated or who may find themselves in the position as an Incident Commander should include supervision, leadership, and command methodologies necessary for mitigating emergency situations during hazardous and stressful environments incorporating the best safety practices.

In addition to the core competencies required for interior firefighters and apparatus operators, incident commanders should have a demonstrated knowledge and experience in the following core competencies:

- 1) Safe and effective assignment and supervision of tasks, or responsibilities to managing unit officers at emergency incidents (including those on highways and roadways), during training and under routine or non-emergency circumstances
- 2) Be capable of communicating clear direction and supervision of members during training
- 3) Knowledge of administrative policies and procedures and records management, including incident reports
- 4) Knowledge of building construction and fire behavior, including structural soundness and the significance of fire load;
- 5) Be capable of evaluating and implementing scene security and evidence preservation;
- 6) Be capable of developing and implementing an incident action plan;
- 7) Be capable of conducting a post-incident analysis;
- 8) Be knowledgeable of safety principles, including injury and accident prevention;
- 9) Be familiar with fire department injury and accident reporting requirements according to department policies;
- 10) Be familiar with firefighter health and wellness for recognition of issues, e.g. stress, heart attack and other issues that would hinder firefighter's response capabilities.
- 11) An understanding of strategy, tactics and operations in fire suppression;
- 12) An understanding of vehicle extrication procedures and department capabilities and limitations;
- 13) Awareness of other situations expected to be encountered in the department's immediate response area
- 14) Be capable of initiating scene size-up procedures;
- 15) Be familiar with initial arrival report ("C.A.N. [Conditions, Actions, Needs] - Report") protocols
- 16) Be familiar with radio communications operations;
- 17) Be capable of communicating fire-ground reports (location of fire, water on fire, searches, knock-down, etc.) and
- 18) Be familiar with urgent & mayday communication protocols;
- 19) Be familiar with how to mitigate miscellaneous emergencies (Gas leaks, CO, Electrical, elevator rescues, hazmat containment etc.);
- 20) Understand RIT/FAST Operations and how to implement them;
- 21) Obtain a certificate for the latest version of NIMS ICS-200;
- 22) Understanding the use and limitations of special fire department equipment, e.g. gas meters, thermal imaging cameras, self-escape equipment, gas powered tools etc.

Related training programs which may address some or all of the specific core competencies, stated above, for incident commanders include:

1. NYS Office of Fire Prevention and Control
 - a. Fire Officer I (2009) (Competencies 1 – 20 and 22) and ICS-200 (Competency 21)
2. NYS OFPC Legacy(Historical) Training recognized as equivalent:
 - a. Introduction to Fire Officer and Fire Officer I (Competencies 1 – 20 and 22) and ICS-200 (Competencies 21)
3. National Certification for Fire Officer I(Competencies 1 – 20 and 22) and I-200 (Competency 21)
 - a. First Line Supervisors Training Program(Competencies 1 – 22)
4. Suffolk County Fire Academy
 - a. Introduction to Fire Officer and Fire Officer I and ICS-200

4.5 Training Guidance for Fire Department Training Instructors:

Fire department training instructors must receive a higher level of training and education than the fire department members they will be instructing. This includes being more knowledgeable about the functions to be performed by the fire department and the hazards involved. The instructors should be qualified to train fire department members and demonstrate skills in communication, methods of teaching, and instructional motivation.

Training Instructors should demonstrate and possess the following skill set core competencies to instruct personnel effectively which includes but is not limited to:

- 1) Preparation
- 2) Presentation
- 3) Application
- 4) Testing
- 5) Summary and
- 6) Knowledge base of relevant subject matter, applicable policies, rules and regulations

Related training programs which may address some or all of the specific core competencies, stated above, for fire department training instructors include:

1. NYS Office of Fire Prevention and Control
 - a. Principles of Instruction (Competencies 1 – 6)
 - b. Fire Instructor I (Competencies 1 – 6)
2. NYS OFPC Legacy(Historical) Training recognized as equivalent:
 - a. Training Officer Workshop I & II (Competencies 1 – 6)
 - b. Educational Methodology (Competencies 1 – 6)
3. National Certification for Fire Instructor I (Competencies 1 – 6)
4. Suffolk County Fire Academy
 - a. Principles of Instruction
 - b. Fire Instructor I
5. Nassau County Fire Academy
 - a. Principles of Instruction

5. Training Provider Contact Information:

NYS Office of Fire Prevention and Control
www.dhSES.ny.gov/ofpc/training/training-outreach.cfm

Suffolk County Fire Academy
www.scfa-li.org

Nassau County Fire Academy
www.veebfsa.org

Best Practices “Model Program” overview v5/30/17

This “Model Program” has been created to provide interested fire departments with a path to address the Best Practices and annual applicable OSHA Regulations, NYS Laws and Safety Training.

NOTE: **The total focus is on your personnel’s safety.** Don’t get hung up on who published the regs and laws and who enforces them; it’s all about your personnel’s safety....

The focus in this “Model Program” is “Demonstrating Proficiency”; that is insuring your personnel are completely capable to perform any task, at an incident, that they may be assigned to perform this year within their “function”. Other than initial Haz Mat training and related ICS training, where each have an initial training time “requirement”, it is not about training time; it is all about personnel “demonstrating proficiency”.

“Model Program” contents:

5 Functions: Exterior Personnel, Interior Firefighters, Apparatus Operators, Officers/IC, and Instructor. (taken word for word from OFPC’s Best Practices document Jan ’15)

Each “Function” has the corresponding Competencies listed (as per the Best Practices document)

Each Competency has the corresponding “Knowledge-Skills-Abilities” (KSA’s) listed

Each KSA then has listed:

Applicable NYS Skill Sheets

Location of reference material on that KSA (example IFSTA p. xx or Jones & Bartlett p. 21)

Applicable OSHA “regs”, their Competencies, and KSA’s as per those regulations

Skill sheets provide an efficient tool for personnel to use to practice and for the AHJ to use to measure a firefighter’s “proficiency”. If they opt AHJ’s can make up their own skill sheets.

An Excel file is also available to assist FD’s in documenting their personnel’s “proficiency” in the applicable annual OSHA “regs” and NYS Laws.

NOTES

1: KSA’s: Knowledge, Skills, and Abilities; together KSA’s make up a person’s proficiency in a task.

The OFPC “Best Practices” document is a suggested list of Competencies that was assembled by

- ▶ PESH (NYS Public Employees Safety & Health, division of NYS Dept. of Labor)
- ▶ Office of Fire Prevention and Control
- ▶ Firemen’s Association of the State of NY
- ▶ NYS Association of Fire Chiefs
- ▶ Association of Fire Districts of NYS
- ▶ County Fire Coordinators Association of the State of NY

It is up to each AHJ to determine what competencies their personnel might be assigned to perform during that year.

As an example, if your FD has a boat, then any person who might use it must be “trained” in its operation. If you don’t own a boat and don’t use another FD’s boat under Mutual Aid, then you don’t need this training.

2: The five (5) “Functions” (Exterior, Interior, Apparatus Operator, Officer/IC, and Instructor) are the ones the DOL working group identified. Each AHJ should identify any other functions they may have such as Fire Police, EMS, Safety Officer, non-response personnel, any tech-rescue “teams” (rope, water, ice, trench, confined space, etc.

3: This “Model Program” is simply a way to address “training”. The ultimate responsibility rests firmly on each individual AHJ (Authority Having Jurisdiction) to determine how to address the Best Practices and insure that their personnel are proficient in anything they may be directed to perform that year.

Any time you see the word “training”, think of it as meaning “demonstrate proficiency”. It is not about time spent in training, it should be totally about insuring your personnel can safely and efficiently perform any task they might be assigned and handle any situation they may face.

4: As stated the focus is on Proficiency; making sure everybody can safely, correctly and efficiently perform any assigned task within their “function” that they could have to perform in that year. Other than a part of the Haz Mat and Officer/IC regulations, nowhere else is there any reference or requirement of training “time”. Training time is not an indicator of “proficiency”. Training programs that focus on “proficiency” will likely find a much more time management friendly program that appeals to the personnel. Tell them what they must be proficient in, tell them what “proficient” is for that Competency, how to become/stay proficient and then have them “demonstrate proficiency” in that competency.

5: All “training” (aka “Demonstrated Proficiencies”) must be fully documented annually. This must include the Instructor(s), source of information (references) class/drill “Objective”, and all attendee’s names. Although not required it is highly suggested you always have attendees sign the drill roster. This can prevent any issues down the road if they claim they were not “trained”. Only personnel who fully attend and participate in any class/drill should be allowed to sign and “get credit” for that class/drill. The training “sign in” sheet should also, ideally, reflect who did what. If you operated the pump for a live fire drill, then the roster should indicate this. If you were involved in interior operations, then the drill roster should reflect that. Computer records are helpful for managing personnel’s “training” but you should also have a complete “Record” of that class/drill (i.e. “Lesson Plan and Roster).

6: What this Model program concept will do for you:

- ▶ Proper Competencies will be identified (what must your personnel be capable of doing?)
- ▶ The troops will practice on their own regularly (they want to succeed)
- ▶ Everybody is proficient and you know it
- ▶ Personnel morale soars as folks feel good about their abilities
- ▶ Issues are identified and addressed

Below are some key excerpts as they relate to “training” from OSHA’s Fire Brigade standard:

29CFR1910.156 (Fire Brigade standard)

1910.156(b)(1)

Organizational statement. The employer shall prepare and maintain a statement or written policy which establishes the existence of a fire brigade; the basic organizational structure; the type, amount, and frequency of training to be provided to fire brigade members; the expected number of members in the fire brigade; and the functions that the fire brigade is to perform at the workplace. The organizational statement shall be available for inspection by the Assistant Secretary and by employees or their designated representatives.

1910.156(c) Training and education.

1910.156(c)(1)

The employer shall provide training and education for all fire brigade members commensurate with those duties and functions that fire brigade members are expected to perform. Such training and education shall be provided to fire brigade members before they perform fire brigade emergency activities. Fire brigade leaders and training instructors shall be provided with training and education which is more comprehensive than that provided to the general membership of the fire brigade.

1910.156(c)(2)

The employer shall assure that training and education is conducted frequently enough to assure that each member of the fire brigade is able to perform the member's assigned duties and functions satisfactorily and in a safe manner so as not to endanger fire brigade members or other employees. All fire brigade members shall be provided with training at least annually. In addition, fire brigade members who are expected to perform interior structural firefighting shall be provided with an **education session or training at least quarterly.**

1910.156(c)(3)

The quality of the training and education program for fire brigade members shall be similar to those conducted by such fire training schools as the Maryland Fire and Rescue Institute; Iowa Fire Service Extension; West Virginia Fire Service Extension; Georgia Fire Academy, New York State Department, Fire Prevention and Control; Louisiana State University Firemen Training Program, or Washington State's Fire Service Training Commission for Vocational Education. (For example, for the oil refinery industry, with its unique hazards,

The entire Fire Brigade “standard” can be accessed at

https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=9810

Or just do a “search “OSHA.GOV (Be careful, there are some commercial sites that have very similar “addresses”)

Other applicable OSHA “regs”

Besides the Fire Brigade “156” regulation, there are others than apply to the fire service, and other “professions” as well. See accompanying document titled “Applicable OSHA regs and Laws...”

The requirement for these is personnel must be “trained” in each of them initially (before they can respond) and every twelve months, not each calendar year. So:

- 1) If Joe Motarotz joins your FD, before he can be allowed to participate/respond he must be “trained” in all applicable OSHA regs and laws.
- 2) Every twelve (12) months he must be “re-trained” in all of them. If FF. Motarotz was “trained” in Blood Borne Pathogens in June of this year, then must be “trained” again by the end of next June.
- 3) So, by “Trained” what do they mean? Have you ever sat through the same boring annual 3 hour “class” on Blood Borne Pathogens that included the same old 45 minute video that you have seen for the last ten years? Does this class accomplish anything other than eat up 3 valuable hours in everybody’s lives and probably turn them off to “training”? Does it insure your personnel are proficient in this topic? Nope!

A much more logical approach is to follow the same concept as listed for the Best Practices. Tell the personnel, well ahead of time, what they must be proficient in; what “proficient” is in this case, where to find info on it, and what they must do to demonstrate proficiency. Not wanting to “fail” they will refresh themselves on this so they can ace the proficiency. Now you have satisfied that reg plus insured your personnel are proficient and safe, and not wasted three hours of their and your time.

This “Model Program” encourages folks to focus on insuring their personal are “proficient” in all functions/competencies/KSA’s and applicable OSHA regs and laws rather than “training time” which is no indicator of a person’s abilities.

Bottom Line; it is the responsibility of every FD/AHJ to insure that all of their personnel are proficient in any task they might be assigned to complete during that calendar year. This certainly can vary from FD to FD as their call “types” vary.

As an example if your FD does not own a boat and does not ever call a neighboring boat under Mutual Aid at their incidents, ever, then they do not need to address any Competencies and KSA’s specific to a boat’s operation. But if you carry rope rescue equipment, or Confined Space rescue equipment, your personnel who might use it must be proficient in its use. Or, if you might summon a Mutual Aid agency to your incident and have your personnel use their equipment at all, they must be trained (proficient) in its use.

This is a real **Common Sense** approach; your personnel must be proficient; period. They don’t need to spend “X” hours of time in the classroom and/or the drill yard each year.

Reminder; OSHA & PESH (in NYS) are here for our safety and the safety of all of our personnel. Their “regulations” and other applicable “LAWS” are not optional. Every FD in NYS must “follow” them. How you satisfy them is up to you; but they all must be satisfied; simple, no questions. **And the real reason it should be done is for your personnel’s safety!!**

BEST PRACTICES- MODEL PROGRAM “TRAINING” IN A NUTSHELL

2 parts:

1) Functional Task Competencies

- ▶ Initially “trained” in any/all “tasks” they may be assigned to do.
- ▶ Demonstrate proficiency to their AHJ in these tasks before they are assigned to perform them at an incident scene.
- ▶ Annually demonstrate Proficiency in any task they may be assigned to perform that year
- ▶ Interior firefighters must attend “training” at least quarterly

2) Applicable OSHA Regs/NYS Laws

- ▶ Be “trained”/demonstrate Proficiency in all applicable OSHA regulations & laws before they are allowed to respond/participate.
- ▶ Be “re-trained/demonstrate proficiency” in all applicable OSHA regs and laws every twelve (12) months
 - ▶ If Firefighter Joe Matorotz was “trained” in Blood Borne Pathogens in June of this year, they must be “Retrained” in this by the end of next June.

When talking about “training” don’t think of “time spent”; think of it as meaning “demonstrated proficiency”.

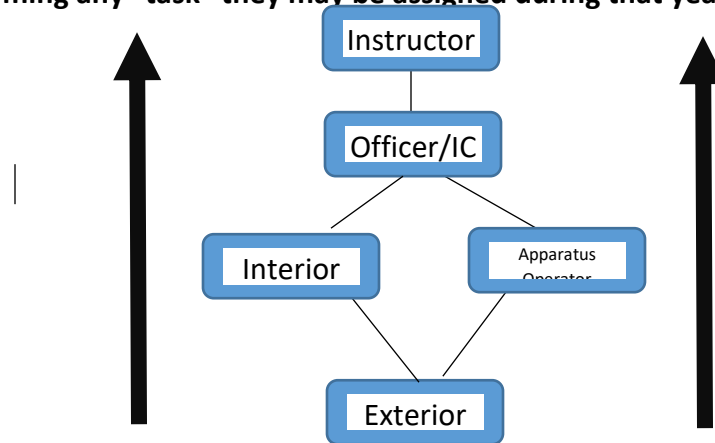
It’s all about keeping your personnel SAFE!

By doing this you will also satisfy all of the regulations and laws...But it is all about Keeping Everybody SAFE!!!

BEST PRACTICES - MODEL PROGRAM

5/30/17

In this “Model program” the focus is on demonstrated and documented annual proficiency; personnel must demonstrate that they are fully capable of efficiently and safely performing any “task” they may be assigned during that year for their assigned “function(s)”.



Exterior Personnel- basic exterior tasks in non-hazardous environments

Interior Firefighters: In addition to core competency training provided for all exterior firefighters, interior firefighters should complete a training program(s) addressing the following core competencies...

Apparatus Operators: In addition to core competencies for exterior firefighters, apparatus operators should complete a training program addressing the following core competencies:

Officers/IC: As outlined in section 1910.156(c)(1) of the OSHA regulations, those chiefs, officers or firefighters who have been designated or may perform the duties of a fire service incident commander must receive training which is superior than that provided to the general membership of the fire department. In addition to the training provided to the general membership those who may be acting as an Incident Commander should have received training prescribed for an interior firefighter, general knowledge of apparatus/pump operations, as well as education in incident command operations.

Instructors: Fire department training instructors must receive a higher level of training and education than the fire department members they will be instructing. This includes being more knowledgeable about the functions to be performed by the fire department and the hazards involved. The instructors should be qualified to train fire department members and demonstrate skills in communication, methods of teaching, and instructional motivation.

OSHA/PESH Annual Training:

Below is a chart outlining OSHA/PESH topics for all Fire Departments that must be addressed each year (every twelve (12) months) for members.

Annual Safety and Health Training Agenda

Topic	Standard
Hazardous Materials/Emergency Response: Awareness (Everybody), Operations (Firefighters)	1910.120(q)(8)
Respiratory Protection	1910.134(k)(5)
Blood Borne Pathogen	1910.1030(g)(2)(ii)(B)
Right to Know	Article 28 Section 878, 1910.1200
Workplace Violence	NYCRR Part 800.6
Fire Extinguishers (if required to use)	1910.157(g)(2)
Occupational Noise	1910.95
Confined Space (Awareness)	1910.146
Officer/IC Training	29 CFR 1910.120(q) (6) (v).
Lockout/Tagout	219CFR1910.147
Emg. Escape & Self Rescue Ropes & Systems Components for Firefighters	12NYCRR 800.7
Sexual Harassment	This is "Recommended" training, there is no exact law that requires it.
Hi Viz vest	23 CFR 634

These are covered in a separate document.

Note; the focus should be on insuring personnel are proficient in topics; it is not about the time spent in a class.

GLOSSARY

- AHJ = Authority Having Jurisdiction (FD management, Commissioners, Village or City Mayor, etc)
- AO-Pump = NYS OFPC Apparatus Operator Pump course
- A “Competency” = Skill, Task
- ERG= “Orange” DOT Emergency Response Guidebook (hazardous materials)
- EVOC = Emergency Vehicle Operators Course (driving)
- KSA= Knowledge, Skill & Ability (capability to mentally and physically perform a task)
- IFSTA EoF 6th = IFSTA EoF Ed. 6
- OSHA= US Dept. of Labor Occupational Safety & Health Association
- NFPA =- National Fire Protection Association
- NYS OFPC = NYS Office of Fire Prevention & Control
- PESH= NYS Dept. of Labor’s division that “enforces OSHA regs for all public employees in NYS (including volunteer firefighters)
- PPE= Personal Protective Equipment
- Proficiency = “a high degree of competence or skill; expertise.”

IMPORTANT NOTE: Phrases such as “Knowledgeable in” or “Have an understanding of” or “Complete training in” or “Familiarization with”, etc are found in the Best Practices document. The best way to interpret them is to address all of them as meaning “annually demonstrate proficiency in...”. Again, it should be all about proficiency, not drill or class “time”.

The next few pages contain lists of the “Competencies” as they are listed in the current “Best Practices” document. These are not “cast in stone”. An AHJ can make their own list of Competencies or modify this list. Each AHJ’s “list” of Competencies should accurately and completely reflect the operation of their department and what they expect their personnel to do at an incident. Keep in mind that a person taking a class does not mean they are proficient in any KSA: it is the responsibility of each AHJ to regularly insure their personnel are proficient in anything they might have to do at an incident. This is really a very Common Sense approach; insure your personnel are proficient.

After each list is a table that contains competencies where they were stream lined, coupled with other related KSA's and duplications between "Functions" removed. In other words if a Competency existed in the "Exterior" function, it was removed from the "Interior" function as all Interior personnel should first be proficient in all Exterior Competencies. The tables also include applicable skill sheets already used in various NYS OFPC courses which can and probably should be used to regularly measure personnel's proficiency in the various KSA's. Makes sense, huh? Also included are references that personnel can use to review the KSA's so as to insure they are totally up to speed on them all. Again, modify anything in here to best meet your operation.

FUNCTION: Exterior Firefighter:

All firefighters should complete a training program(s) addressing these core competencies:

- 1) Complete a training program addressing the subject areas/core competencies associated with OSHA 29 CFR1910.120 requirements or hazardous materials first responder operations;
- 2) Complete a training program addressing the subject areas/core competencies associated with infection control to achieve compliance with OSHA 29CFR1910.1030;
- 3) Complete the objectives for basic first aid;
- 4) Complete the objectives for cardio-pulmonary resuscitation (CPR);
- 5) Completion of the latest version of the National Incident Management System (NIMS) courses ICS-700 and ICS-100;
- 6) Fire safety principles familiarization;
- 7) Tool and scene safety awareness;
- 8) Building construction in relation to fire service operations;
- 9) Understanding fire behavior and development;
- 10) Familiarization with personal protective equipment (PPE) and self-contained breathing apparatus (SCBA) as assigned;
- 11) Familiarization with fire service communication operations;
- 12) Familiarization with incident management principles;
- 13) Familiarization with fire prevention principles;
- 14) Arson awareness;
- 15) Familiarization with fire extinguisher operations;
- 16) Familiarization with hose practices, nozzles and fire streams (excluding interior structural fire attack);
- 17) Understanding of water supply operations;
- 18) Familiarization with ground ladder operations;
- 19) Ropes and knots.

Related training programs which may address some or all of the specific core competencies, stated above, for exterior firefighters include:

1. NYS Office of Fire Prevention and Control
 - a. Basic Exterior Firefighting Operations (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1); or
 - b. Firefighter I (Competencies 1 and 6 – 19), *[Competencies 3 – 5 are prerequisites for graduation from the FF1 Program]*
2. NYS OFPC Legacy (Historical) Training recognized as equivalent:
 - a. Scene Support Operations (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1)
 - b. Firefighting Essentials (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1), or
 - c. Basic Firefighter (Competencies 6 – 19) and Hazardous Materials First Responder Operations (Competency 1)
3. Suffolk County Fire Academy, Scene Support Operations (in addition, a Hazardous Materials Operations level training program will need to be completed)

FUNCTION: Model Program-Exterior Firefighters

All personnel assigned to this function should annually demonstrate proficiency in the following competencies and associated KSA's.

<u>Competency</u>	<u>KSA</u>	<u>Skill Sheet</u>	<u>References</u>
(3) Basic First Aid <i>*every two years</i>	Fire Department will provide this training every two years as required by the American Heart Association	Post Course Test satisfactory completed with a passing grade	Red Cross First Aid Course, National Safety Council First Aid Course or equivalent
(4) CPR	Basic rescuer CPR		
(5) National Incident Management System (NIMS) ICS-100 <i>*to be kept current with the latest version</i>	ICS applications. • ICS organizational principles and elements. • ICS positions and responsibilities. • ICS facilities and functions. • ICS planning.	ICS-100 Computer Based Testing	Emergency Management Institute NIMS ICS-100
National Incident Management System (NIMS) ICS-700 <i>*to be kept current with the latest version</i>	Describe the intent of NIMS. • Describe the key concepts and principles underlying NIMS. • Describe the purpose of the NIMS Components including: Preparedness, Communications and Information Management, Resource Management, and Command and Management.	ICS-700 Computer Based Testing	Emergency Management Institute NIMS ICS-700

(6) Fire Safety Principles	Risk Benefit Concept and Process, scene hazards and avoidance		
(7) Tool & Scene Safety Awareness	Power Tool manufacturer recommendations, operation, maintenance , fuel, use, lubrication, cleaning, storage	NYS Skill sheet 11-I-2 NYS Skill sheet 2-I-1	IFSTA EoF6 th Ed. Ch. 11 Pg. 596
	Hand Tool Use, Carrying, Maintenance	FF uses proper cleaning agent, identifies defects, files cutting edges	NYS Skill Sheet 11-I-1
	Response Safety, SOP'S, PPE, seat belt use	NYS Skill sheet (PPE) 2-I-2	
	Scene Safety, PPE, Identification of hot, warm and cold zones, Personnel Accountability procedures		
(8) Building Construction in relation to fire service operations	Types/construction, hazards, collapse indicators and collapse zone		IFSTA EoF 6 th pages 137-159
9) Fire Behavior and Development	Fire definition, as a scientific process, fireload, Heat Release Rate, pyrolysis, fire growth, Roll over, Flashover, Backdraft; reasons for, indicators/signs		IFSTA EoF 6 th Pages 137-182
(10) Personal Protective Equipment and Self Contained Breathing Apparatus as Assigned	PPE: parts, proper donning/use, maintenance of, washing/deconning of, dangers of dirty and/or wet PPE	NYS Skill sheet 6-I-1 NYS Skill sheet 6-I-6,7,8,9 NYS Skill Sheet 11-I-1	IFSTA EoF6 th Ed. Ch. 6
	SCBA inspection, bottle change, bottle refilling, Hydrostatic date		IFSTA EoF Ch 6, Pg. 311 FD SOP
	Mask cleaning and disinfecting	NYS Skill sheet 6-I-6 & 7	
(11) Fire Service Communications and Proper Radio Ops.	Radios parts/operation/procedures		IFSTA EoF6 th Ed.. Ch. 3, Manufacturer manual, SOP's
(12) Incident Management Principles	Chain of Command, Incident Scene Organization		IFSTA EoF6 th Ed.. Ch. 21, SOP's

(13) Fire Prevention Principles	Public Education procedures		IFSTA EoF 6th pages 963-970
Relevant subject matters, applicable policies, rules, regulations, SOP's			AHJ, OSHA, NFPA, local regulations
(14) Arson Awareness	Scene observation		IFSTA pages 910-917
(15) Fire Extinguishers; Proper Operations (also located in OSHA regs section)	Classes of Fire, Capabilities of Extinguishers,	NYS Skill Sheets 7-I-1, & I-2, 7-I-3	IFSTA EoF 6 th Ch. 7
(16) Hose Line Practices, Nozzles and Fire Streams	Hose identifications; types, sizes, uses, location on apparatus, rolling/washing/drying/repacking, couplings, Appliances and tools	NYS Skill Sheets 15-I-1, 15-I-2, 15-I-3, 15-I-4, 15-I-5, 15-I-6, 15-I-9, 15-I-10, 15-I-11, 15-I-14, 15-I-24, 15-I-25, 15-I-26, 15-I-27	IFSTA EoF 6 th ; Ch. 15 Pgs. 818-844.
(17) Water Supply Operations	Hitting a hydrant, assisting with establishing a draft site	NYS Skill sheet 14-I-1 & 2, NYS Skill sheet 15-I-2	IFSTA EoF 6 th Ed. Ch. 14
(18) Ladders	Ladder Types, Construction, Inventory, Inspection, Maintenance, Cleaning, Storage nomenclature	NYS Skill sheets 12-I-	IFSTA EoF 6 th ; Ch. 12 Pgs. 654-661 & 663-666
	Ladder, uses, carries, raises, footing		IFSTA EoF 6 th ; Ch. 12 Pgs. 666-669
(19) Ropes, Webbing and Knots	Hoisting Tools and Equipment Safety – Primary Considerations	NYS Skill sheet 8-I-13-13 – 8-I-18	IFSTA EoF 6 th ; Ch. 8 Pg. 390
	Rope Types, terminology, basic knot tying, rope maintenance, inventory, storage, use	NYS Skill Sheets 8-I-2 thru 8-I-12, 9-I-17	IFSTA EoF 6 th ; Ch. 8 Pgs. 370-376, 384-385
	Rope terminology		IFSTA EoF 6 th ; Ch. 8 Pgs. 384, 385

FUNCTION: INTERIOR FIREFIGHTERS

NOTE: these are in addition to those for Exterior personnel.

1.1 Training Guidance for Fire Department Interior Firefighters:

Interior firefighters should, in addition to the core proficiency training provided to exterior firefighters, show proficiency in the following Knowledge, Skills and Abilities (KSA's) to the Authority Having Jurisdiction (AHJ);

Interior Firefighters shall annually demonstrate proficiency in the following:

- 1) Familiarization with assigned self-contained breathing apparatus (SCBA) during emergency operations;
- 2) Familiarization with forcible entry techniques
- 3) Operating as a team member within a Hazardous area
- 4) Understanding outside or exterior fires and defensive operations
- 5) Familiarization of structural fire search and rescue operations
- 6) Familiarization of interior fire attack operations
- 7) Familiarization of horizontal and vertical ventilation operations
- 8) Understanding overhaul operations
- 9) Familiarization with salvage and property conservation techniques
- 10) Familiarization with water operations
- 11) Understanding fire chemistry and behavior
- 12) Building construction related to interior structural firefighting operations
- 13) Knowledge base of relevant subject matter, applicable policies, rules and regulations as they relate to interior firefighters & interior firefighting
- 14) Knowledge base and familiarization of Individual Departments Emergency Escape Systems (Bail Out) as per NYS 12NYCRR 800.7
- 15) Ground cover fires
- 16) Fire Extinguishers

FUNCTION – Model Program-Interior Firefighter

All personnel assigned to this function should annually demonstrate proficiency in the following competencies and associated KSA's.

<u>Competency</u>	<u>KSA</u>	<u>Skill Sheet</u>	<u>References</u>
(1)SCBA	Inspection & Cleaning	NYS Skill 6-I-6, 7	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 6 Video: https://www.youtube.com/watch?v=A637GAzUACA
	Donning/Doffing SCBA	NYS Skill 6-I-2, 3, 4	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 6
	1 & 2 person SCBA bottle change	NYS Skill 6-I-10 & 6-I-11	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 6
	Air Consumption Drill	NYS Skill 6-I-12	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 6 Video: https://www.youtube.com/watch?v=IRo2SnrR9cg
	SCBA Emergency Procedures	NYS Skill 9-I-9	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
(2)Forcible Entry	Forcible Entry Skills (in addition to those in exterior Function)	NYS Skill 11-I-3 to 11-I-8	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 11
(7) Ventilation	Negative Ventilation Skills	NYS Skill 13-I-1 & 13-I-2	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 13
	Horizontal & Positive Ventilation Skills	NYS Skill 13-I-3	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 13
	Vertical Ventilation Skills	NYS Skill 13-I-5 to 13-I-8	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 13
(3 & 5) Operate as a team in a Hazardous Conditions, Structural search and rescue operations	Using Air Monitor	NYS Skill 24-I-12	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 24
	Primary Search, Secondary Search	NYS Skill 9-I-1	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Victim carries and drags	NYS Skill 9-I-3, 5, 6, 7	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Interior firefighter drags	NYS Skill 9-I-4	NFPA 1011 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Placing a patient on a backboard & stokes basket	NYS Skill 9-I-17	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9

(14) Firefighter Survival	Calling the mayday	NYS Skill 9-I-8	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Mask Confidence Maneuvers	NYS Skill 9-I-11, 11A, 12 & 12A	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Follow Hose Line	NYS Skill 9-I-15	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Head first ladder slide, Window Hang & Drop, Wall Breach	NYS Skill 9-I-16	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 9
	Bail Out Systems Review	Monthly Inspections Required Annual System Deployment Training	NYS Dept. of Labor 12NYCRR Section 800.7
(4 & 6) Fire Attack	Passenger Vehicle Fires	NYS Skill 17-I-8	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 17
	Company Operations/Coordinated Exterior, Interior, Transitional Fire Attacks	NYS Skill 17-I-1A & 1B	NFPA 1001 (2013) IFSTA's EoF, 6 th ed. Ch. 17 NYS Engine Company Operations course
(15) Ground Cover Fires	(In addition to contents in Exterior Function) Wildland fires; fuels, dangers, effect on breezes/wind, PPE, tools, fire attack tactics, Ten Standard Fire Fighting Orders	IFSTA EoF Skill Sheet p. 15-I-8	IFSTA's EoF, 6 th ed. Pgs. 800-806
(11) Understanding Fire Behavior (in addition to that already contained in the Exterior Function)	Smokes flammability, indicators of impending flashover and backdraft inside a structure. Situational awareness, monitor "compartment": conditions in relation to contents fireload, structural		IFSTA EoF 6 th chapter 3

	fireload, air movement, ceiling height, compartment combustibility, air/smoke movement. Extinguishing methodologies and materials		
(9) Salvage and property conservation	Tarps, types, uses, inventory, maintenance, deployment, retrieval		IFSTA EoF 6 th Ch. 17
(12) Building construction related to fire ops.	In addition to that already stated in Exterior Function, interior signs of impending collapse, effect of fire on gravity resistance system (structure) ability to read inside of a structure for stability as well as combustibility, identify bearing walls, Lightweight construction hazards, NYS Truss ID law, NYS Engineered Construction ID law,		IFSTA EoF 6 th Ch. 3

Competencies covered in other area

Topic	Already Covered in	
(16) Fire Extinguishers	Exterior Competencies & OSHA regs	
(11) Understanding Fire Chemistry & Behavior	Exterior Competencies	
(12) Building Construction	Exterior Competencies	
(10) Water Supply Operations	Exterior Competencies	

FUNCTION – Apparatus Operators

Apparatus Operators:

In addition to core competencies for exterior firefighters, apparatus operators should complete a training program addressing the following core competencies:

- 1) Performing routine preventive maintenance, inspection and being capable of initiating the service of vehicle systems, components, equipment, tools and appliances assigned to the vehicle and be capable of initiating correction of any deficiencies noted;
- 2) Be capable of documenting routine maintenance, inspection and service of the vehicle's systems, components, equipment, tools and appliances mounted on or assigned to vehicle. Be capable of initiating correction of any deficiencies noted during this process or any corrective actions required to address deficiencies;
- 3) Be capable of demonstrating safe operation of the vehicle in compliance with applicable laws, regulations and standards during routine driving and emergency responses
- 4) Be capable of demonstrating defensive driving practices;
- 5) Be capable of demonstrating safe maneuvering of the vehicle around obstructions and in restricted spaces both forward and reverse;
- 6) Be able to demonstrate safe backing procedures and the use of a spotter;
- 7) Be knowledgeable of operational capabilities and limitations of the vehicle, its systems and components, equipment, tools and appliances mounted on or assigned to that vehicle;
- 8) Understand the operation of the functional systems, tools, equipment and appliances mounted on or assigned to the vehicle;
- 9) Be capable of demonstrating the ability to operate the pump or other functional systems on the apparatus.

Related training programs which may address some or all of the specific core competencies, stated above, for apparatus operators include:

1. NYS Office of Fire Prevention and Control
 - a. Apparatus Operator- Emergency Vehicle Operator's Course (EVOC), (Competencies 1 – 9, in addition to local training specific to the fire department's vehicles)
2. Insurance Company sponsored EVOC programs with a practical skills driving course component, in addition to local training specific to the fire department's vehicles
3. Suffolk County Fire Academy
 - a. Emergency Vehicle Operations (EVOC), in addition to local training specific to the fire department's vehicles
4. National Certification for any of the Apparatus Operator series , in addition to local training specific to the fire department's vehicles

Function: Model Program-Apparatus Operator

All personnel assigned to this function should annually demonstrate proficiency in the following competencies and associated KSA's.

NYS OFPC Apparatus Operator's Course/manual is dated 7/1/03 NOTE: DMV manual referenced is dated 6/2015

<u>Competency</u>	<u>KSA's</u>	<u>Skill Sheet</u>	<u>References</u>
(1&2)Performing routine preventive maintenance, inspection and initiating the service of vehicle systems, components, equipment, tools and appliances assigned to the vehicle and initiating correction of any deficiencies noted.	Routine maintenance, inspection procedure and documentation process, routine service/maintenance to vehicles, and service of the vehicle's systems, documentation process for deficiencies	Apparatus Operator - EVOC Course Driver /Operator – Performance Curriculum (Driver/Operator – Station #1 [Apparatus Inspection])	NYS OFPC Apparatus Operator - EVOC Student Manual, NFPA 1002 2-2.1, 2-2.2
(3) Demonstrates safe operation of the vehicle in compliance with applicable laws, regulations and standards during routine driving and emergency responses, (4) Demonstrate defensive driving practices, (5) Demonstrate safe maneuvering of the vehicle around obstructions and in restricted spaces both forward and in reverse (6) Demonstrates safe backing procedures and the use of a spotter	Safe operations on streets in varying conditions, lane change, Emergency Response Vehicle & Traffic Laws, EVOC Driving Skills, Backing, Situational awareness, Aggressive Driving an Road Rage, Special Driving Conditions	Apparatus Operator - EVOC Course Driver /Operator - Performance Curriculum	NYS OFPC Apparatus Operator - EVOC Student Manual, NFPA 1002 2-2.1, 2-2.2 NYS DMV's Driver's Manual Pg 62-64 & 81-86
Knowledge of Response Modes	Definition of Emergency Vehicle, Emergency, Privileges allowed		NYS V&T art I, §101

	as an Emergency vehicle in an Emergency.		
	Definition of Emergency		NYS V&T art I, §114 paragraph b, NYS DOH Policy 00-13 The Operation Of Emergency Medical Services Vehicles
	Privileges allowed		NYS V&T art XXIII, §1104
(8) Understands the operations of the functional systems, tools, equipment, and appliances mounted on or assigned to the vehicle	Responsibilities of the Motor AO-Pump		NYS OFPC AO-Pump Lesson Plan Pg4
	Extinguishing agents (If used)		NYS OFPC AO-Pump Lesson Plan Pg 14
	Principals of Water movement including Basic Theoretical Friction Loss Calculations		NYS OFPC AO-Pump Lesson Plan Pg 15
	Priming devices		NYS OFPC AO-Pump Lesson Plan Pg 27
	Governors and Relief Devices		NYS OFPC AO-Pump Lesson Plan Pg 30
	Intake Pressure Relief System(s)		NYS OFPC AO-Pump Lesson Plan Pg 32
	Identify Pump Controls, Components and Purpose		NYS OFPC AO-Pump Lesson Plan Pg 34
	Water sources (hydrants, porta ponds, drafting), and water operations, setup and operation.	Department specific Operating guidelines/ Manufacturer specific guides	
	Apparatus placement in different scenarios (collapse zone, use of rig mounted deck gun, rig lighting, overhead wires, other rigs (Truck, etc), Flowing fire (garage, vehicle, etc)	Department specific Operating guidelines/ Manufacturer specific guides	
	Knowledge of response area and best response routes vs time of day, weather, scene approach based on incident type etc.	Maps	

(7&8) Demonstrates knowledge of operational capabilities of the vehicle, its systems and components, equipment, tools and appliances mounted on or assigned to the vehicle	Operation of water pump to include A and/or B foam system (If equipped)	Vehicle, Manufacturer, and Fire Department specific PROCEDURES AND Best operating guide lines	NYS OFPC AO-Pump Manual
	Water Supply Operations including Tankers and Hose Relays		NYS OFPC Water Supply Operations lesson plan Pg 69 – 90, Appendix 5.1-1 to 5, Appendix 6.1-1 to 4.
	Operation of Aerial Device (if equipped)	NYS OFPC Apparatus Operator – Aerial Device Manual Appendix 1 – 21 and 1 - 23	NYS OFPC Apparatus Operator – Aerial Device Manual
	Operation of specialized equipment or systems.	Department specific Operating guidelines/ Manufacturer specific guides	NYS OFPC Apparatus Operator – Aerial Device Manual, NYS OFPC AO-Pump Manual
Radio Communications	Use of Main Frequencies		Local radio plan and policies
	Use of Fire ground Frequencies		Local radio plan and policies

Fire Officers / Incident Commanders:

As outlined in section 1910.156(c)(1) of the OSHA regulations, those chiefs, officers or firefighters who have been designated or may perform the duties of a fire service incident commander must receive training which is superior than that provided to the general membership of the fire department. In addition to the training provided to the general membership those who may be acting as an Incident Commander should have received training prescribed for an interior firefighter, general knowledge of apparatus/pump operations, as well as education in incident command operations. Incident command training and education is not required to come from any one particular source or class. The training to educate those designated or who may find themselves in the position as an Incident Commander should include supervision, leadership, and command methodologies necessary for mitigating emergency situations during hazardous and stressful environments incorporating the best safety practices. In addition to the core competencies required for interior firefighters and apparatus operators, incident commanders should have a demonstrated knowledge and experience in the following core competencies:

- 1) Safe and effective assignment and supervision of tasks, or responsibilities to managing unit officers at emergency incidents (including those on highways and roadways), during training and under routine or non-emergency circumstances;
- 2) Be capable of communicating clear direction and supervision of members during training;
- 3) Knowledge of administrative policies and procedures and records management, including incident reports;
- 4) Knowledge of building construction and fire behavior, including structural soundness and the significance of fire load;
- 5) Be capable of evaluating and implementing scene security and evidence preservation;
- 6) Be capable of developing and implementing an incident action plan;
- 7) Be capable of conducting a post-incident analysis;
- 8) Be knowledgeable of safety principles, including injury and accident prevention;
- 9) Be familiar with fire department injury and accident reporting requirements according to department policies;

- 10) Be familiar with firefighter health and wellness for recognition of issues, e.g. stress, heart attack and other issues that would hinder firefighter's response capabilities;
- 11) An understanding of strategy, tactics and operations in fire suppression;
- 12) An understanding of vehicle extrication procedures and department capabilities and limitations
- 13) Be capable of initiating scene size-up procedures;
- 14) Be familiar with initial arrival report :“C.A.N. [Conditions, Actions, Needs] - Report”) protocols;
- 15) Be familiar with radio communications operations;
- 16) Be capable of communicating fire-ground reports (location of fire, water on fire, searches, knock-down, etc.);
- 17) Be familiar with urgent and mayday communication protocols;
- 18) Be familiar with how to mitigate miscellaneous emergencies (gas leaks, CO, electrical, elevator rescues, hazmat containment, etc.);
- 19) Understand RIT/FAST Operations and how to implement them;
- 20) Obtain a certificate for the latest version of NIMS ICS-200;
- 21) Understanding the use and limitations of special fire department equipment (gas meters, thermal imaging cameras, self-escape equipment, gas powered tools, etc.).

Related training programs which may address some or all of the specific core competencies, stated above, for incident commanders include:

1. NYS Office of Fire Prevention and Control
 - a. Fire Officer I (2009) (Competencies 1 – 20 and 22) and ICS-200 (Competency 21)
2. NYS OFPC Legacy(Historical) Training recognized as equivalent:
 - a. Introduction to Fire Officer and Fire Officer I (Competencies 1 – 20 and 22) and ICS-200 (Competencies 21)
3. National Certification for Fire Officer I(Competencies 1 – 20 and 22) and I-200 (Competency 21)
 - a. First Line Supervisors Training Program(Competencies 1 – 22)
4. Suffolk County Fire Academy
 - a. Introduction to Fire Officer and Fire Officer I and ICS-200

Function: Model Program-Officer/IC

Firefighters should annually demonstrate proficiency in the following Competencies and associated KSA's.

Competency	KSA's	Skill Sheet	Reference
1) Safe and effective assignment and supervision of tasks, or responsibilities to managing unit officers at emergency incidents (including those on highways and roadways), during training and under routine or non-emergency circumstances;	Accountability Policy		IFSTA Company Officer 431
	Personnel Tracking and PAR		IFSTA Company Officer 300
	Hot Zone, Warm, Zone, Cold Zone		IFSTA Company Officer 303-307
	Crew Resource Management (CRM)		293
	Safe Highway Incident Deployment		www.respondersafety.com
	Highway Incident Coordination		www.respondersafety.com
2) Communicating clear direction and supervision of members during training;			
3) Administrative policies and procedures and records management, including incident reports;	Departmental Documents		
	NFIRS Reports		IFSTA Company Officer 220
4) Building construction and fire behavior, including structural soundness and the significance of fire load;	Construction Types in Response Area		IFSTA Company Officer 220-224
	Lightweight Construction		IFSTA Company Officer 268
	Building Systems		IFSTA Company Officer 269
	Fire Protection Systems		IFSTA Company Officer 269
	Fire Loading		IFSTA Company Officer 316
5) Evaluating and implementing scene security and evidence preservation;			
6) Developing and implementing an incident action plan	IAP Development		IFSTA Company Officer 296
	Information Recon		
	Briefings/De-Briefings		
7) Conduct a post-incident analysis;	Post Incident critique		IFSTA Company Officer 438-441
8) Safety principles, including injury and accident prevention;	Incident Safety Officer Operations		IFSTA Company Officer 339
9) Fire department injury and accident reporting requirements according to department policies;	BFIR Injury Reports		IFSTA Company Officer 456-457
	BFIR & AHJ Exposure Reports		IFSTA Company Officer 453-458

10) Firefighter health and wellness for recognition of issues, e.g. stress, heart attack and other issues that would hinder firefighter's response capabilities			
11) Strategy, tactics and operations in fire suppression;	Incident Priorities		IFSTA Company Officer 321-322
	Fire Behavior/Fire Dynamics		IFSTA Company Officer 308-320
	Firefighting Priorities (RECEO, SLICERS)		IFSTA Company Officer 322-332
	Attack Modes		IFSTA Company Officer 333-334
	Fire Flow		IFSTA Company Officer 466-467
	Hydrant Systems		
	Rural Water Supplies		
	Collapse Zones		
	Fireground Hazards		IFSTA Company Officer 171
	Utility Control		
12) Vehicle extrication procedures and department capabilities and limitations, 13) Awareness of other situations expected to be encountered in the department's immediate response area, 19) Mitigate miscellaneous emergencies (gas leaks, electrical, elevator "rescues", etc.), 22) Use and limitations of special fire dept. equipment (gas meters, thermal imaging cameras, self-escape equipment, gas powered tools, etc.).	EMS Response Plan		County Mutual Aid Plan
	EMS Resources		
	Aeromedical Operations		
	Mass Causality Incidents		
	Awareness of Technical Rescue Incident Types		
	Technical Rescue Resources		
14 & 15) Initial scene size-up procedures & 15) Initial arrival report ("C.A.N. [Conditions, Actions, Needs] - Report") protocols;	Resource Typing		IFSTA Company Officer 297
	CAN Reports		
	Staging		
	Alarm Assignments/Dispatch capabilities		
	Completing a Risk Assessment		IFSTA Company Officer 170-171, 320, 448-453
	Progress Reports		IFSTA Company Officer 330-331
			IFSTA Company Officer 300-303
	Initial operation determination		IFSTA Company Officer 303
	Radio Plan (Channels, Operations)		

16) Radio communications operations, 17) Communicating fire-ground reports (location of fire, water on fire, searches, knock-down, etc.)	Radio System Limitations		
	Radio Operation		
	911 System Abilities/Limitations		
	Back-Up Systems		
18) Urgent and Mayday communications protocols	DCDER 911 center Mayday Procedure		
	Radio Plan (Channels, Operations)		
20) RIT/FAST Operations and how to implement them.	Rapid Intervention Team		IFSTA Company Officer 149
	Mayday Procedures		
21) ICS-200 certification and annual update	Describe an Incident Command System (ICS) organization appropriate to the complexity of an incident or event. • Use the ICS to manage an incident or event.		

FUNCTION: Instructor

Training Guidance for Fire Department Training Instructors:

Fire department training instructors must receive a higher level of training and education than the fire department members they will be instructing. This includes being more knowledgeable about the functions to be performed by the fire department and the hazards involved. The instructors should be qualified to train fire department members and demonstrate skills in communication, methods of teaching, and instructional motivation.

Training Instructors shall annually demonstrate proficiency in the following:

- 1) Preparation
- 2) Presentation
- 3) Application
- 4) Testing;
- 5) Summary;
- 6) Knowledge base of relevant subject matter, applicable policies, rules and regulations.

POI = NYS OFPC Principles of Instruction course

J&B = Jones & Bartlett Fire Service Instructor 2nd Ed.

IFSTA =IFSTA Fire & Emergency Services Instructor 8th Ed.

Function: Model Program-Instructor

All personnel assigned to this function should annually demonstrate proficiency in the following competencies and associated KSA's.

The fire instructor, anybody conducting any type of training, education, classes, drills, etc for the FD.

Competency	KSA's	Skill Sheet	Reference
(1) Preparation		POI presentation skill sheet	POI Unit 1
	Adults As Learner		POI P. 5, 10 J&B p73
	Lesson Plan: Purpose, Components, use of.	POI presentation skill sheet	POI P. 3 J&B p136,126-127
	Learning Environment	POI presentation skill sheet	POI P. 6 J&B p 24, 158-174
	Types of Drills/Classes		POI P. 6
	Maslow's Hierarchy of Needs		POI P 9-10 J&B p 84-85,163, 169
	Learning Domains		POI P. 11 J&B p 99 IFSTA p 42-44
	Training Objectives-Audience, Behavior, Condition, Degree	POI presentation skill sheet	POI P 13-15 J&B p 310-312 IFSTA 74-75, 261-266
	5 Step Method of Teaching a Psychomotor Skill	POI presentation skill sheet	POI P. 19
(2)Presentation	Methods of Teaching		J&B p 50-71 IFSTA p266 (Instructional Methods)
	Instructional Motivation		POI P. 7 J&B p 73, 52-53 IFSTA p 39, 36, 45-46, 153-154
	Questioning & Communication Techniques		POI P. 32 IFSTA p 156-159
	Training Aids	POI presentation skill sheet	POI P. 34-42 IFSTA p 56-59, 84-102

(3)Application	Designing the Application Step	POI presentation skill sheet	POI P. 54-55J&B p134, 155, 319
	Use of the Application Step	POI presentation skill sheet	J&B p 305 IFSTA p 142
(4)Testing	Designing a Skills checklist	POI presentation skill sheet	POI P.63-64
(5)Summary /Conclusion		POI presentation skill sheet	IFSTA p 73
Knowledge base of relevant subject matter, applicable policies, rules and regulations.	Subject matter expert	Determined by AHJ	
	Applicable AHJ policies	Determined by AHJ	AHJ SOP's, Rules & Regs, etc
	Rules & Regulations	Determined by AHJ	OSHA, NFPA, etc

Annual applicable OSHA Regs and Laws for a Fire Department

5/30/17

This document will summarize the major applicable OSHA “Regs ”and applicable Laws that a fire department must address annually besides the “Fire brigade” regulation. Other than haz mat officer/IC initial “training” ([1910.120\(q\)\(6\)\(v\)](#)) where they state a minimum time, the focus should be on proficiency, not “training time.”

Every NYS FD must initially and annually “train” all of their emergency response personnel in these regulations.

NOTE: For these OSHA regs the annual “training” must take place every 12 months so if FF. Motoratz was trained in Haz Mat in January of this year, they must be retrained again by the end of next January. This applies to the listed OSHA regs below but doesn’t not apply the Fire “Brigade” standard in regards to “training”.

Annual Safety and Health Training Agenda

Topic	Standard
Hazardous Materials/Emergency Response: Awareness (Everybody), Operations (Firefighters)	1910.120(q)(8) & Permissible Exposure Limits – 12 NYCRR Part 800.5
Respiratory Protection	1910.134(k)(5)
Blood Borne Pathogen	1910.1030(g)(2)(ii)(B)
Right to Know	Article 28 Section 878, 1910.1200
Workplace Violence	NYCRR Part 800.6
Fire Extinguishers (if required to use)	1910.157(g)(2)
Occupational Noise	1910.95
Confined Space (Awareness)	1910.146
Officer/IC Training	29 CFR 1910.120(q) (6) (v).
Lockout/Tagout	219CFR1910.147
Emg. Escape & Self Rescue Ropes & Systems Components for Firefighters	12NYCRR 800.7
Sexual Harassment	This is highly “Recommended” “training”, there is no exact law that requires it.
Hi Viz vest	23 CFR 634

First glance at this list may give you the impression that it is a huge list and will take tons of time. Realistically most of these are really very simple “topics” and won’t require much time at all for the annual “refresher (demonstrate proficiency).

Whenever you see the verb “Train” a good way to address this is to have your personnel **“demonstrate proficiency”** in that material. It’s about their ability to safely and efficiently operate, not about how much time they spent in class..... Most of these regulations state that “objectively demonstrate competency in.....”

RESOURCE NOTE: PESH created a tremendous resource for all fire departments titled “PESH Fire Service CD.” On it are all of the applicable regs, model policies, Training PowerPoints, etc. (See insert below for its contents) It can be accessed/downloaded at <https://www.dropbox.com/sh/aki0kt2i66e62yr/AABgprhqW9xKcjk7lcLOEDSpa?dl=0>

You will find a ton of resources there!

<u>PESH Resource CD contents</u>		
Name	Date modified	Type
 DOT ERG and FOG Field Operations Guide	3/6/2016 3:21 PM	File folder
 Fire Escape Equipment	3/6/2016 3:21 PM	File folder
 General Industry Standards	3/6/2016 3:21 PM	File folder
 Internet LINKS	3/6/2016 3:21 PM	File folder
 MUTCD or Traffic Control Devices	3/6/2016 3:21 PM	File folder
 NIOSH Firefighter Fatality Program	3/6/2016 3:21 PM	File folder
 PESH ACT-Sec 27	3/6/2016 3:21 PM	File folder
 PESH FIRE INFO	3/6/2016 3:21 PM	File folder
 PESH Model Programs	3/6/2016 3:21 PM	File folder
 PESH Record Keeping Info - Injury and Ill...	3/6/2016 3:22 PM	File folder
 Q&A for Fire Service	3/6/2016 3:22 PM	File folder
 Response Resources	3/6/2016 3:22 PM	File folder
 Training Files in PowerPoint	3/6/2016 3:22 PM	File folder
 Vector Borne Diseases	3/6/2016 3:22 PM	File folder
 Workplace Violence Prevention	3/6/2016 3:22 PM	File folder

OSHA states that “Under the OSH Act, employers are responsible for providing a safe and healthful workplace. OSHA's mission is to assure safe and healthful workplaces by setting and enforcing standards, and by providing training, outreach, education and assistance. Employers must comply with all applicable OSHA standards. Employers must also comply with the General Duty Clause of the OSH Act, which requires employers to keep their workplace free of serious recognized hazards.” <https://www.osha.gov/law-regs.html>

NOTE: In NYS volunteer emergency personnel are classified as “employees”. OSHA “regs” apply to all fire departments in NYS; big and small.

Any OSHA “Reg” can be easily accessed at <https://www.osha.gov/law-regs.html>

HAZARDOUS MATERIALS/EMERGENCY RESPONSE 29CFR1910.120(q)(8)

Model Program note: The Haz Mat regulation also includes a section for On-Scene Incident Commander - [1910.120\(q\)\(6\)\(v\)](#). Although this is contained within this Haz Mat regulation, AHJ's should remember that most incidents you respond to are a "suspected "Haz mat Incident and as such this logic indicates that this requirement applies to just about any incident your agency responds to (structure fires, vehicle fires, dumpster fires, MVA's, Fire Alarms (which are treated as suspected fires))

1910.120(q)(6) *Training.* Training shall be based on the duties and function to be performed by each responder of an emergency response organization. The skill and knowledge levels required for all new responders, those hired after the effective date of this standard, shall be conveyed to them through training before they are permitted to take part in actual emergency operations on an incident. Employees who participate, or are expected to participate, in emergency response, shall be given training in accordance with the following paragraphs:

**** MODEL PROGRAM NOTE:** Haz Mat Job Functions are divided into five (5) categories: Fire Responder "Awareness" levels, First Responder "Operations level, Technician level, Specialist level and Officer/IC.

The Awareness level is for everybody in emergency response (including Firefighters, Fire Police, EMS, Police, etc.) and the "Operations" level is for anybody who might have to deal with a (suspected) hazardous materials incident in a defensive mode of operations (all "firefighters" fall in this category)

The Officer/IC is for anybody who might serve at the IC at any (suspected) haz mat incident, which, realistically, is any just about any incident an FD responds to.

1910.120(q)(6)(i) *First responder awareness level.* First responders at the awareness level are individuals who are likely to witness or discover a hazardous substance release and who have been trained to initiate an emergency response sequence by notifying the proper authorities of the release. They would take no further action beyond notifying the authorities of the release. First responders at the awareness level shall have sufficient training or have had sufficient experience to objectively demonstrate competency in the following areas:

1910.120(q)(6)(i)(A) An understanding of what hazardous substances are, and the risks associated with them in an incident.

1910.120(q)(6)(i)(B) An understanding of the potential outcomes associated with an emergency created when hazardous substances are present.

1910.120(q)(6)(i)(C) The ability to recognize the presence of hazardous substances in an emergency.

1910.120(q)(6)(i)(D) The ability to identify the hazardous substances, if possible.

1910.120(q)(6)(i)(E) An understanding of the role of the first responder awareness individual in the employer's emergency response plan including site security and control and the U.S. Department of Transportation's Emergency Response Guidebook.

1910.120(q)(6)(i)(F) The ability to realize the need for additional resources, and to make appropriate notifications to the communication center.

1910.120(q)(6)(ii) *First responder operations level.* First responders at the operations level are individuals who respond to releases or potential releases of hazardous substances as part of the initial response to the site for the purpose of protecting nearby persons, property, or the environment from the effects of the release. They are trained to respond in a defensive fashion without actually trying to stop the release. Their function is to contain the release from a safe distance, keep it from spreading, and prevent exposures. First responders at the operational level shall have received at least eight hours of training or have had sufficient experience to objectively demonstrate competency in the following areas in addition to those listed for the awareness level and the employer shall so certify:

1910.120(q)(6)(ii)(A) Knowledge of the basic hazard and risk assessment techniques.

1910.120(q)(6)(ii)(B) Know how to select and use proper personal protective equipment provided to the first responder operational level.

1910.120(q)(6)(ii)(C) An understanding of basic hazardous materials terms.

1910.120(q)(6)(ii)(D) Know how to perform basic control, containment and/or confinement operations within the capabilities of the resources and personal protective equipment available with their unit.

1910.120(q)(6)(ii)(E) Know how to implement basic decontamination procedures.

1910.120(q)(6)(ii)(F) An understanding of the relevant standard operating procedures and termination procedures.

****Model Program note:** The “Technician” and Specialist” levels are historically reserved for members of a Haz Mat team and deal with Offensive operations at a haz mat incident and are not covered in this Model Program document.

1910.120(q)(6)(v) *On scene incident commander.* Incident commanders, who will assume control of the incident scene beyond the first responder awareness level, **shall receive at least 24 hours of training** equal to the first responder operations level and in addition have competency in the following areas and the employer shall so certify:

1910.120(q)(6)(v)(A) Know and be able to implement the employer's incident command system.

1910.120(q)(6)(v)(B) Know how to implement the employer's emergency response plan.

1910.120(q)(6)(v)(C) Know and understand the hazards and risks associated with employees working in chemical protective clothing.

1910.120(q)(6)(v)(D) Know how to implement the local emergency response plan.

1910.120(q)(6)(v)(E) Know of the state emergency response plan and of the Federal Regional Response Team.

1910.120(q)(6)(v)(F) Know and understand the importance of decontamination procedures.

1910.120(q)(7) *Trainers*. Trainers who teach any of the above training subjects shall have satisfactorily completed a training course for teaching the subjects they are expected to teach, such as the courses offered by the U.S. National Fire Academy, or they shall have the training and/or academic credentials and instructional experience necessary to demonstrate competent instructional skills and a good command of the subject matter of the courses they are to teach.

1910.120(q)(8) (Haz Mat) *Refresher training*.

1910.120(q)(8)(i) Those employees who are trained in accordance with paragraph (q)(6) of this section shall receive annual refresher training of sufficient content and duration to maintain their competencies, or shall demonstrate proficiency in those areas at least yearly.

Those who participate, or are expected to participate, in emergency response, shall be given training in accordance with the following paragraphs:

29CFR1910.134 Respiratory Protection (Cognitive portion: hands on SCBA skills is done as part of the Interior Firefighter annual competencies)

IDLH atmospheres Oxygen content of 19.5-23.5%; Carbon Monoxide (CO) content of 10 ppm or greater, dust, smoke, unknown atmospheres Carbon dioxide content of 1,000 ppm or more

SCBA nomenclature

Inspection procedure; frequency, qualifications to do, documentation, procedure

Bottle refilling

Cleaning, disinfecting masks after each use

Reporting SCBA repair need

Buddy system- requirement; what is

2 In/2 Out requirements, procedure

All compressed gas bottles must be secured at all times except when in use.

****In addition to these KSA's, any person that could be expected to use an SCBA must initially and then annually demonstrate proficiency in all/all of the KSA's associated with actually using an SCBA. (These are contained in the "Interior Firefighter" section of the Best Practices Model program.)**

29CFR1910.1030 Blood Borne Pathogens

Hazards (exposure, contamination)

AHJ's Exposure Control Plan contents (procedures, exactly what a person must do if contaminated or exposed etc.)

PPE

Decontamination procedure

Exposure/contamination documentation

Right to Know Article 28 Section 878

AHJ's policy and procedures (storage, recontainerization, labeling, SDS's receipt, 24/7 access by employees, use, entering into AHJ's Right to Know system, etc.)

Chemical hazards in their workplace, location of toxic substances and their names and properties.

Routes of exposure

Safety equipment

Safety Data Sheets, SDS's, (formerly called MSDS's) - 24/7 availability, contents, how to read, use for exposure/use

AHJ's use and cleanup policy and procedures

Hazards

1910.1200(e)(1)(ii) The methods the employer will use to inform employees of the hazards of non-routine tasks (for example, the cleaning of reactor vessels), and the hazards associated with chemicals contained in unlabeled pipes in their work areas

Route of entry in to a human body

New substance to be used in workplace; SDS present before substance allowed on site.

Exposure treatment and documentation/reporting

More information can be easily accessed at <https://www.osha.gov/dsg/hazcom/index.html>

Workplace Violence NYCRR Part 800.6

Definition and Examples of WPV

Purpose & Intent

Written policy; contents and accessibility

How to avoid WPV

What to do if it happens

Fire Extinguishers 29CFR1910.157

1910.157(g)

Training and education.

1910.157(g)(1)

Where the employer has provided portable fire extinguishers for employee use in the workplace, the employer shall also provide an educational program to familiarize employees with the general principles of fire extinguisher use and the hazards involved with incipient stage firefighting.

1910.157(g)(2)

The employer shall provide the education required in paragraph (g)(1) of this section upon initial employment and at least annually thereafter.

1910.157(g)(3)

The employer shall provide employees who have been designated to use firefighting equipment as part of an emergency action plan with training in the use of the appropriate equipment.

1910.157(g)(4)

The employer shall provide the training required in paragraph (g)(3) of this section upon initial assignment to the designated group of employees and at least annually thereafter.

Classes of Fire

Types of Extinguishers

Fire extinguisher use

Care and maintenance of fire extinguishers

Reporting procedure for extinguisher repair

29CFR1910.95 Occupational Noise Exposure

What is noise?

How is it measured? How significant is an increase of 1 decibel?

NOTE: "On the **decibel scale**, the smallest audible sound (near total silence) is 0 Db. A sound 10 times more powerful is 10 dB. A sound 100 times more powerful than near total silence is 20 dB. A sound 1,000 times more powerful than near total silence is 30 dB"

How does noise hurt us?

How can we avoid/protect ourselves from loud noises? (avoidance, different types of hearing protection provided by your AHJ, their availability, their use, etc.,)

Your AHJ's Hearing Conservation program; what it says, etc.

(Noise) Exposure reporting procedure in your AHJ.

29CFR 1910.146 Confined Space Awareness

What is a confined space?

What is a “Permit Required Confined Space” and how can you recognize/ID it?

What hazards does a confined space and/or a Permit Required Confined Space pose?

Where can they be in our district?

Who can enter a “Permit Required” Confined Space?

What should I do if I see somebody in trouble in any confined space and does our FD have the ability to perform a rescue in a confined space?

29CFR1910.147 The Control of Hazardous Energy (lockout/tagout).

Training and communication.

1910.147(c)(7)(i)

The employer shall provide training to ensure that the purpose and function of the energy control program are understood by employees and that the knowledge and skills required for the safe application, usage, and removal of the energy controls are acquired by employees. The training shall include the following:

1910.147(c)(7)(i)(A) Each authorized employee shall receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control.

1910.147(c)(7)(i)(B) Each affected employee shall be instructed in the purpose and use of the energy control procedure.

1910.147(c)(7)(i)(C) All other employees whose work operations are or may be in an area where energy control procedures may be utilized, shall be instructed about the procedure, and about the prohibition relating to attempts to restart or reenergize machines or equipment which are locked out or tagged out.

1910.147(c)(7)(ii) When tagout systems are used, employees shall also be trained in the following limitations of tags:

1910.147(c)(7)(ii)(A) Tags are essentially warning devices affixed to energy isolating devices, and do not provide the physical restraint on those devices that is provided by a lock.

1910.147(c)(7)(ii)(B) When a tag is attached to an energy isolating means, it is not to be removed without authorization of the authorized person responsible for it, and it is never to be bypassed, ignored, or otherwise defeated.

1910.147(c)(7)(ii)(C) Tags must be legible and understandable by all authorized employees, affected employees, and all other employees whose work operations are or may be in the area, in order to be effective.

1910.147(c)(7)(ii)(D) Tags and their means of attachment must be made of materials which will withstand the environmental conditions encountered in the workplace.

1910.147(c)(7)(ii)(E) Tags may evoke a false sense of security, and their meaning needs to be understood as part of the overall energy control program.

1910.147(c)(7)(ii)(F) Tags must be securely attached to energy isolating devices so that they cannot be inadvertently or accidentally detached during use.

1910.147(c)(7)(iii) Employee retraining.

1910.147(c)(7)(iii)(A) Retraining shall be provided for all authorized and affected employees whenever there is a change in their job assignments, a change in machines, equipment or processes that present a new hazard, or when there is a change in the energy control procedures.

1910.147(c)(7)(iii)(B) Additional retraining shall also be conducted whenever a periodic inspection under paragraph (c)(6) of this section reveals, or whenever the employer has reason to believe that there are deviations from or inadequacies in the employee's knowledge or use of the energy control procedures.

1910.147(c)(7)(iii)(C) The retraining shall reestablish employee proficiency and introduce new or revised control methods and procedures, as necessary.

1910.147(c)(7)(iv) The employer shall certify that employee training has been accomplished and is being kept up to date. The certification shall contain each employee's name and dates of training.

12NYCRR Section 800.7 Emergency Escape Rope and Self Rescue Ropes & System Components for Firefighters (2008)

Firefighters are informed of limitations of emergency escape systems

System components and functions

System use

System repacking or replacement

Sexual Harassment - Title VII of the Civil Rights Act of 1964

What is Sexual Harassment?

What is your AHJ's policy on it?

What to do if you think you have been a victim of it?

Supervisors: what to do if somebody comes to you with a Sexual Harassment complaint?

23CFR Part 634-Worker Visibility (Hi Viz Vests)

What must be worn (what constitutes "Hi Viz")?

When must they be worn and by whom

Good sources of Fire “Stuff”

Research data

Lesson Plans

Videos

Current info

Pics

Videos

Maryland Fire Rescue www.Mfri.org

Firefighter Close Calls www.firefighterclosecalls.com

VFIS Insurance www.vfis.com

UL Fire Safety Research Institute <http://ulfirefightersafety.org/>

Modern Fire Behavior <http://modernfirebehavior.com/>

Department of Defense www.dodfire.com/train/materials

Fire District 1 www.D1fireacademy.com

Volunteer FD org www.volunteerfd.org

Firehouse magazine www.firehouse.com

Fire Engineering <http://www.fireengineering.com>

Fire Service Pro LC www.fireservicepro.com

National Volunteer Fire Council www.nvfc.org

Fire Nuggets <http://www.firenuggets.com>

And of course, you can always just do a web search for “fire training resources”.

Please remember to always vet any source you use as the internet is loaded with mis-information and blogs with folks personal opinions (not necessarily factual).

BEST PRACTICES- MODEL PROGRAM “TRAINING” IN A NUTSHELL

2 parts:

1) Functional Task Competencies

- ▶ Initially “trained” in any/all “tasks” they may be assigned to do.
- ▶ Demonstrate proficiency to their AHJ in these tasks before they are assigned to perform them at an incident scene.
- ▶ Annually demonstrate Proficiency in any task they may be assigned to perform that year
- ▶ Interior firefighters must attend “training” at least quarterly

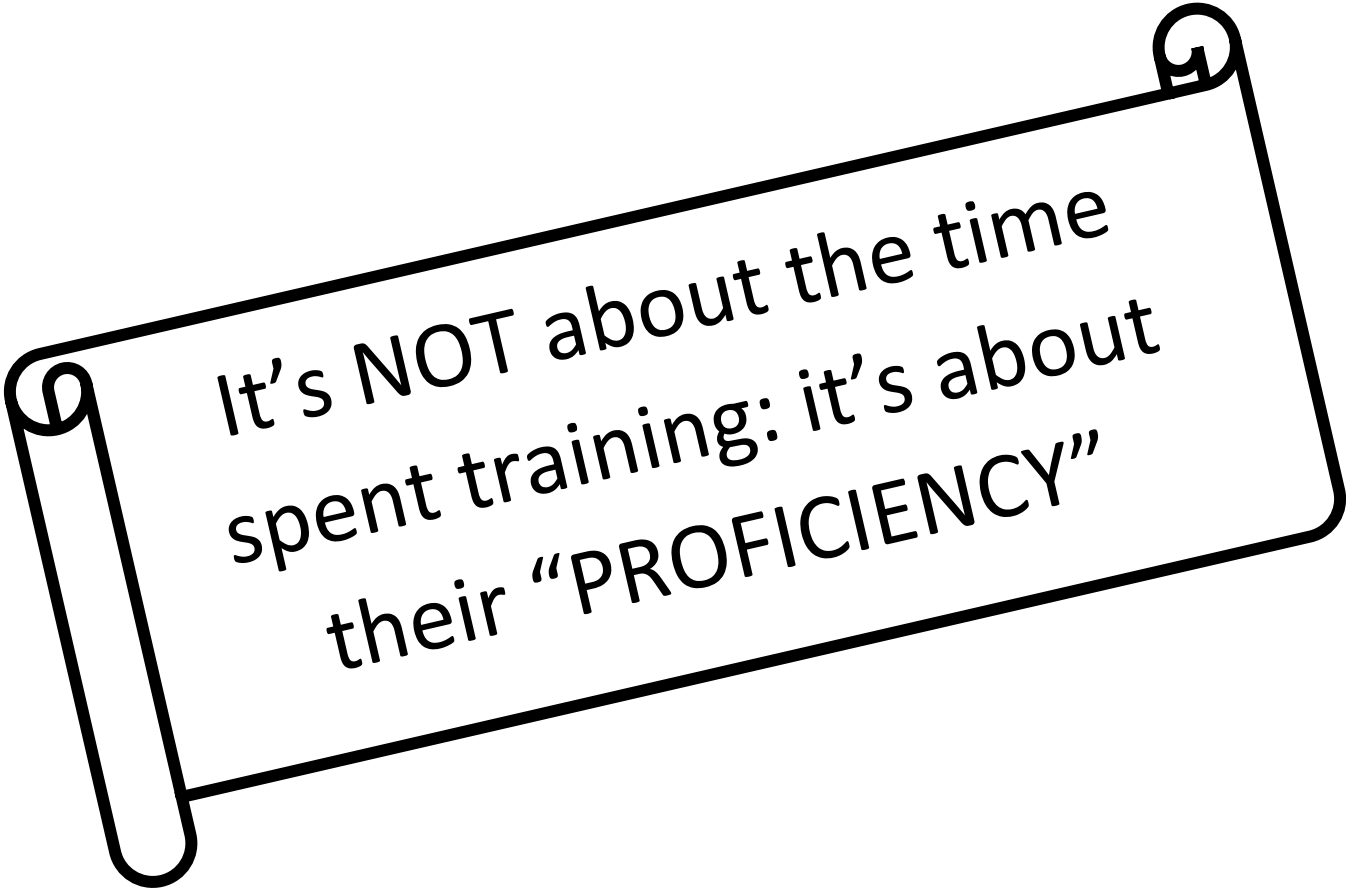
2) Applicable OSHA Regs/NYS Laws

- ▶ Be “trained”/demonstrate Proficiency in all applicable OSHA regulations & laws before they are allowed to respond/participate.
- ▶ Be “re-trained/demonstrate proficiency” in all applicable OSHA regs and laws every twelve (12) months
 - ▶ If Firefighter Joe Matorotz was “trained” in Blood Borne Pathogens in June of this year, they must be “Retrained” in this by the end of next June.

****IMP NOTE:** When talking about “training” don’t think of “time spent”; think of it as meaning “demonstrated proficiency”.

It’s all about keeping your personnel SAFE!

By doing this you will also satisfy all of the regulations and laws...But it is all about Keeping Everybody SAFE!!!



It's NOT about the time
spent training: it's about
their "PROFICIENCY"

How good is good enough at a Life/Death incident?